

OR Tambo Africa Research Chairs Initiative Framework and Application Guideline
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1. Introduction

1.1. Context

The contributions of Science, Technology and Innovation (STI) for socio-economic development are now acknowledged in major global and regional frameworks such as the Sustainable Development Goals (SDGs) and the African Union's Science, Technology and Innovation Strategy for Africa (STISA-2024) as essential for advances in science and for seeking solutions to the major global and African challenges, in particular. Within this context, research excellence, human and institutional capacity development are key enablers to enhancing Africa's global competitiveness, and positioning the continent as a preferred research and innovation investments' destination. Accelerating the continent's contributions to these enablers requires a multiplicity of mechanisms, *inter alia*, increased public, private and not-for-profit sectors' research and innovation investments; long term strategic and innovative approaches to enhance intra-Africa research collaborations; a clearly articulated internationalisation strategy; and a partnership approach that leverages existing and new networks across different sectors for additional resources.

1.2. Background on Research Chairs

The Research Chairs concept is similar to Centres of Excellence (e.g. in supporting world-class research in a priority area), but also has many distinguishing features. Most notably, it recognises individual excellence, leadership and talent. Chairs foster prestige and visibility associated with an individual, and catalyse organisational expertise in a given area (in particular through the training of high quality postgraduates) and, more broadly, contribute to strengthening a national research system. Research Chairs are a means to developing a research group and training a cadet of next generation and emerging researchers, while centring this contribution to an individual researcher.

Research Chairs have gained momentum in Africa over the last 10 years. As an example, an emerging programme of 'trilateral Chairs' has been supported by the Canadian IDRC and the NRF for collaborative chairs located in Canada, South Africa and another African partner country. Other funders have also supported 'Centres of Excellence' based in selected African institutions, the most prominent of which is the World Bank Africa Centres of Excellence (ACE) initiative.

In 2000, the Government of Canada created a permanent programme to establish 2,000 Research Chairs in eligible degree-granting institutions across the country. The Canadian Research Chairs Programme (CRCP) invests approximately \$265 million per year to attract and retain some of the world's most accomplished and promising researchers. Chair holders aim to achieve research excellence in engineering and the natural sciences, health sciences, humanities, and social sciences. They improve depth of knowledge and quality of life, strengthen Canada's international competitiveness, and help train the next generation of highly skilled people through student supervision, teaching, and the coordination of other researchers' work.

The South African Research Chairs Initiative (SARChI) was established in 2006 as a strategic intervention designed to attract and retain research excellence and innovation within South African universities. Since inception in 2006, a cumulative total of 233 SARChI Chairs, including through international bilateral (co-funded with the United Kingdom, Namibia, Canada and Switzerland) and trilateral partnerships, and with the private sector have been

awarded. As part of the intention to attract international candidates, including those from the African diaspora, internationally appointed Chairs are permitted to spend a minimum of 50% of their time outside South Africa. All Chairs include a capacity building element. Chair holders are expected to meet set targets for staff development, and additional funds are provided for supporting post-doctoral and postgraduate students under the supervision of the respective Chair holders.

2. OR Tambo Africa Research Chairs Initiative

The intention to support a new strand of Research Chairs, with a clear and inclusive focus on the African continent, was announced by South Africa's Department of Science and Technology (DST) in December 2017 during Science Forum South Africa (SFA). The OR Tambo Africa Research Chairs Initiative led by the National Research Foundation (NRF) in partnership with the DST, the Oliver & Adelaide Tambo Foundation (OATF) and partner Science Granting Councils (SGCs) in the rest of Africa complements the existing DST-NRF SARCHI as well as the Canada-South Africa trilateral chairs. The International Development Research Centre (IDRC) of Canada has expressed interest to partner with the NRF and the Oliver & Adelaide Tambo Foundation in funding and supporting the OR Tambo Africa Research Chairs Initiative, building on a long history of investment in Africa, and based on a close partnership modality with the NRF.

Oliver Reginald Kaizana Tambo, a South African anti-apartheid politician and revolutionary served as President of the African National Congress (ANC) from 1967 to 1991.

The OR Tambo Africa Research Chairs combine political, development and higher education objectives. They aim to honour a leading figure in the development of African unity; have a catalytic impact on the development of research infrastructure in recipient countries; and contribute to knowledge production and high end skills in alignment with AU Agenda 2063 and STISA 2024. Through international and regional strategic partnerships, the Chairs will contribute to the development of long term mutually beneficial research collaborations on the continent.

2.1. Objectives of the OR Tambo Africa Research Chairs Initiative

The key objectives of the initiative are to:

- a. Contribute to expanded research and innovation capacities in and for Africa, in alignment with AU Agenda 2063 and STISA 2024;
- b. Attract and retain excellent researchers and scientists within Africa's higher education system;
- c. Contribute to Africa's global research competitiveness while responding to the continent's socio-economic needs;
- d. Contribute to Africa's career pathways for young and mid-career researchers, with a strong research, innovation and human capital development output trajectory; and
- e. Honor and promote the legacy of OR Tambo, emulating his values of professional excellence, integrity, inclusiveness, honesty, humility and respect for human dignity.

2.2. Scope of the OR Tambo Africa Research Chairs Initiative

The OR Tambo Africa Research Chairs Initiative builds on existing continental frameworks and interventions geared towards institutional capacity strengthening; the development of high end skills; recruitment and retention

of excellent researchers; and incentives to support research that contributes to socio-economic and transformative development. The Science Granting Councils Initiative (SGCI) in sub-Saharan Africa, the African Research Universities Alliance (ARUA), the Strengthening Higher Agricultural Education in Africa (SHAEA) initiative, and the Alliance for Accelerating Excellence in Science in Africa (AESA) are examples of prominent initiatives contributing to this mission.

The OR Tambo Africa Research Chairs Initiative seeks to **build** on these initiatives, on a **pilot basis**, and with an **initial focus on countries participating in the SGCI**. The SGCI is a multi-funder initiative that aims to strengthen the capacities of 15 science granting councils (public science funding agencies) in Sub-Saharan Africa (SSA) in order to support research and evidence-based policies that will contribute to economic and social development. The SGCI contributes to strengthening the ability of science granting councils to: 1) manage research; 2) design and monitoring of research programmes based on the use of robust science, technology and innovation (STI) indicators; 3) support knowledge exchange with the private sector; and 4) strengthen partnerships between SGCs and other science system actors. The SGCI:

- Represents 15 countries (Ethiopia, Kenya, Uganda, Tanzania, Rwanda, Senegal, Ghana, Cote d'Ivoire, Burkina Faso, Zambia, Zimbabwe, Malawi, Mozambique, Namibia, Botswana) in Western, Southern and Eastern Africa, and allows for geographical spread;
- Comprises public science funding agencies, who as partners will contribute to the sustainability of the chairs during and beyond the initial period of support provided;
- Reinforces existing structures to ensure that the chairs are not implemented in isolation of existing institutional capacities within national research systems;
- Provides further opportunity for capacity strengthening in the context of science granting councils through partnership in the identification of national priorities (in focusing the chairs), the research and grants management process, national support for chairs, and reinforcing the intended science-policy linkages in implementing the chairs; and
- Presents an opportunity to build critical mass of high-calibre research activity, and hence credibility.

An **initial ten (10) OR Tambo Africa Research Chairs** across the African continent will be established, focused on research priorities¹ identified by each host institution in conjunction with, especially the SGCI and ARUA countries, and in alignment with AU Agenda 2063 and STISA 2024. Gender, disciplinary and geographical spread will be underlying considerations in the awarding of a chair. At least **60% of the chairs shall be female holders**, and **up to 40% in the Humanities and Social Sciences**. Each Chair will be **applicable for one 5-year term** in the first instance, with a possibility of renewal for up to two additional terms of five years each, subject to excellent performance and availability of funds.

¹Broad priority areas linked to existing continental frameworks and complementary initiatives have been identified as follows: climate change, poverty and inequality, food security, unemployment and skills development, energy, notions of identity, water conservation, good governance, materials development and nanotechnology, urbanisation and habitable cities, non-communicable diseases, migration and mobility, post-conflict societies, artificial intelligence, and science and innovation policy. Preference may be given to research closely linked to these themes.

3. Minimum Requirements and Key Competencies

3.1. Guiding Principles

The following principles will inform the awarding of the Research Chairs to a successful host institution:

- a. The OR Tambo Africa Research Chairs Initiative is a strategic programme aimed at **strengthening research and innovation capacities in public research-intensive universities in Africa**, enhancing the training of a new generation of researchers and the further development of established researchers in all knowledge areas while responding to national priorities and strategies;
- b. Research Chairs shall be **held by an African research-intensive public university** (*see table 1 for a list of eligible countries*) in partnership with other higher education and research institutions, or the private sector, in the country, region or outside Africa. The host university is particularly encouraged to establish formal linkages with other, often less research-intensive universities, nationally;
- c. **Public research-intensive universities in SGCI participating countries** will bid for Research Chairs in an open and competitive process. A Research Chair will not be pre-allocated to an institution or SGCI participating country;
- d. Each applicant public university must **work with the SGC in their country** to align their proposal to relevant research priorities, after which the application can be submitted to the NRF;
- e. The **university must have a suitable candidate** identified before submitting an expression of interest;
- f. The **Chair holder will be expected to dedicate at least 80% of their time to conducting research, training postgraduates, and mentoring emerging researchers**. The remainder of the time may be dedicated to administration or undergraduate teaching. In general, Chair holders should target supporting and mentoring around 10 postgraduate (masters and PhD) students and postdoctoral fellows at any given time;
- g. Research Chairs are **tenable to established researchers who are recognised internationally as leaders in their respective fields**, and have received substantial international recognition for their research contributions.

3.2. Institutional Requirements

Research Chairs will be awarded to public research-intensive universities in Africa that can host such Research Chairs in their own right, or as described in 3.1 above. Only institutions that adequately demonstrate research strength and competencies in the identified thematic/ research priority area of the Research Chair and have the required research support infrastructure will be considered for awarding of the Research Chairs. Other universities and research institutions, nationally, regionally and outside Africa, may be involved as partners. The pre-screening of expressions of interest and chair holder applications will be conducted by SGCI participating councils with support, as necessary from the NRF, in the applicant host country before final submission to the NRF. A university's accounting officer, herein referring to a vice-chancellor or equivalent or a Deputy Vice Chancellor responsible for research, shall be the responsible officer on the implementation of the Research Chair. The full application must demonstrate the host institution's enabling environment for such a Chair, including a sustainability plan. In addition, host institutions will be required to contribute the salary component of the Research Chair holder. A list of eligible countries and SGCI participating councils is included below.

Table 1: SGCI participating councils and eligible African countries

Country	Science Granting Council
Botswana	Ministry of Tertiary Education, Research, Science and Technology
Burkina Faso	<i>Fonds National de la Recherche et de l'Innovation pour le Developpement</i>
Côte d'Ivoire	<i>Programme d'Appui Stratégique à la Recherche Scientifique</i>
Ethiopia	Ministry of Science and Technology
Ghana	Ministry of Environment, Science, Technology and Innovation
Kenya	National Research Fund
Malawi	Ministry of Tertiary Education, Research, Science and Technology
Mozambique	<i>Fundo Nacional de Investigaçã</i>
Namibia	National Commission on Research Science and Technology
Rwanda	National Council for Science and Technology
Senegal	<i>Ministère de l'Enseignement supérieur, de la Recherche et de l'Innovation</i>
Tanzania	Tanzania Commission for Science and Technology
Uganda	Uganda National Council for Science and Technology
Zambia	National Science and Technology Council
Zimbabwe	Research Council of Zimbabwe

3.3. Candidate Requirements

- a) A PhD degree in a field relevant to the proposed Chair;
- b) Outstanding research track-record supported by relevant research outputs;
- c) Experience in the development and application of high quality research in specific focus areas, with a view to informing national, regional and/ or institutional policies and practices at both a national and international level or technology development and deployment;
- d) Track record in supervising and mentoring postgraduate students and postdoctoral fellows; and
- e) International recognition as an expert in the research field.

In addition to the above requirements, proposed Chair holder(s) must submit a relevant proposed research programme that is responsive to the scope of the OR Tambo Africa Research Chairs Initiative, and a comprehensive *curriculum vitae*. Following peer review of the full proposal, a Chair will be approved based on the candidate requirements as mentioned above.

The criteria that must be met by nominated research chair candidates for approval are detailed below.

Table 2: Criteria for OR Tambo Africa Research Chairs

Should be appointable at the level of a full Professor, benchmarked internationally
Should be an outstanding and innovative researcher whose accomplishments have made a major impact in their field

Should be recognised internationally as an undisputed leader in their field and/or have received substantial international recognition for their research contributions
Should have a superior track-record in attracting and successfully supervising post-graduate students and postdoctoral fellows, taking into account the practices of the field
Should reside full time in the country of the host university for the duration of the research chair award

4. Partnerships and Collaboration

The OR Tambo Africa Research Chairs shall be supported through a collaborative model involving African public research intensive universities, African science granting councils (funding agencies), international funding agencies, the private sector and the not-for-profit sector. South Africa’s Department of Science and Technology, the NRF South Africa, SGCI participating countries, the International Development Research Centre (IDRC) Canada, and the Oliver & Adelaide Tambo Foundation have confirmed support of the initial ten (10) pilot Research Chairs. A partnership model will be pursued for further support and expansion of the initiative, for example, with leading international and South African universities with focus and track record working in Africa, who are prepared to contribute through human capital, sharing of laboratory space, exchange of post-docs, and/ or financially.

5. Application, Review and Selection Process

The application and selection process will be conducted using a two-phased approach process managed by the Reviews and Evaluation (RE) directorate of the NRF with the support of the Research Chairs and Centres of Excellence (RCCE) Directorate of the NRF, which will eventually manage the Chairs once awarded. The research and grants management process of the Chairs will be done in collaboration with the relevant SGCs (*see table 1 above*). *Applications should be submitted in English. Efforts will be made to translate the call documents and the application process in French and Portuguese.*

5.1. Application Phase 1: Institutional Expressions of Interest

SGCI participating councils will nationally disseminate the call for institutional expressions of interest to public research-intensive universities, and together with interested public universities determine the research priorities guided by institutional research strengths, and the national and continental science agenda. Applicant universities are encouraged to work together with their national SGC in ascertaining both host(s) and proposed Chair holder(s) eligibility as per the minimum requirements stated herein.

Each potential host institution can submit a maximum of three (3) Research Chair institutional expressions of interest with a maximum of two (2) nominated potential chair holders per expression of interest during this phase.

The following information should be included in an institutional expression of interest:

- a) Detailed proposal and motivation by the host university to host a Research Chair, including a sustainability plan for support beyond the Research Chair(s) initial 5 year term, considering:
 - i. Strengths, capabilities, strategic environment and competencies of the university, which may include:
 - Recognition of the institution’s excellence and leadership role in the national higher education system;

- Indication of interest in research growth and response to changing regional and global circumstances;
 - Indication of recent high performance in global rankings;
 - Indication of the host institution's competitive advantage in the region;
 - Indication of similar initiatives
- ii. Demonstration of alignment with existing national priorities and engagement with the relevant SGC²;
 - iii. The potential of the proposed Research Chair to enhance the university's internationalisation and research agenda;
 - iv. The institution's readiness to provide an enabling environment, considering *inter alia* the research support infrastructure and capacity, as well as financial or in-kind contributions towards the project, to ensure the success of the Research Chair, in terms of:
 - Office and/or laboratory space;
 - Infrastructure (equipment, IT facilities, etc.);
 - Academic support (information, resource facilities and related research groups);
 - Research and grants management support;
 - Management and leadership, and
 - Financial support (direct and indirect).
- b) The university's research and innovation strategy;
 - c) Official indication that the institution is accredited to confer postgraduate degrees, as approved by the relevant authority;
 - d) Broad outline of proposed research theme (*see section 2.2. above*) as aligned to the expertise of potential chair holders;
 - e) Details of current academic and research staff of the university in total, and in the broad discipline(s) aligned to (d) above;
 - f) Statistics on university research outputs and postgraduate students trained and graduated for the period 2012 to 2017 aligned to (d) above;
 - g) Short bio(s) of potential chair holder(s) as aligned to (d) above. A university may submit up to two (2) names of potential chair holders;
 - h) Where a collaborative arrangement with other research performing organisations is envisioned, a clear partnership plan, indications of previous collaborations, description of the value proposition for the envisioned partnership (in terms of the research project objectives and additional organisational capacity-building on the national or regional scale), and letters of commitment (including financial, human and in-kind resources) from each of partner institution. Partnerships to enhance capacity strengthening of newer/ less research-intensive public universities are encouraged. The initiative also provides an opportunity for chair holder continental universities to partner with international leading universities.

A rigorous evaluation process will shortlist universities to be invited to submit a full proposal.

² A letter of support from the science granting council (*see table 1*), explicitly detailing alignment with national research priorities, as well as in-kind or financial contributions being provided to the host institution in support of the Research Chair(s)

5.2. Application Phase 2: Chair Holder Call for Applications

During this phase, each proposed Chair holder, from shortlisted institutions following the institutional expressions of interest, must submit a full proposal detailing the proposed research theme and activity plan for the duration of the Research Chair term (5 years). The latter application must be authored by the candidate in consultation with the university's accounting officer (DVC research, Vice-chancellor or equivalent).

Each shortlisted university may submit not more than two (2) chair holder applications, and not more than three (3) applications per each eligible country should be submitted, in conjunction with the SGC.

The application must include:

- a) Letter of support for the proposed Chair holder for appointment to the Research Chair position by the host institution's accounting officer;
- b) Comprehensive curriculum vitae;
- c) Copies of two significant and recent (in the last 3 years) research outputs;
- d) If a candidate is not currently located at the host university, a letter from them outlining their intention to relocate should the application be successful;
- e) A research and activity plan drafted by the proposed Chair holder, including:
 - i. How the Research Chair will contribute to the OR Tambo Africa Research Chairs Initiative's objectives;
 - ii. A clearly articulated research focus;
 - iii. Specific research objectives, outputs, outcomes and impact pathway for the five-year period.
 - iv. Proposed teaching³ to research time ratio;
 - v. Expected knowledge⁴ outputs in the five-year period
 - vi. Expected human capital⁵ outputs in the five-year period, with explicit diversity and inclusion considerations;
 - vii. A research dissemination/communication strategy for the public and key stakeholder groups;
 - viii. Description of how research content will be ethical, inclusive and gender-sensitive or gender-responsive; and
 - ix. Existing and planned collaborations in the five-year period.
- f) A list of up to three recommended external, independent reviewers.

³ Teaching of postgraduate students only. Note: Chair-holders may not spend more than 20% of their time on undergraduate teaching and/or management responsibilities not related to activities of the Research Chair.

⁴ Peer-reviewed journal articles, peer-reviewed conference proceedings, scholarly books and book chapters, patents, invited keynote presentations, conference presentations, etc.

⁵ Numbers of Masters and Doctoral graduates and completed postdoctoral fellowships.

5.3. Application Submission

The host institution and nominated candidate(s)⁶ must use the NRF Online Submission System (<https://nrfs submission.nrf.ac.za/nrfmkii/>) to submit the expressions of interest and full applications. Since the OR Tambo Research Chair awards are made to the host university, the full submission by proposed chair holders must be accompanied by the letter of support indicated in 5.2 (i) above to explicitly indicate support by the university's accounting officer.

5.4. Selection Criteria

The selection of the applications will be based on: (i) the readiness and suitability of the university to host and support the proposed Research Chair(s), including in the context of the national research system; (ii) the strategic alignment of the proposed Research Chair to the OR Tambo Research Chairs Initiative's objectives; and (iii) the comprehensive research and activity plan of the nominated candidate(s). The selection of candidates will be based on the merits of each candidate's full research proposal. This will include the strength of the candidate's profile, including their qualifications and experience, publications in the broad discipline of the Research Chair, postgraduate student supervision track records, and the proposed budget (*see Section 7 of this document for Funding Levels*).

6. Governance and Management of the Research Chairs

This section describes what follows after the Research Chair has been awarded to the university.

6.1. Overview

A Research Chair will be appointed by the university, at the level of a full Professor benchmarked nationally. The Research Chair will fit into the normal management structures of the host institution. Accountability for the Research Chair will reside with the accounting officer of the host university. A five (5) year performance agreement between the host institution, the relevant SGC, the approved Research Chair candidate and the NRF in the form of *Conditions of Grant* will evaluate the performance of the Chair against the research plan, stated objectives and targets, annually.

For a university where a Chair is taken up by a current academic staff member, the university must immediately initiate a process to fill the vacated position with a suitably qualified candidate⁷. The replacement candidate must be employed on a full-time basis for the duration of the tenure of the Research Chair and proof of that must be provided to the NRF and relevant SGC within the first six months of the Research Chair appointment. Additionally, succession planning must be accounted for in the Research Chair planning. One postdoctoral fellow must be nominated to work closely with the chair who could be considered for continuity purposes in the event the Chair is unable to complete their tenure. The postdoc will also provide supervisory and teaching support.

⁶ No commitment should be given to the candidate(s) by the university before the NRF has officially informed the University of the Award by means of an award letter.

⁷ In short, this Initiative must **add** to the number of university research and academic staff.

6.2. Steering Committee

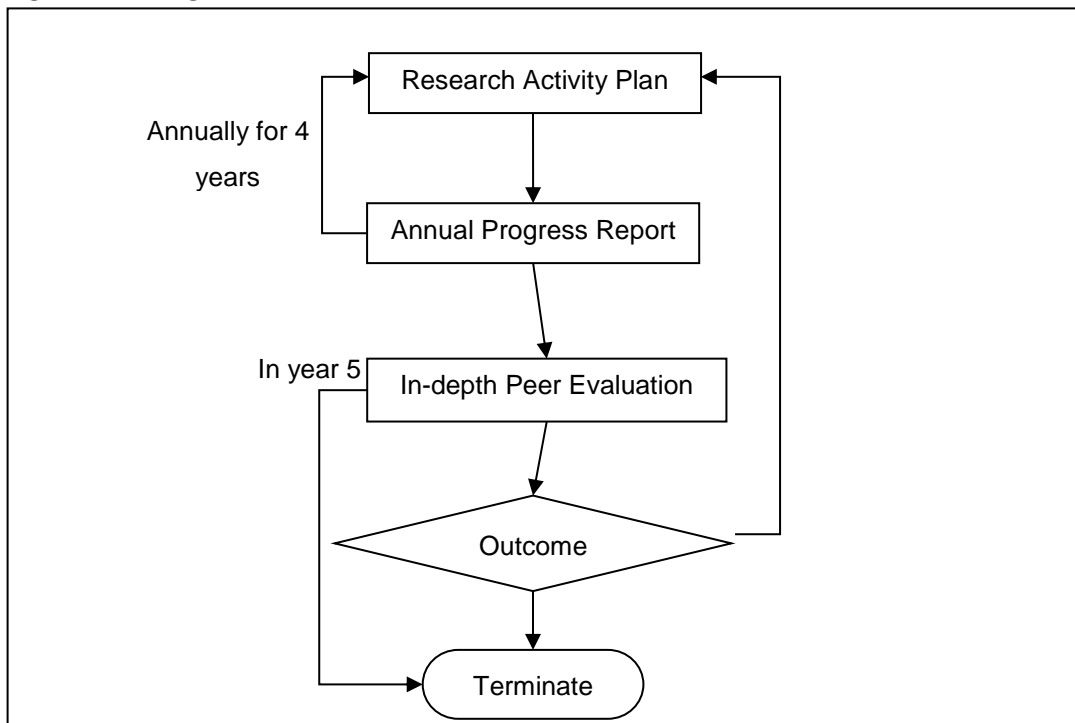
A Steering Committee will be established to guide, advise and monitor the OR Tambo Africa Research Chairs Initiative. Each year, all OR Tambo Africa Research Chairs will come together for a Communities of Practice forum, which will be linked to the annual October OR Tambo Memorial Lecture in South Africa. The Chairs will be expected to share their contributions and experiences, as part of an annual review exercise.

6.3. Management

The management of OR Tambo Research Chairs grants is described below and illustrated (Figure 1). On accepting the award and signing the *Conditions of Grant*, the newly appointed incumbent of the Research Chair will be required to deliver on the research activity plan that formed part of the accepted full proposal. At the end of each financial year the incumbent will be required to submit to the NRF and relevant SGC, an Annual Progress Report (APR) addressing the milestones and expected outcomes as presented in the research activity plan in the application.

During year five of the five-year funding cycle, the Research Chair will be subjected to an in-depth evaluation undertaken by peers as outlined in *Figure 1 below*.

Figure 1: Management of Research Chairs



6.4. Duration of the Research Chair

Research Chairs will be tenable for five (5) years. Subject to satisfactory performance by the Chair and availability of funds following the five-year in-depth review there is potential for a further five years on a decreasing scale of funding. It is expected that at this point additional funding will be sourced by either the Chair or the host university or the SGC to offset costs, with the OR Tambo Africa Research Chairs Initiative funding potentially reducing by 25%

per year after the fifth year, i.e. Years 1-5 100% funding; Year 6 75% funding; Year 7-8 50% funding; Years 9-10 25% funding.

7. Funding Levels

The OR Tambo Africa Research Chairs Initiative provides awards of up to **USD 215 000 per annum**. Each award covers administrative staff salaries⁸; salary costs to offset teaching load; postdoctoral fellowships and bursaries for postgraduate students; research operating costs; mobility costs; limited research equipment and infrastructure; and overheads for the host institution. The guidelines for apportioning of the grant across these categories and the values of fellowships and scholarships are shown in Table 3.

Table 3: Guidelines for OR Tambo Africa Research Chairs annual budget breakdown, years 1-5

Budget category	Sub-item	% of Budget	Minimum number of people	Maximum number of people
Salaries	Chair	0	1	1
	Admin support (full time)	Up to 10% of total budget per annum	1	1
	Research Assistants (per person)		0	3
Fellowships	Postdoctoral Fellows (per person awarded pro rata)	Up to 15% of total budget per annum	1	Variable
Bursaries ⁹	Doctoral (per person, full time)		2	Variable
	Masters (per person, full time)		2	Variable
Research equipment or infrastructure	Variable	Up to 15% of total budget	Not applicable	Not applicable
Running (incl. research costs and mobility)	Variable	Up to 50% of total budget	Not applicable	Not applicable
University Overheads	Variable	Up to 10% of total budget	Not applicable	Not applicable

⁸ The grant does not directly cover the salary of the incumbent Chair. This salary is expected to be covered by the host institution and/or the SGC

⁹ In general, Chair holders should target supporting and mentoring around 10 postgraduate (masters and PhD) students and postdoctoral fellows at any given time. It is expected that masters and doctoral bursaries for additional postgraduates shall be covered by the relevant SGC, and should form part of the discussions in application phase one (1).

It is important to note that this budget template provides a guide that stipulates the minimum and maximum amounts per budget category and has the flexibility for the Chair to allocate the grant based on the research activity plan. The final budget will be approved at the commencement of the Chair and in conjunction with the SGC, the host institution and the candidate Research Chair. The incumbent will be given an opportunity, at the end of each calendar year, to make budget adjustments for the subsequent year, in consultation with the Research Chairs and Centres of Excellence (RCCE) Directorate of the NRF and their SGC.

Chairs are expected to dedicate at least 80% of their time conducting research and should target supporting, and in general, mentoring around 10 postgraduate (masters and PhD) students and postdoctoral fellows at any given time. The Chairs are therefore strongly encouraged to attract additional funding for research and human capital development from other national and international funders and donors to supplement the OR Tambo Africa Research Chair grant.

8. Payment of Grants

The operational value of the grant for year 1 of 5 for the awarded Research Chair will be released to the host institution upon receipt of the signed copy of the NRF *Conditions of Grant* by the incumbent and paid upon the claim of expenses by the university. Student funding will be made available to successfully nominated postgraduate students and postdoctoral fellows. Grants will thereafter be disbursed to the universities on an annual basis, for the approved funding period, subject to the appointed Chair meeting the *Conditions of Grant* and submitting an APR.

9. Evaluation and Impact of Research Chairs

A baseline study of Research Chairs, their institutional and scholarly environments will be conducted during the first year of the OR Tambo Africa Research Chairs Initiative, following the successful recruitment of at least the first 5 research chairs in the initiative. This study, together with the host universities' strategic research plans and the Research Chair's activity plan, will serve as the baseline to evaluate impact on the discipline and at the institutional level, annually and upon completion of the 5-year term.

10. Contact Persons

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