



ANNUAL REPORT 2024



Shaping and Creating the Future: Building Zimbabwe



20 24 ANNUAL REPORT



**Bindura University of Science Education
P. Bag 1020
741 Chimurenga Road
Off Trojan Road, Bindura
www.buse.ac.zw
+263 7195286 84/91/93/94**

Shaping and Creating the Future: Building Zimbabwe

REPORT OBJECTIVES

This Annual Report provides information for all our valued stakeholders, students, staff and international community. The Report summarises the Bindura University of Science Education's achievements in 2024 and outlines our financial position as at 31 December 2024.

DISCLAIMER

While every care has been taken to ensure the accuracy of the information furnished in this report, Bindura University of Science Education does not accept any responsibility or liability for any damage or loss to any person as a result of any action taken based on this information.



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Director
Advancement & Public Affairs
Dr. Salachi Naidoo

Editor-in-Chief
Dr. Salachi Naidoo

Editor
Tinashe Chuma

Sub Editors
Shingairai Mudavanhu
Chido Chisayingerwa
Lawrence Chitumba

Consultants
Dr. B. Chiparausha
Prof. C. Pfukwa

Graphic Designer
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About Us

VISION

An internationally renowned university producing transformative and innovative graduates.

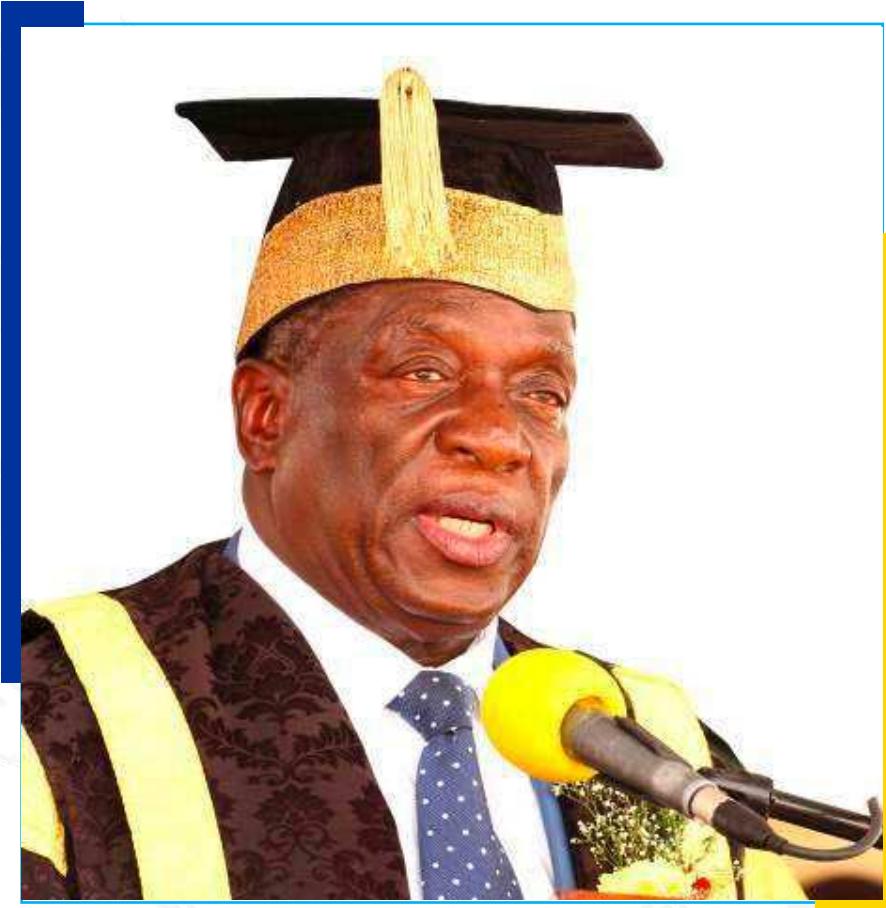
To produce responsible, knowledgeable, skilled, innovative and entrepreneurial graduates through teaching, research, innovation; and develop products and services for industrialisation and community transformation.

MISSION

CORE VALUES

Integrity
Teamwork
Diversity
Student Centredness
Commitment
Innovativeness

Chancellor



**His Excellency, The President of the Republic of Zimbabwe,
Cde. Dr. E. D. Mnangagwa**

LLB (University of London, DPG (BUSE), Hon. LLD (MSU, Zim), Hon.LLD (UZ), Hon.DPIR (GZU), Hon.LLD (UNZA), Hon. DDSS (ZNDU), Hon. DEST (CUT), Hon. DTECH. (HIT), Hon.DEd, (NUST)



Message from the Chairman of Council

Dr. Eng. F. Mavhiya-Bhiza

As we reflect on the achievements of Bindura University of Science Education in 2024, it is with great pride that I present this statement, highlighting the significant milestones accomplished by the University Council.

The year marked a pivotal moment for the institution as it successfully held two Annual General Meetings (AGMs) to review the University's performance and financial statements for the years 2022 and 2023. These meetings provided transparency and reinforced our commitment to fiscal responsibility and accountability.

The most momentous occasion was the commissioning of two major projects, the School of Optometry and Audiology and the Student Dining Hall, which were inaugurated by His Excellency, the President of the Republic of Zimbabwe and University Chancellor during the 23rd graduation

ceremony. These projects enhanced the university's academic infrastructure and provided our students with an enriched learning environment that fosters innovation and research.

In our continuous efforts to strengthen leadership and research excellence, we appointed a Pro Vice Chancellor for Research, Innovation, and Industrialisation, and other strategic appointments. These reflect Council's dedication to advancing the University's research capabilities and fostering partnerships to bridge the gap between academia and industry.

Council remained resolute in adhering to the corporate governance framework, ensuring that the University's operations aligned with the highest standards of integrity and ethical conduct. We are proud of the diverse expertise that Council members bring, which align with the University Charter, thereby ensuring a proper fit for the University's governance

structure. In addition to these initiatives, Council approved and reviewed 17 vital policies aimed at enhancing operational efficiency and governance. The policies served as a foundation for future growth and development, ensuring that the University remained responsive to the evolving educational landscape.

As we move forward, I am confident that the strides that Council has made in 2024 will continue to propel Bindura University of Science Education towards achieving its vision of excellence in education, research, and community engagement through innovation and industrialisation.

I thank all stakeholders and the shareholder for continued support and commitment to Bindura University of Science Education's mission.

I thank you.

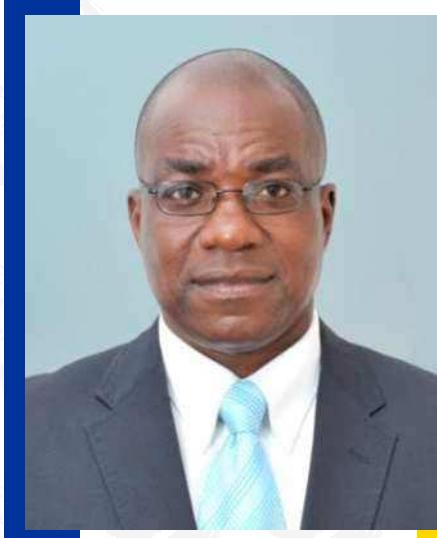
Dr. Eng. F. Mavhiya-Bhiza

COUNCIL CHAIRPERSON

BINDURA UNIVERSITY OF SCIENCE EDUCATION

“Educators do not give to another something they possess. Rather, they help learners to develop their own potential and capacity”.

Julius Nyerere



Vice Chancellor's Remarks

PROF. E. MWENJE

It is my esteemed privilege to reflect on the remarkable strides made by Bindura University of Science Education (BUSE) in the year 2024. This pivotal year was marked by the Institution's unwavering commitment to excellence in community engagement achievement, sports, and infrastructure development.

In research and innovation, the University actively promoted initiatives aligned with national development goals, particularly in critical areas such as food security, climate change adaptation, and technological innovation. The Research and Innovation Department advanced 59 projects from ideation to market readiness. Noteworthy is the work on the Zambezi Valley Masawu Value Addition Project, producing a range of innovative products that exemplify our dedication to practical solutions, and collaborations with ZINARA on tollgates and

the development of Chiringa in partnership with Government.

The graduation statistics of 2024 reflect our commitment to academic excellence, with a total of 2,396 skilled and entrepreneurial graduates, among them 1,150 males and 1,246 females. This accomplishment underscores our dedication to fostering an inclusive educational environment, thus empowering our students to become transformative leaders in their respective fields.

His Excellency the President and University Chancellor, Cde Dr Emmerson Dambudzo Mnangagwa commissioned the University's School of Optometry and Audiology and the Student Dining Hall; vital additions to the University's infrastructure.

These developments do not only enrich our academic environment but enhance the overall student experience, ensuring that the University's facilities meet the highest standards of quality. I would like to take this

opportunity to express our profound gratitude to the Government of Zimbabwe, through the Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development. Their unwavering support has been instrumental in facilitating the University's growth and development.

Furthermore, I extend my appreciation to our partners and stakeholders whose collaboration has been invaluable. Their contributions have significantly aided our mission to provide quality education, foster innovation, and engage with our communities.

As we reflect on the successes of 2024, we remain committed to our mission of shaping and creating the future, building a Zimbabwe that thrives on knowledge, innovation, and sustainable development.

Together, we look forward to continuing this journey of excellence.

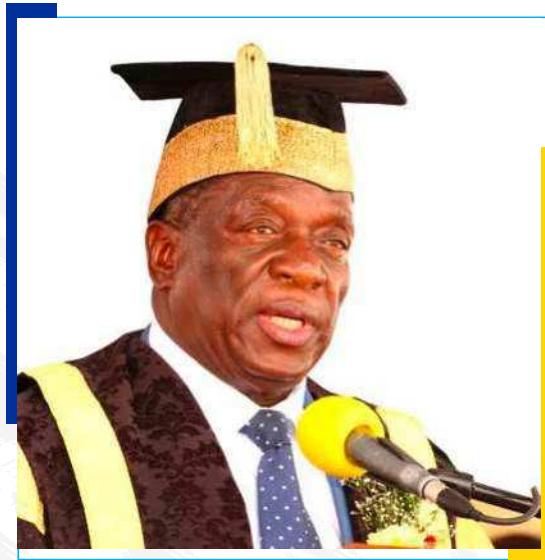
I thank you.

**PROFESSOR E. MWENJE
VICE CHANCELLOR**

BINDURA UNIVERSITY OF SCIENCE EDUCATION

**Producing
Graduates *who will*
Shape and Create the Future**

University Council



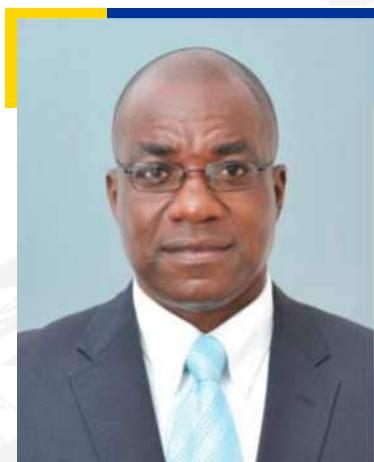
The President of the Republic of Zimbabwe and
Chancellor of Bindura University of Science Education, His Excellency,
Cde. Dr. Emmerson Dambudzo Mnangagwa



The Chairperson of BUSE Council,
Dr. Eng. F. Mavhiya-Bhiza



Vice Chairperson of BUSE Council,
Dr. P. Chitagu



The Vice-Chancellor of BUSE,
Prof. E. Mwenje



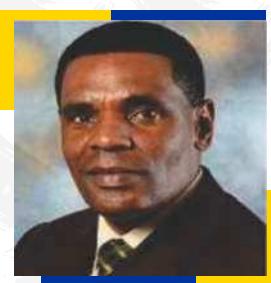
Mrs. Z. T. Chenhidza



Dr. C. T. Nyamarebvu



Mr. D. T. Mureriwa



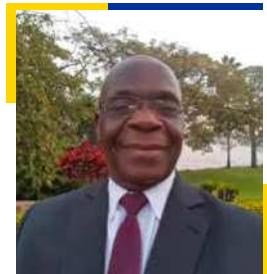
Mr. D. Kanokanga



Mr. L. Rukweza



Mrs. A. Machida



Mr. N. Gonyora



Ms. B. Muyengwa



Ms. M. Chirapa



Dr. L. Sakala



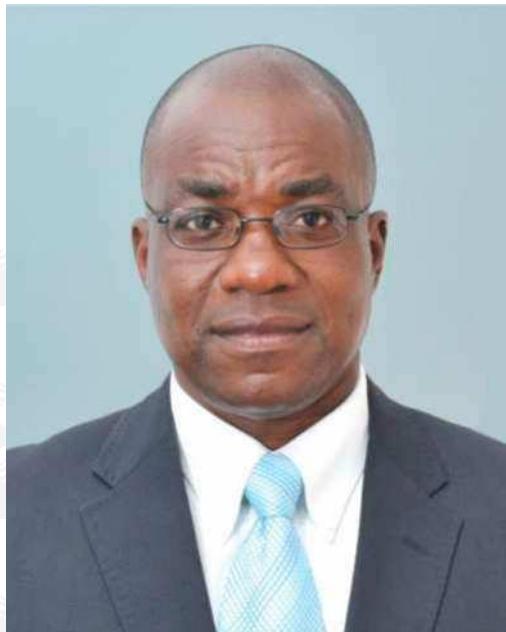
Mrs. U. Chipunza



Mr. N. Chikomba



Principal Officers



The Vice-Chancellor
Prof Eddie Mwenje



Pro-Vice Chancellor
Research, Innovation and Industrialisation
Prof C. Mahamadi



Acting Pro-Vice Chancellor
Academic Affairs and Administration
Prof C. Denhere



Registrar
Mr. J. Makunde



Bursar
Mr. S. S. Chaurura



Librarian
Dr B. Chiparausha

OPEN 2024/2025 ADMISSION



Apply
Online



Scan to see programmes

Bindura University
of Science Education



3

CORPORATE GOVERNANCE REPORT



3.1 Introduction

This Corporate Governance Section of the report outlines the governance and compliance activities undertaken by Bindura University of Science Education during the year under review. The University remained committed to maintaining the highest standards of corporate governance, ensuring transparency, accountability, and compliance with relevant regulations.

3.2 Council Meetings

The University Council convened six meetings, focusing on strategic decision-making and oversight of University operations. Key discussions included:

- Review of financial performance and compliance with the budget.
- Approval of the University's main and SBUs 2023 audited financial statements.
- Assessment of progress on major projects and initiatives.
- Evaluation of governance policies and practices to enhance operational efficiency.
- The 2024 Council and University performance reports.

3.3 Executive Committee of Council (EXCO) Meetings

The EXCO held regular meetings throughout the year to facilitate prompt decision-making on urgent matters impacting the University. These meetings provided a platform for discussing governance issues and ensuring alignment with strategic objectives.

3.4 Committee Meetings

The University's governance infrastructure hinges strongly on a sound committee system that plays a vital role in the oversight of strategic areas as follows:

Audit Committee: Conducted full meetings to review financial statements, assess internal controls, and ensure compliance with statutory requirements.

Human Capital Committee: Focused on human resource policies, recruitment strategies, and staff development initiatives.

Integrity Committee: Reviewed policies related to ethics and integrity, ensuring adherence to the University's values and standards.

Finance Committee: Discussed budgetary allocations, financial planning, and investment strategies to enhance the University's financial sustainability.

Campus Development Committee: Oversaw infrastructure projects and campus enhancements to support academic and student needs.

Innovation and Commercialisation Committee: Promoted research initiatives and partnerships aimed at fostering innovation and commercial opportunities.

Advancement and Public Affairs Committee: Oversaw public relations, alumni engagement, and community partnerships to enhance the University's visibility and impact.

3.5 Annual General Meetings (AGMs)

The University successfully held two AGMs to consider institutional growth and the financial statements for the years 2022 and 2023. These meetings provided a platform for stakeholders to engage in discussions regarding the University's financial health and strategic direction. The resolutions from these AGMs were duly filed with the Corporate Governance Unit of the Office of the President and Cabinet and the Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development. This was done in compliance with regulatory requirements as stated in the Public Entities Corporate Governance Act of 2018.

3.6 Governance Compliance

Throughout the year, the University ensured that Council remained properly constituted, with all appointments made in accordance with the University Act and relevant governance frameworks. This included maintaining a balanced representation of skills and expertise among Council members.

The administrative oversight provided by the Vice Chancellor ensured that effective governance practices were upheld. This further facilitated the smooth functioning of the University and fostered a culture of accountability.

3.7 Summary

The University demonstrated a strong commitment to corporate governance in the year under review. Through regular Council and committee meetings, adherence to compliance protocols, and transparent reporting, the University upheld the principles of good governance and positioned itself for sustainable growth and success in the future.

**Resources are not just tools,
they are enablers that empower
individuals, connect communities,
and transform societies.**

Lawrence Bossidy

4

ACADEMIC REGISTRY



4.1 Introduction

This section of the report covers the main highlights of the year with a focus on registration, examinations and graduation.

4.2 Registration

Enrolment for the January-June 2024 Semester stood at 7265 across all 5 faculties during the year under review.

STEM/STEAM enrolment figures stood at 3724 with 1752 males and 1972 females during the year under review.

Table 4.2.3. Students on work study programme

	Male	Female	Total
	59	44	103

Table 4.2.4. Inclusivity Statistics (Students with Special needs)

Inclusivity	Male	Female	Total
	4	1	5

Enrolment for the August-December 2024 Semester stood at 7216.

Table 4.2.5. STEM/STEAM Enrolment statistics

STEM/STEAM	Male	Female	Total
	1511	1656	3167

Students on work stud programme totalled 106 with 59 males and 47 females.

Table 4.2.6. Inclusivity Statistics (Students with special needs)

Inclusivity	Male	Female	Total
	3	3	6

Table 4.2.7. Graduation Statistics by Faculty

FACULTY	MALE	FEMALE	TOTAL
Science & Engineering	256	203	459
Science Education	233	283	516
Agriculture & Environmental Science	220	211	431
Social Science& Humanities	52	162	214
Commerce	387	387	774
GRAND TOTAL	1148	1246	2394

Table 4.2.8. Grand Totals

	MALE	FEMALE	TOTAL
Doctorate	6	1	7
Postgraduate Diploma	14	14	28
Master	258	164	422
Undergraduate	743	924	1667
Diploma	127	143	270
GRAND TOTAL	1148	1246	2394



Graduation 2024

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5
HUMAN
RESOURCES



5.1 Introduction

The purpose of this section of the report is to provide an overview of the key activities undertaken by the Human Resources Section in the Registry Department in the year under review.

5.2 Staff Statistics

The table below represents the University's staff complement for 2024.

Academic Staff	Admin & Support Staff	Graduate trainee	Garment Factory Manufacturing	Farm	Printing Press	Total
273	506	39	12	7	4	841

The University had a total of one hundred and thirty-four (134) Professors and PhD holders in the year.

5.3 Recruitment

For the Period January 2024 to 31 December 2024 appointments made were as follows:

Academic Staff	Admin & Support Staff	Total
35	74	109

5.3.1 The following key appointments were made in the period under review:

- Pro-Vice-Chancellor, Research, Innovation and Industrialization - Professor Courtie Mahamadi
- Deputy Registrar, Academic Affairs - Mrs Faith Mbwera
- Deputy Dean, Student Affairs – Mrs Dorothy Murasi
- Director, Research and Innovation – Professor Ray Jabulani Gumbo
- Director, Sports Academy - Mr Life Chemhere
- General Farm Manager - Mr Stanford Mahambire

5.4 Staff Exits

Staff exits for the Period January to 31 December 2024 stood at 50 of which 45 were resignations (23 academic staff and administrative staff), 2 deaths in service and 3 retirements.

5.5 Staff Training and Welfare Section

5.5.1 The institution remained committed to up-skilling its staff members in order to enhance efficiency, effectiveness and ultimately; productivity. As such a total of thirty-three (33) trainings and workshops were conducted in the year under review with participants drawn from across all University Departments and Faculties.

5.5.2 There was a significant improvement in the number of staff who proceeded on contractual obligations such as contact leave thereby demonstrating the institution's commitment to raising employee skills levels. Eight (8) staff members proceeded on contact leave and three (3) staff members went on sabbatical leave.

5.5.3 Uniforms and PPEs requested in 2024 were all received.

5.5.4 Eight (8) members of staff took sick leave while the Training and Staff Welfare Section made home visits as per standing practice.

5.6 Salaries Section

5.6.1 ZIMRA Tax Table Changes

Effective 01 April 2024, ZIMRA introduced new tax tables for ZWG payrolls only, impacting Casuals and Farm payrolls. The changes were promptly implemented to ensure compliance.

5.6.2 Currency Conversion

The Section successfully switched from RTGS to ZWG currency effective 01 April 2024, using a SWAP rate of 2498.72 as of 05 April 2024.

5.6.3 NSSA WCIF Contribution Update

The NSSA WCIF Contribution type deduction was updated to the Accident and Prevention Workers' Compensation Scheme (APWCS), now including allowances and benefits.

5.6.4 Salary Review

The USD salary component was reviewed upwards from USD300 to USD320 across all grades with effect from 01 March 2025. The USD component payable in ZWG currency was also reviewed upwards by 40 USD across the board, effective 01 September 2024.

5.6.5 Bonus Payments

The 2024 bonus payments were implemented in two instalments, with the first half being paid in November 2024 and the second half in December 2024.

"The power of education extends beyond the development of skills we need for economic success. It can contribute to nation-building and reconciliation."

-Nelson Mandela

6

RESEARCH AND INNOVATION DEPARTMENT



6.1 Introduction

Guided by the University's mantra of "Shaping and Creating the Future: Building Zimbabwe", the Research and Innovation Department sought to be a catalyst for the provision of goods and services by unlocking intellectual property (IP) through the commercialization of research and innovation outputs. In 2024, the department shifted into higher gear as it intensified efforts to actualize the institution's vision for innovation and productivity.

6.2 Research and Innovation Activities

The University continued to promote research and innovation activities in support of the National Development Strategy 1 (NDS1) and in alignment with its priority research areas; Software Development, Food Security and Nutrition, Natural Products and Drug Discovery, Household and Industrial Chemicals, and Climate Change Adaptation and Mitigation.

The Department managed 59 products at various stages of development. These products progressed from ideation to market readiness. Key projects pursued under these themes are summarized below:

6.2.1 Software Development

Innovation	Brief Description
E-Logs	E-Logs is an innovative software solution that streamlines workflow management, communication, and progress tracking for improved efficiency.
City Pin	City Pin is an innovative solution that empowers citizens to actively participate in reporting and monitoring local issues such as sewage bursts, fallen powerlines, and potholes. This

	tool provides a user-friendly Android app for citizens to geo-pin events, and a comprehensive dashboard for authorities to efficiently track and address reported issues.
AgroZim 2.0	AgroZim 2.0 is an innovative agricultural application that was developed in collaboration with ZINGSA, to revolutionise the farming landscape in Zimbabwe. Building upon the success of its predecessor, AgroZim, the 2.0 version incorporates advanced features, providing farmers with unprecedented insights into the agro-ecological regions of Zimbabwe.

6.2.2 Food Security and Nutrition

The University collaborated with the National Biotechnology Authority of Zimbabwe to implement the Zambezi Valley Masawu Value Addition Project which sought to produce a wide range of Masawubased products

Stage	Innovation
Ideation	Masawu Flavoured drinking yoghurt
Prototype	Masawu Wine
	Masawu Jam
	Sopese
	Masawu Juice Mawuyu Flavour
	Masawu Flavoured yoghurt
	Masawu Juice Tamarind Flavour
Commercialisation	<i>Moringa oleifera</i> Broiler feeds

Masawu Juice Natural
Masawu Juice Natural
Sugar Free
Masawu Energy Bars
Masawu Juice Ginger
Flavour

6.2.3 Natural Products and Drug Discovery

The Natural Products and Drug Discovery Lab produced a number of prototypes in the field of Cosmeceuticals including;

Stage	Innovation
Prototype	Masawu Antifungal Cream
	Masawu Age restore Cream
	Masawu Topical Tincture
	Masawu Herbal Antifungal Soaps
Commercialization	Mouthwash
	Masawu Beauty Soap
	Hotel Soap bar
	Foam bath

6.2.4 Household and Industrial Chemicals

An upgrade of the warehouse and purchase of production plants remained work in progress by year end for the following: liquid soap production and packaging plant, washing powder production and packaging plant and floor polish production plant.

Stage	Innovation
Prototype	Essential Oils Extraction,
	Furniture Polish
	Fabric Softener, Washing Powder
	Channel Blocks (Scent Blocks)
	Foam Cleaner

	Andy all-purpose cleaner
Commercialization	Degreaser
	Dish washing liquid
	Toilet cleaner acid based,
	Floor Glaze/Gel, Engine Cleaner,
	Floor polish
	All-purpose cleaner
	Pine gel
	Hard surface cleaner
	Toilet dip
	Laundry bleach
	Tile cleaner
	Car shampoo
	Methylated spirit
	Sodium Silicate

6.2.5 Engineering materials

Stage	Innovation
Ideation	Towards Industrialization and Commercialization through Community Engagements: A contributory Approach from Survivors of Human Trafficking
	Solar parameters and variables for solar panel installation at Bindura University of Science Education
Prototype	Eco-Brick Zimbabwe
Commercialization	Gold Analytical Service

6.3 Infrastructure

6.3.1 Industrial Park

The University, with the support of the Ministry of Higher & Tertiary Education, Innovation, Science and Technology Development (MHTEISTD) is setting up an assembly plant at BUSE Industrial Park. The University acquired plant equipment worth USD122,000 which was yet to be delivered at year end. Factory epoxy, flooring, ceiling installation, office partitioning and air conditioning remain pending jobs.

6.3.2 Mouthwash Production Plant

The plant was successfully installed by Shree Bhagwati Engineers, with the following plant details;

- 250L Mouthwash manufacturing plant:
- Automatic 4 head Volumetric Filling Machine
- Single head Screw capping machine.

6.3.3 Muzarabani Zambezi Valley Value Addition Plant

The factory portal frame was completed with the brickwork under construction.

6.4 National Goat Genetics Improvement Centre

6.4.1 Cryopreservation

The National Goat Genetics Improvement Centre laboratory secured an Automatic Slow-Freezing Unit valued at approximately EUR 40,000. This advanced equipment enabled the initiation of cryoprocessing procedures critical to successful cryopreservation. Customised freezing and thawing protocols were developed to optimise the viability and fertility potential of cryopreserved goat semen. The laboratory is now fully equipped to carry out cryopreservation and as at year end was in the final stages of developing standardized methodologies for thawing and dispatching frozen semen as part of the ongoing goat breeding program.

6.4.2 Goat Breeding Program

The laboratory initiated a pilot study for the breeding program, utilizing processed and improved fresh semen. The trials involved both the BUSE Farm herd and selected herds from external farmers, providing a diverse testing environment. Distributed semen was processed to achieve post-processing motility rates exceeding 60%. The program recorded a success rate of over 80%, indicating strong potential for broader implementation.

The project features a state-of-the-art research and development facility dedicated to improving the genetics and productivity of goats in the country. It serves as a hub for scientific research, breeding programs, and knowledge dissemination in the field of goat genetics. The centre works closely with local farmers, livestock breeders, and communities to improve goat breeds and also collect data on goat populations in different regions of Zimbabwe.

The centre also plays a vital role in conserving and preserving indigenous goat breeds, which are often well-adapted to local environments and possess unique genetic characteristics. It conducts workshops, seminars, and training programs to disseminate knowledge and promote best practices in goat genetics, breeding, and management.

Through its research, breeding programs, and educational initiatives, the Centre is involved in transforming the country's goat industry, ensuring improved productivity, genetic diversity, and long-term sustainability.

6.5 Scientific Publications

The University continued on an upward trajectory of publishing in Scopus indexed journals and peer reviewed books and book chapter with a total of 112 publications.

6.6 Intellectual Property Rights

Ten (10) patents, six (6) copyrights and two (2) trademarks were filed in the year under review. The filed copyrights were as follows:

- A new method for portfolio optimization using computational intelligence
- Zimbabwe Precision Farming Mate (ZiPFaMa)
- Elogs
- Chiringa
- The Digital Practical Chemistry Pedagogy Implementation Framework
- Quality Assurance Issue Ticketing System

Palpo and Chiringa were the two (2) trademarks filed.

6.9 Conferences & Workshops

The following are selected conferences and workshops attended in 2024;

- Tapfumanei Chikosha and Zachary Tambudzai (2024). Environmental sustainability analysis of public limited companies in Zimbabwe using mixed methods research. 8th World Conference on Qualitative Research to be held in South Africa, Johannesburg at Birchwood Conference Centre from the 23rd to 25th of January 2024.
- Talent Kondo, Zachary Tambudzai and Martin Tanaka Nyangove (2024). Prevalence and determinants of infectious diseases in Bindura, Zimbabwe. 8th World Conference on Qualitative Research to be held in South Africa, Johannesburg at Birchwood Conference Centre from the 23rd to 25th of January 2024.
- Mukucha, P., Jaravaza, D. C., Risiro, J., & Chingwaru, T. (2024). Contract farming optimization: Leveraging artificial intelligence to combat side marketing practices. 1st International Business, Governance and Accounting Conference, Kariba, Zimbabwe, 24th-26th July 2024.
- Takuriramunashe Famba, Ishmael Chidembo, Zachary Tambudzai and Metricia Rerayi (2024). Research Landscape of Artificial Intelligence and Accounting: A Meta Analysis. 1st International Business, Governance and Accounting Conference, Kariba, Zimbabwe, 24th-26th July 2024.
- Vincent Munyati (2024). Participated in the 20th Comprehensive Africa Agriculture Development Programme (CAADP) Partnership Platform Meeting held in Harare, Zimbabwe, from 28 October 2024 to 1 November 2024. This meeting provided a platform for stakeholders to discuss and shape the future of African agriculture, aligning with the university's strategic objectives of promoting sustainable agricultural development and regional collaboration.
- Vincent Munyati (2024). Attended a side event on Local Analysis Network: Improving Evidence Utilisation for policy making in Zimbabwe which was a parallel session at the 20th Comprehensive Africa Agriculture Development

Programme (CAADP) Partnership Platform, BUSE was represented in the panel.

- Angeline Mujeyi (2024). Attended the Commemoration of the 15th Africa Day for Food and Nutrition Security (ADFNS), 29th October-1st November, 2024, a significant event that brought together stakeholders to address food security challenges in Africa. The event featured the launch of smart foods, which have the potential to improve nutrition and food security in the region. Notably, the event also highlighted research gaps related to low consumption of these foods, which presents opportunities for further research and collaboration.
- Lovemore Musemwa (2024). Attended a Webinar on Nutrition -sensitive food value chain in Africa region – investing in MSMEs for delivering healthy diets held by IFAD, 5 December 2024.

**True education must
correspond to the surrounding
circumstances or it is not a
healthy growth.**

Mahatma Gandhi

7 LIBRARY



7.1 Introduction

This report provides a synopsis of the Library's key milestones, including advancements in digital resources, enhancements to our physical spaces, and our commitment to fostering inclusivity and accessibility. It also reflects on the partnerships, programmes, and services that have supported academic excellence and enriched the campus experience in research, teaching and learning. Library operations were driven by three key result areas (KRAs).

7.2 KRA1: STRENGTHENING ICT INFRASTRUCTURE TO PROMOTE ACCESS TO LIBRARY RESOURCES

7.2.1 Institutional Repository (IR)

An upgrade of the IR was done to ensure that the repository met global standards. Following the upgrades, the IR now runs on the recommended latest DSpace software. At the close of 2024, the IR had 91 items and customization of the portal to make it publicly available on the cloud was almost complete.

7.2.2 Electronic Theses and Dissertations Repository (ETDR)

The Library successfully migrated the ETDR to newer software (OmekaS) and uploading of content progressed in earnest. The project saw the repository closing the year with 638 items.

7.2.3 Past Examination Papers Repository (PEPR)

An upgrade of the PEPR to newer and seamless software (OmekaS) was successfully done as scheduled. The repository had 2,177 past examination papers accessible on and off campus by the close of 2024.

7.2.4 Digital Presence

The Library registered notable progress in ensuring uninterrupted digital presence and enhanced interaction with patrons. Apart from launching a new look website and periodic updating of web content, the Library introduced three add-ons namely

TawkTo, Telegram and WhatsApp which enabled real-time interaction with clients. The Library also maintained an active presence on social media platforms with at least two posts being uploaded on Facebook and X per week. Telegram was also introduced specifically for enhancing research support by faculty librarians. Two (2) instant messaging (IM) and voice-over-IP (VoIP) applications namely; WhatsApp and Telegram were activated for both textual and voice communication with clients.

7.2.5 Electronic Resources

A suite of eight subscription-based multi-disciplinary electronic resources databases accessible on and off campus using remote login software were paid for. The library also identified 41 open access databases to support research teaching and learning at the University. These databases included three sites that specifically address intellectual property (IP) issues in research, innovation and commercialisation.

7.3 KRA2: HUMAN CAPACITY DEVELOPMENT

7.3.1 Orientation and Information Literacy Skills (ILS) Training of Freshmen

Orientation and ILS training sessions were held for new students and 1,809 students benefited from the programme. The programme was aimed at equipping library patrons with lifelong skills to competently use information resources for research, learning and social purposes.

7.3.2 Research Support

The Library continued with its research support activities across faculties to ensure that researchers proficiently identified and accessed appropriate information regarding their work, intellectual property rights and sharing their research output. The programme which benefitted 2,431 library patrons, targeted both academic staff and students.

7.3.3 Library Staff Capacity Development

A deliberate approach of ensuring that library staff's skills were in sync with emerging technologies and patrons' expectations was taken. The Library's staff capacity development programme covered the following:

- Use of artificial intelligence in library services delivery;
- Effectively serving patrons with disabilities;
- Managing digital collections using DSpace 7, OmekaS and Telegram;
- Customer relations management;
- Online students' clearance on Murunani; and,
- Use of persistent identifiers in scholarly communication.

7.3.4 Collaborations and Partnerships

The department hosted a five-day knowledge and skills staff exchange programme for librarians from Mzuzu University in Malawi. The exchange programme between the two universities successfully fostered professional growth, collaboration, and the sharing of best practices in faculty liaison librarianship, the integration ILS into the curriculum, marketing of library services, technology integration, research support, open access and the use of social media. It is anticipated that a memorandum of understanding (MOU) will be signed by both parties for strengthened collaboration.

7.4 KRA3: BUILDING A FULLY RESOURCED LIBRARY THAT MEETS THE NEEDS OF CLIENTS

7.4.1 Establish Harare Campus Library

In order to match the growing need for library services at the Harare Campus, a satellite library was set up there. The Harare Campus Library opened its doors in June 2024. By December 2024, the library had a print collection of 1,688 volumes and a compliment of 3 staff members.

7.4.2 Resource mobilization

Four hundred and sixty-nine (469) books worth US\$35,656 were acquired. Of these, 315 volumes were purchases with a monetary value of US\$23,810 while 154 volumes valued at US\$11,846 were donations. The new additions increased the library's print collection to 36,708 91volumes.

7.4.3 Information Literacy Skills (ILS) Module Review

The ILS module was updated to address the ethical use of artificial intelligence in higher education. This was done in order to match the increasing use of artificial intelligence in education.

7.4.4 Patron Satisfaction Surveys

Three surveys on customer relations and faculty liaison were conducted. Findings from the surveys influenced extending library opening during weekends, repurposing library spaces, opening of the Harare Campus Library, inclusion of intelligent applications on the Library website, introduction of WhatsApp and Telegram, adding links to X, WhatsApp and Telegram on the Library website and engaging student volunteers in social media content generation.



BUSE Library

8

Faculty of Science Education



8.1 Introduction

This report highlights the state of the Faculty as well as the main activities and events engaged the year under review.

8.2 External Examiners

To ensure quality and that question papers were of an excellent standard, the Faculty's examination question papers were sent to External Examiners and moderations were effected as required.

8.3 Research Publications

The Faculty produced thirty-five (35) publications during the year under review.

8.4 Workshops/Conferences Attended/Held

Some of the seminars, conferences, and workshops attended were:

- i. Seminar Presentation of DPhil (Progress), MScEdMAE & MScEdCS
Dissertations held on 29 February 2024
- ii. Seminar Presentation on Academic Writing held on 17 June 2024
- iii. Seminar Presentation on writing educational research proposal
12 July 2024
- iv. Seminar Presentation on Sharing research experiences (MScEd
graduands & PhD candidates) held on 28 October 2024
- v. Prospective PhD students 40: people in Mtoko/Nyadire Trs'
College Mashonaland East in July, 2024
- vi. Counselling course for 27 church leaders in Mashonaland
Central Province on 4 November, 2024

8.5 Community Engagement

- The Faculty visited Nyadire Teachers' College to facilitate DPhil student enrolment. Eight prospective students are already working with Supervisors.
- The Faculty engaged teachers in communities of Bindura, Guruve and Mt Darwin on Physics practical training.
- The Faculty also participated in the Annual District Education Conference (ADEC) project for sensitization on importance of Quality Education delivery and early Childhood Education also held in Guruve and Mt Darwin.

9

Faculty of Science And Engineering



9.1 Introduction

This report showcases the innovative research, teaching, and community engagement initiatives that have resulted from the faculty's collaborations with industry partners, community organizations and other academic institutions.

9.2 Publications

The faculty published a total of 59 papers during the year under review

9.3 Community Service/Workshops

The following activities were undertaken during the period under review:

- Exhibited food products at the Zimbabwe Agricultural Show.
- The Department of Engineering and Physics offered assistance on physics practicals to various schools that bring their students to the department labs from surrounding high schools.
- The Faculty hosted ZIMSEC for their Advanced Level Practical Examinations Item Writing Workshop.
- The Department of Sports Science assisted the Zimbabwe University Sports Federation and the Zimbabwe Tertiary Sports Union in their constitutional review process.
- The Department of Sports Science assisted Zimbabwe Cricket in their strategic plan review process.
- The Biological Sciences Department, in conjunction with the Physics and Engineering Department and the Rural Electrification Agency, was involved in the assessment of biogas digesters across the country to identify those that are functional and those that need rehabilitation.
- The Department of Biological Sciences assisted Advanced Level Biology students from surrounding high schools with practical activities and remedial lessons at the Astra Campus Lab.
- Prof. E. Mavhura from the Disaster Risk Reduction Department championed the establishment of the Forecast-based Warning, Analysis and Response Network (FOREWARN) Charter in Zimbabwe.

9.4 Conferences

The Faculty:

- Collaborated with the Faculty of Agriculture and Environmental Sciences in hosting a successful symposium on Food Security and Climate Change
- Organised and presented a Data Analysis Training Seminar online in collaboration with the Sport Science Department on the 3rd of May 2024.
- Through the Statistics and Mathematics Department, attended an Annual Educator's Conference in Guruve funded by UNICEF.
- Successfully hosted the 4th edition of the Graduate Engineering Professionals Career Indaba (GEPCI)
- Successfully hosted the Women in Physics in Zimbabwe Conference (WiPZC).

9.5 Innovation and Industrialisation

The following initiatives were undertaken:

- Managed to produce a final prototype for the manufacture of masawu-flavored yogurt. The Department of Biological Sciences, through the Food Products Development Laboratory, is ready for trial marketing of the yogurt in internal minimarkets. The Department is continuing to produce masau juice for sale.
- Worked on the Biogas Energy Evaluation Solutions (BEES) Project to upgrade biogas for commercialisation. This interdepartmental research comprised the Engineering and Physics Department, Chemistry Department and Biological Sciences Department. The project was done in collaboration with the University of Zimbabwe. Visits were made to three provinces (Manicaland, Masvingo, and Bulawayo) to gather information on the biodigesters in the country. In the next stage, one non-functional biodigester will be selected for resuscitation and biogas upgrading.

9.6 Grants

The faculty successfully won the following grants:

- Geosciences Department's Chidochemoyo Bure (MSc. CCSD student) got a grant of USD2 000 from J.F. Kapnek Organization Zimbabwe
- Geosciences Department's Kudzai Mutongi (MSc NME student) got a grant of USD5 000 from Utariri, Zimbabwe.
- The department of Engineering and Physics received a grant of 7000 Euro from the International Union of Pure and Applied Physics (IUPAP).
- The Department of Engineering and Physics got a grant of ZIG72 426.78 from RPGC for research titled "Solar parameters and variables for solar panel installation at Bindura University of Science Education".
- The Department of Biological Sciences, received a grant (USD 5,000) from the Research and Innovation Department to identify natural yeasts in Masau.
- Received first quarter funding of ZIG 178,174.11 from RCZ for Techno -economic feasibility of localised beneficiation of biogas for dispatchable gas supply and commercialization project.
- Received USD 4 994.95 from the Research and Innovation Department for Solar parameters and variables for solar panel installation at Bindura University of Science Education project.

9.7 Summary

As the Faculty reflects on its accomplishments and challenges of the past year, it is proud of the progress made towards achieving its strategic goals. The Faculty looks forward to building on this momentum and continue to innovate, collaborate, and excel in teaching, research, and service endeavors.

10

Faculty of Agriculture
And Environmental Science



10.1 Introduction

The Faculty of Agriculture and Environmental Science (FAES) is made up of five (5) Departments: Agricultural Economics, Education and Extension (AEEE), Animal Science (AS), Crop Science (CS), Environmental Science (ES) and Natural Resources (NR).

10.2 Publications

The faculty produced a total of fourteen (14) publications during the year under review.

10.3 External Examiners

A total of seven (7) external examiners reviewed the examinations, moderated scripts and also gave valuable teaching tips and suggestions to Faculty departments.

10.4 Short Courses

The Faculty conducted a total of 16 short courses.

All education in a country has got to be demonstrably in promotion of the progress of the country in which it is given.

Mahatma Gandhi

10.5 Externally Funded Grants

The Faculty secured the Global Biodiversity Forum Grant worth USD 33 000.00. It also secured two scholarships from the Zimbabwe Sugar Association Experiment Station in Triangle: one –PhD scholarship and one- MPhil scholarship.

10.6 Extension/Community Service

The Faculty through its departments engaged in a total of 11 workshops.

"The only person who is educated is the one who has learned how to learn and change".

Chinua Achebe

The Department of Animal Science is closely involved in University activities with members actively participating in university wide committees. Further, assistance is offered to social welfare groups like the Old people's home SODA who are into small stock production (Broilers, rabbi try and indigenous chicken production).

10.7 Innovation

The Faculty registered a provisional micro core chamber innovation patent for vegetable seedling propagation. This allows the inventors to gather more data and information so a complete patent can be lodged with the Zimbabwe Patent Office. IP Registration is in progress for Bio-fertilizer development.

A team comprising Prof. I. Nyakudya, Dr. L. Musemwa, Ms Kamota, and Dr Munyati attended a 10-day workshop on biofertiliser and biopesticides development at Fambidzanai Center.

10.8 Faculty Projects

10.8.1 Soil Testing Research and Analytical Laboratory (STRAL)

Nestled in the heart of farming, the University established the Soil Testing Research and Analytical Laboratory (STRAL) in the Environmental Science Lab at the Industrial Park (Astra Campus). STRAL offers soil testing for management recommendations to farmers.

10.8.2 Zambezi Valley Goat Improvement and Commercial Production Centre

The University was allocated 41 ha of land by Mbire RDC. This land is part of the National Goat Genetics Improvement project.

10.9 University Farm

This sub-section highlights key achievements of Bindura University's Farm operations and performance.

10.9.1 Production Performance

The following crop production levels were achieved:

- Maize - 3 tons
- Wheat - 36.8 tons
- Soya beans - 7.9 tons
- Sunflower - 1.3 tons

As of December 2024, the following livestock production statistics were recorded:

- Cattle - 67 head
- Piggery - 84 pigs
- Goats - 521
- Poultry - 9 batches of 10,000 broilers

10.9.2 Infrastructure

A prefabricated office block was constructed and existing facilities were maintained.

10.9.3 Machinery/ Equipment

The University procured the following equipment: 2 tractors (90 hp and 130 hp), 1 ripper, 1 planter, chisel plough, and a trailer. To reduce water usage, the University installed drip irrigation in a section of the field. The Institution also installed solar energy at the poultry section.



BUSE Farm in pictures

11

Faculty of Commerce



11.1 Introduction

This report chronicles the Faculty's activities and events engaged for the period under review..

11.2 Workshops, Seminars and conferences

The Faculty held the following workshops, seminars and conferences:

- BUSE-CGAIZ 1st International Business, Governance and Accounting Conference in Kariba which attracted a total of 84 delegates attended and was officially opened by the Speaker of Parliament, Hon. Adv. Jacob Mudenda.
- The Zimbabwe National Chamber of Commerce Skills Gap Analysis.
- Organised a PhD Colloquium with PhD candidates participating online.
- Attended a Zimbabwe-Belarus Business Forum at Rainbow Towers.
- Three Faculty Seminars were held by the following Department: Marketing, Graduate School of Business, and Department of Intelligence and Security Studies.
- Attended the 8th World Conference on Qualitative Research. The conference was held at Birchwood Conference Centre in South Africa.
- Attended a Finance for Non-Finance Managers Training Held at Management Training Bureau in Harare.

11.3 Innovation and Industrialization

- The Faculty had 6 innovation clubs which were formed to come up with innovation ideas.
- Several Banking and Finance students worked on a new credit system. The Department engaged the Innovation Hub software development experts for assistance with programming in the development of an application. The students secured a USD 1 000 from Research and Innovation Department to develop the project.

11.4 Grants

The Graduate School of Business had two (2) grants running and these are The Smart Village and the Beit Trust.

- The Smart Village is a local grant which started in 2022 with funding of 5000usd.
- Beit Trust is an international grant and awarded £28 000.

11.5 Short Courses

The Faculty ran 23 short courses in 2024 and a total of 413 individuals were trained. The Faculty also held eight guest lectures .

11.6 New Programmes

- Master of Science in Forensic Accounting and Auditing (submitted to ZIMCHE)
- MCom. Policing and Security Management (submitted to ZIMCHE)
- MSc in Global Finance and Investments Management (submitted to ZIMCHE)
- MCom. Human Capital Management (Submitted to ZIMCHE)
- The Doctor of Business Administration/Leadership (DBA/DBL) programme

11.7 Publications

The Faculty produced 42 journal articles and 12 accepted articles, six book chapters and 3 conference paper presentations.

11.8 Extension Services

- The Department of Intelligence and Security Studies took part in the National Survey on Governance conducted by the Office of the President and Cabinet in collaboration with RGMSI.
- The Faculty through the Department of Accountancy ran a community engagement training titled: 'Management Essentials for effective Business Operations'.
- The Faculty through the Department of Accountancy participated in Accounting Skills training at the Annual District Education Conference held at Chifamba High School in Guruve.

- The Department of Banking and Finance undertook two educational tours to Delta Beverages Plant in Harare.
- The Faculty organised two collaboration meetings: one with ACCA and the other one with CAA. The purpose was to strengthen the partnerships between BUSE and ACCA and CAA.
- The Faculty made a youth Entrepreneurship presentation at a drug abuse workshop at Roman Catholic Church in Bindura.
- The Faculty through the Executive Dean participated at the Fiscal Insights Forum held at Rainbow Towers Hotel. He presented to the forum on the budget expectation and priorities for 2025 National Budget.
- The Faculty, through the Executive Dean, provided insights on the various economic and business issues which trended on ZTV. He spoke on the impact of Capital Projects in Mining and analysed Zimbabwe's growth trajectory. He also commented on ZIMRA's performance in revenue generation and analysed the foreign exchange market dynamics in Zimbabwe.

11.9 Graduate School of Business

The Graduate School of Business offers unique business leadership programs designed for senior executives. The programs are designed to enhance leadership growth at the highest level and the capacity to master business and leadership challenges that public and private organisations face today allowing for career development and advancement.

11.9.1 Enrolment Statistics

Masters Students Enrolment statistics stood at 395 in total.

DPhil Registered Students in 2024 totalled 7 with 6 males and 1 female.

11.9.2 Approved Programs

Doctor of Business Leadership programme was approved during the year under review.

11.9.3 Grants

- **Beit Trust Grant 28,000 Pounds (USD33,000)**

Which was channeled towards the partitioning and Refurbishment of the Evening School at Bindura University of Science Education.

- **Bindura University of Science Education Competitive Grant USD 5,000**

Title of the grant: Towards Vision 2030: Development of Smart villages in Zimbabwe.

- **Bindura University of Science Education Competitive Grant USD 5,000**

Title of the grant: Commercialisation through community engagement. A focus on survivors of human trafficking.

11.9.3 Research Collaborations

- Collaborated with Faculty of Social Science and Humanities on Human Trafficking.
- Collaborated with BUSE Departments of AI Section, ICT, Research and Innovation on the Chiringa dashboard Building a collaboration with Freda Rebecca on Automation through one GSB student.
- Charles Mavhunga a GSB PhD wrote several articles regularly in the local newspapers such as the Herald on Branding and Tourism in Zimbabwe .

11.9.4 Conferences

- Artificial Intelligence Conference for Higher and Tertiary Education Institutes Management Training Bureau 9 -10 April 2024 University Deans and Directors

- Artificial Intelligence Conference for Higher and Tertiary Education Institutes Management Training Bureau 11 -12 April 2024 University Tertiary /Colleges Principals and heads of departments
- Faculty of Commerce Kariba May 2024 Conference on AI

11.9.5 Consultancy

- Airport Company of Zimbabwe (ACZ), MDP Programme, May 2024, Caribbean Bay.
- Institute of Administration and Commerce, Great Zimbabwe, 10 August 2024 presentation of Corporate Governance and the Future.
- PAAB IAC Continuous Professional Development Seminar, 7 October 2024, presentation on Administration and Commerce; The Entrepreneurship Process.
- Parliament of Zimbabwe Public Accounts Committee Capacity Strengthening Programme, 24 October 2024, Manna Safari Lodge, presentation on Sovereign Wealth Funds.

“Learning is not attained by chance; it must be sought for with ardor and attended to with diligence.”

– Abigail Adams

12

Faculty of Social Sciences & Humanities

12.1 Introduction

This report is a review of the performance of the Faculty of Social Sciences and Humanities. The report speaks to the five pillars of Heritage-based Education 5.0, specifically Teaching, Research, Community Engagement, Innovation, and Industrialisation.

12.2 Research Activities

The Faculty was guided by a research agenda that focused on the decolonialisation of Social Sciences and Humanities and Global South Voices on issues of society in transition. To that effect, all the Departments in the Faculty had research clusters that fed into the broad Faculty research agenda. These are stated below:

	Department	Research Agendas
1.	Languages and Communication Skills	<ul style="list-style-type: none">• To research in languages issues, applied Linguistics which include languages and communication• Reality can best be handled through languages• To unearth issues in languages and communication in its various applied forms.
2.	Peace and Governance	<ul style="list-style-type: none">• International Relations, Global Governance and Continental Integration.• Participatory Governance, Gender and Devolution Policy.• Social Justice, Reconciliation and Trauma Healing.

		<ul style="list-style-type: none"> • Societal Transformation, Indigenous Knowledge System (IKS) AND Social Cohesion.
3.	Social Work	<ul style="list-style-type: none"> • Welfare needs of all individual with a bias on child welfare as the custodians of children. • Social work with individuals • This includes social work with groups • Social work in communities • Vulnerable groups

12.3 Faculty Innovations

Innovation	Progress Made
The University Museum	<ol style="list-style-type: none"> 1. Operationalization of the University Museum Working Committee. 2. Development of a temporary exhibition for the ZITF.
Centre for Combating Human Trafficking	<ol style="list-style-type: none"> 1. Working with survivors – About 800 survivors dotted across the country form the biggest grouping that is physically attending the programmes run by the Centre. Working with survivors opened eyes to the stake reality of human trafficking and modern slavery. 2. Training survivors of Human Trafficking authentic self -help projects. The Centre for Combating Human Trafficking in partnership with the Graduate School of Business awarded the Vice Chancellor's Innovation award to train survivors of Human Trafficking in three (3) authentic and Incubation Hub projects. 3. Training sessions were run in the following areas;

	<ul style="list-style-type: none"> • Beadwork / Jewellery / Bag making – Twenty-three (23) victims were trained. • Masawu Jam and Sweets making – Twelve (12) victims were trained. • Bee Keeping - Fifteen (15) victims were trained. <p>Of the three enterprises it was found that bead making was the most subscribed and the market is available.</p> <p>Meanwhile, orders are being received for products such as bags, bracelets and necklaces.</p> <p>2023 Graduation – The Centre showcased its products at the University's 2023 graduation ceremony and was gifted with \$2000-00 by His Excellency, the President of Zimbabwe.</p> <p>4. The Centre and tourism players</p> <ul style="list-style-type: none"> • The Centre was in talks with a travel agency in Victoria Falls that was arranging for an engagement between the Centre and players in the Tourism sector. • The Tourism agency agreed to bankroll the centre with accommodation and conferencing expenses.
Awareness raising of Drug and Substance Abuse	A training was held at the Town Campus on the 13 th of November 2024 and a total of one hundred and twenty (120) students participated.
Institute of Family and Community Studies	The idea of establishing the Institute of Family and Community Studies was accepted at the Departmental and Faculty level. The same was awaiting further processing.
Bindura Municipality	The Department was making considerable progress, towards setting up a service delivery index for Bindura Municipality Council.

Service Delivery Index	A radio station was set up
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12.4 Community Engagements

Project	Progress Made
DRIVE	1. The DRIVE Project held a Policy Brief Event at Rainbow Towers on 26 September 2023. Amongst the invited were Refugee children, parents, teachers, the Camp Administrator, Educational Officers and Academics.

12.5 Short Courses Offered

The Faculty was aware of the need to develop soft skills and other related skills for stakeholders in the public, development, and voluntary sectors. To that effect, a total of 14 short courses were offered.

12.6 New Programmes

Five (5) proposed programmes were submitted to the Zimbabwe Council for Higher Education (ZIMCHE) for accreditation, namely:

- BSc Honours in Information and Knowledge Management.
- BSc Special Honours in Monitoring and Evaluation
- BSc Honours in Project Management and Social Innovation
- MSc in Public Policy and Development Management
- MSc in Project Management and Social Innovation

The Faculty awaited full accreditation of these.

ABIYANGU FM

97.1



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“Shaping and Creating the Future: Building Zimbabwe”

13 Student Affairs Department



13.1 Introduction

This report highlights the outstanding achievements in student development programmes during the recent academic period. These accomplishments showcased our student body's exceptional talent and dedication, bringing significant recognition to the Institution on national and international platforms.

The Student Affairs Department organized a Student Leadership Training at Outward Bound, Chimanimani from the 15th to the 18th of January 2024. The training was attended by 58 student leaders ranging from the SRC, Club leaders, and Sub-Wardens.

13.2 BUSE Clubs

13.2.1 Enactus

- The BUSE Enactus club achieved remarkable success at the Hult Prize Foundation innovation competition in Mumbai, India. They secured second place amongst 65 universities, demonstrating their innovative problem-solving abilities.
- Their commitment to social impact extended to the Enactus Action with Africa competitions, which were held in Kazakhstan from 1-4 October 2024. For reaching the final stage of the competition, the club secured a well-deserved US\$2,000 grant to cater for their travel to Astana, Kazakhstan, for the World Cup Competitions.
- At the Enactus World Cup, the BUSE Enactus Club made history by attaining the first runner-up position and won prize money of Euro 7500.00.
- Enactus Schneider Energy Transition Battery Challenge: The BUSE Enactus Club participated in the Schneider-Enactus Energy Transition Battery Innovation Challenge that was held in Harare at Manor Resort and won second prize and USD 1500.
- Delta Enactus IMade Competitions: The BUSE Enactus club participated in the Delta-sponsored Anti-Alcohol Abuse competitions that were held in Harare on 9 November, 2024. The BUSE participants consisted of 11 students

9 November, 2024. The BUSE participants consisted of 11 students and their project, code-named 'My Life', came fourth out of 12 participating universities and won a prize money of USD 687.00.

- The BUSE ENACTUS students doing Computer Science and Electronic Engineering, together with other students, participated in the Arduino Hackathon in Harare on 23 March 2024. The team took first and second positions respectively out of sixteen teams
- This is a testament to the club's dedication to empowering communities.

13.2.2 Young Climate Change-makers Competition

Takudzwa Haparimwe, a part 3.1 Electronic Engineering Student, participated in the Africa Young Climate Change-makers organised by a South Africa-based organisation Ashoka. Takudzwa qualified for the Top 10 Award and won a prize money of USD 1000, which will be used to develop his project, Agritech Garden, to the next level.

13.2.3 Debate Club

The BUSE Debate Club displayed exceptional debating skills at the Southern Africa Debate Associations Competitions held at the University of Botswana in June 2024. The team came second in the competitions, a significant feat that saw them qualify for the Pan African Union Debate Competitions (PAUDC) which were held in Kampala, Uganda from 15-22 December 2024. At the PAUDC competitions the BUSE Debate Team performed very well with two of its members winning second position in the best debater and best tournament judge respectively.

13.2.4 The BUSE International Coaching and Mentoring Club

The club was voted the second-best team in the Inter-Universities Coaching and Mentoring Awards held at the Midlands State University on 11 May 2024.

13.2.3 Debate Club

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13.3 Student Wellness

The Department and its partners held successful wellness programmes in March and October 2024 in partnership with the Campus Activity Board. The main focus was on addressing STIs, drug and substance abuse and mental health issues. The events were punctuated with pomp and fanfare through a Colour Run and Braai Festival to provide edutainment on campus.

13.4 Sports

13.4.1 Athletics

BUSE athletes exhibited outstanding sportsmanship, securing third place in the Zimbabwe Universities Sports Association (ZUSA) competitions with an impressive tally of 5 gold, 6 silver, and 5 bronze medals. Extending their success beyond borders, six BUSE athletes who were part of Team Zimbabwe at the Confederation of Colleges and Universities Sports Association Competitions held in Pretoria in July brought home gold medals in chess, basketball, and volleyball.

13.4.2 Inter-faculty Sports Gala

The Sports and Recreation Department held a successful inaugural Inter-faculty sports gala in several sports codes designed to involve more students in sports and wellness programmes. The event attracted a high turnout of participants from the student body who competed in football, rugby, basketball, netball, tennis, table tennis, chess, and taekwondo.

13.5 Outreach & Community Engagement.

- The Lions Club Gunhill of Harare donated 1 200 gum trees to the Faculty of Agriculture and Environmental Sciences. The trees were planted on 19 February, 2024.
- 40 Students on the CAMFED scholarship programme visited Mangare High School in Dotito where they donated food stuffs, clothing items and stationery to students worth USD 125.00.
- The BUSE Chasing Children's Dreams club donated stationery and clothing items to Xtreme Trans foundation; a children's home at Juru Growth Point on the 16th of March 2024.

13.6 Increasing Self-awareness of Students

- A Female Students Indaba to enhance female participation in leadership and influential positions was held in March. The Indaba was in collaboration with Women's Academy for Leadership and Political Excellence and Padare Men's Forum on Gender and was graced by the Deputy Ambassador of Spain to Zimbabwe, H.E Diego Calatayud Soriano.

- The Department held a workshop in partnership with Female Students Network (FSNT) which aimed at capacitating students to advocate for accountable health governance in Zimbabwe. Awareness raising of critical Sexual and Reproductive Health Rights among tertiary institution students' information and policies is key in tertiary students. The programme also aimed to build knowledge on Student Reproductive and Health Rights (SHRH) and encourage constant peer to peer cross pollination of ideas on how to effectively demand accountability and transparency on SRH issues

13.7 ACUHO-I CONFERENCE

Bindura University of Science Education (BUSE) in collaboration with the Association of Colleges and Universities Housing Officers-International Southern Africa Chapter (ACUHO-I SAC) hosted the 3rd Living and Learning Colloquium (LLC) at the Cresta Churchill Hotel in Bulawayo. This significant event brought together representatives from 35 universities from Zimbabwe (6), South Africa (28) and Botswana (1) and shared a diverse range of perspectives in university housing. With over 100 participants in attendance, the colloquium underscored the growing interest in addressing housing challenges within higher education.

The presence of international representatives allowed BUSE to strengthen its ties with other institutions, enhancing its visibility and reputation in the global academic community.

13.8 Review of Policies

- Two policies were drafted – Drug and Substance Policy and Work Study Policy
- Two policies were amended namely Accommodation Policy and the Students' Union Constitution.

13.9 Procurement of a New Ambulance

The University partnership with MAISHA medical aid reaped positive results with the procurement of a brand-new state-of-the-art ambulance.

13.10 Student Satisfaction Index

Two student satisfaction surveys were carried out at the Clinic (85%) and at the Catering Section (60%).

13.11 Student Support Initiatives

The University work study programme supports 105 students followed by Campaign for Females Students' Education (CAMFED) with 66. The table below shows all the organisations that provided funding to our student's needs.

List of organisations that provided Financial Aid to BUSE students

NAME OF ORGANISATION	NUMBER OF BENEFICIARIES
BUSE Work Study	105
CAMFED	66
Higher Life	42
ZIMFEP	1
NOIC	5
Zimbabwe Stock Exchange	1
War Veterans	49
Kudakwashe Children	3
China Zimbabwe Exchange Centre	6
ZNA	2
Simbaredzidzo	1
GOZ Zimbabwe Social Development Fund	3
Chicken Matty	1
ZB Bank	4
Leap into Hope	1

14 Advancement & Public Affairs

PUBLIC AFFAIRS



14.1 Introduction

This report details the Advancement and Public Affairs department's activities and engagements throughout the year ending 2024. It covers the department's strategic priorities: public affairs, internationalisation, marketing, branding, resource mobilisation and publicity.

14.2 University Visits

The University hosted several key stakeholders, partners and international guests.

14.3 Memoranda of Understanding (MOUs)

Several MOUs were signed between the University and various foreign as well as local partners, namely:

- Yanka Kupala State University of the Grodno for cooperation in the field of education and research and assisted with staff capacitation, networking and research collaboration
- Powertel was essential for human capital development
- Chartered Governance and Accountancy Institute in Zimbabwe provided networking opportunities and co-hosting of conferences
- African Traditional Sports and Games Confederation was essential in heritage-based sports appreciation and improved sportsmanship.

14.4 Exhibitions

The department facilitated the University's participation at the following major exhibitions and nine (9) career expos in different provinces:

- Presidential Innovation Fair
- Zimbabwe International Trade Fair
- Mashonaland Central Agricultural Show
- Zimbabwe Agricultural Show
- 7th SADC Industrialisation Week
- Victoria Falls Agricultural Show

This gave immense opportunity to the department for wide publicity and visibility.

14.5 Internationalisation

Eight international students were recruited, five (5) Zambians on the ED-UNZA Scholarships programme, two (2) Mozambicans and one (1) Motswana.

Networking opportunities were availed to staff to interact with academic in the international arena. The department extended its services to facilitating international recruitment and engagement.

14.6 Alumni

The Department supported the drafting of the BUSE Alumni Constitution as well as the holding of the BUSE Alumni Association elections. The University had a fully -fledged alumni body.

14.7 Publicity

The University received extensive coverage across mainstream media platforms nationwide, reflecting its continued prominence in academic, sporting, and developmental spheres. Major institutional milestones such as the 23rd Graduation Ceremony and the commissioning of the Student Dining Hall, and the School of Optometry and Audiology. The National Sports Academy also received widespread publicity thanks to the 2024 Paris Olympic exploits of Tapiwa Makarawu. Other notable publicity efforts included the following:

- David Nyamufarira's 2024 World Youth Championships in Lima, Peru.
- Enactus Action with Africa and World Cup victory
- Parliament Portfolio Committee on Higher Education, Tertiary, Science and Technology's visit to the Innovation Hub
- Chiringa monitoring and evaluation dashboard
- Muzarabani Masawu Value Addition Project Impact
- New programmes in petroleum engineering, mining engineering and grain milling.
- Drone pilot training programme
- BUSE's Model High School

- Lens manufacturing workshop at the Optometry Clinic

14.8 Branding/Marketing

The Department worked on the following activities to enhance the University's brand image:

- Replacement of old signage and billboards,
- Installation of new billboards around campus
- Design and print of University Academic brochures and fliers,
- Design and flight of programmes and short courses social media fliers,
- Participation and branding of all University events, career days and exhibitions.

15 National Sports Academy



15.1 Introduction

This report provides an overview of the notable achievements and activities of the BUSE National Sports Academy in various sporting events and talent identification programs in the year. It encompasses the performances of our athletes at global, continental, regional and local levels as well as our ongoing efforts to enhance the academy programs.

15.2 High profile competition attended

The National Sports Academy actively participated in high-profile competitions, providing athletes with valuable exposure and competitive experience. Locally, the Academy competed in prestigious national tournaments, refining skills and showcasing its growing influence. Internationally, athletes represented the institution on a global stage, gaining insights from worldclass competitors and enhancing their performance standards. These engagements reinforced the Academy's commitment to developing elite athletes and promoting excellence in sports:

LOCAL COMPETITIONS	REGIONAL/ INTERNATIONAL COMPETITIONS
NAAZ Junior Championship held in Bulawayo in June 2024	Olympics- Paris, France - 7 and 8 of August 2024
NASH Nationals held in March, Masvingo at Victoria High 2024	Junior Olympics – Lima, Peru 27-29 August 2024
Zimbabwe University Sports Association (ZUSA) Games, at NUST Bulawayo in March 2024	Confederation of Southern Africa School Sports Association COSASSA Bulawayo, 28 and 29 of August 2024
ZTISU Games 2024 at UZ - 12th to the 14th of June	Africa Senior Athletics Championships – Cameroon
National Athletics Association of Zimbabwe Inter Provincials Championships at National Sports Stadium, June 2024	Confederation Of University and Colleges of Southern Africa (CUCSA)Pretoria, South Africa

Mashonaland Central Track and field Championships, Chipadze Stadium, May 2024	COSSAFA Under 15- Namibia
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Table 14.1: High profile competition attended in 2024

15.3 Talentees Performance

Exploits were relished at different levels by many of our student athletes

15.3.1 Olympic Games

Makarawu Tapiwanashe, an academy talentees now based in USA represented the Country and the National Sports Academy at the Olympics held in Paris, France on 7 and 8 of August 2024. He cruised to reach finals becoming one of the two first Zimbabwean athletes to reach 200m finals. He settled for 6th position.

15.3.2 World Junior Athletics Championships

David Nyamufarira represented the country at the World Junior Athletics Championships in Lima, Peru from 27-29 August 2024, and his relay team did well coming 4th, breaking the Under 20 National Record for the 4x100m (breaking the previous record from 40.64s to 40.40s). He also participated in 100m and 200m

15.3.3. Africa Senior Championships

The Academy's Dickson Kamungeremu and Tapiwanashe Makarawu competed in 100m and 4x100 and 100m, 200m, and 4x100m respectively in Douala, Cameroon at the 23rd Africa Senior Championships. Tapiwa Makarawu got silver medal in 200m and reached the final in 100m.

15.3.4 COSSASA Games

Three NSA talentees took part in the COSSASA Games held at White City Stadium in Bulawayo on 28 and 29 of August 2024. The performance was very pleasing as they managed to get 4 gold medals, 1 silver and 1 bronze.

15.3.5 CUCSA Games

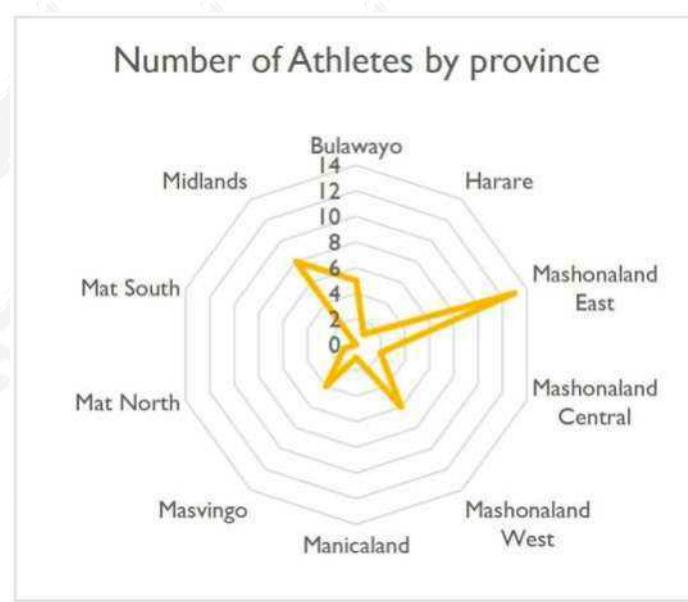
Two talentees represented the country at the CUCSA games held in South Africa from 6 - 13 July 2024 in Pretoria. Wayne Nkomo scooped two (2) silver medals in the Javelin and Shot put.

15.3.6 Football Team Performance

Three of the Academy's junior football players were selected to represent the national team at the third edition of the CAF Under-15 Boys Championships, held at Walvis Bay in Namibia from 11–13 October 2024, as part of the CAF Southern Africa Schools Football Games. In addition to their international success, the team ended the 2024 season topping the league in Bindura District, Mashonaland Central Region, showcasing the strength and potential of our players at both the national and regional levels. This achievement highlights the growing prominence of the academy in developing top-tier football talent.

15.4 Talent Identification and Recruitment

Forty (40) athletes were identified from different provinces as follows;



The Academy successfully recruited ten (10) talented athletes into its elite training program based on their exceptional performance, dedication, and potential to excel in their respective sporting disciplines. The recruitment process was highly competitive, ensuring that only the most promising individuals were identified for further development.

	Name	Gender	Event
1.	Muerera Praise	F	100m & 200m
2.	Chidembo Praise	F	100m & 200m

3.	Zhulinawo Kevin	M	100m & 200m
4.	Chimusomanga Tadiwani	M	100m & 200m
5.	Nyika Anotidaishe	M	1500m
6.	Maposa Courage	M	800m & 1500m
7.	Mabhiza Tawanda	M	100m & 1500m
8.	Zifodya Nothando	F	800m & 1500m
9.	Mutasa Beverly	F	200m
10.	Hondoma Panashe	M	1500m & 3000m

15.5 Athletes Training and Welfare

Two training camps were held successfully in April and August 2025. The camp aimed to prepare athletes for the COSSASA games, with a focus on speed, endurance, agility, strength, and mental skills for specific athletes, while others concentrated on general fitness components.

All talentees were on a scholarship programme, fully funded by the University. Playing kits and equipment (including strength and conditioning gear and balls) were purchased for all athletes. Educational visits for those at Chipindura High School were done in June & October.

15.6 Publicity

The department made the following publicity efforts:

- Digital Presence: Openned Facebook, YouTube, and Twitter platforms as well as regular website updates.
- Produced and distributed marketing material
- Exhibited at Harare Agricultural Show, National Disability Expo and other local shows and fairs.

15.7 Extension Services

The National Sports Academy Department organized a two-day Athletics Refresher Course for school teachers in preparation for the 2025 schools' athletics program

at the new campus newly refurbished gymnasium and sports field. The course focused on coaching throws and hurdles, as well as enhancing both technical and officiating skills. It featured one external facilitator alongside two internal facilitators, Mr. C. Nyasango and Dr. W. Carlos, who conducted theoretical sessions and practical demonstrations. A total of 46 participants from different districts in Bindura attended, and actively engaged in hands-on training to improve their coaching methodologies.

15.8 International Experts

The department was joined by one full-time athletics coach from Cuba, Mr. Carlos M. Isdoria Wuitar.

15.9 Support

The department approached the Japanese Embassy through JICA (Japan International Cooperation Agency), on Friday 08 September 2023. The department resuscitated the link with AU Region Five Sports Council. In 2019 they supported four of our talentees to be attached on scholarships to the High-Performance Center at the University of Pretoria in South Africa. The department collaborated with Sports Science Department and the University's Cuban sports scientists and coaches to carry out tests and measurements for athletes using the remaining competitions and practice sessions.

16

Services & Estates

Department



16.1 Introduction

The Department of Services and Estates is an essential services entity that comprises three sections, viz; (i) Transport Services; (ii) Facilities Maintenance; as well as (iii) Grounds and Services. Through these Sections, the department is mandated to ensure that the University continues to operate smoothly by providing seamless services, all in support of teaching and learning. This report therefore highlights achievements realized during the year under review.

6.2. Achievements

The Department of Services and Estates continues to contribute significantly towards institutional functionality and growth. Each of the three sections played an integral role towards attaining the achievements. Below is an outline of the milestones the Department managed to realize during the period in question:

16.2.1 Transport services

- The vehicle fleet total (buses, light motor vehicles, motor bikes, and tractors) stood at 70. Out of this figure, there are three functional buses as well as a microbus which were utilized for passenger services purposes. These were also fitted with speed limiters in order to assure passenger safety.
- A total of eleven vehicles and one equipment piece were procured as follows;

Toyota Axio sedan (second hand)	7
Toyota Hilux single cab	3
Toyota Quantum Ambulance (brand new)	1
Generator set 40kva	1
TOTAL	12

- Additionally, a total of 8 vehicles received either engine replacements or complete body refurbishments.
- Daily provision of staff shuttle bus services as well as transportation of academic staff to teach at the Graniteside Harare Campus were maintained.
- All Drivers successfully underwent compulsory retests and medical tests.

Efforts to grow the University transport fleet to match demand remained a high priority for the institution. The procurement of a lorry and a bus was rolled over to 2025.

16.2.2 Facilities Maintenance

Facilities Maintenance ensured that the institution had safe and reliable infrastructure utilized in pursuit of academic excellence. This included lecture theatres, staff offices, staff quarters, as well as students' residential accommodation. Maintenance also involved taking care of the existing plant and equipment such as freezer and cold rooms, fire extinguishers, laboratory, and kitchen equipment.

In the area of Facilities Maintenance, the Department managed to attain the following successes:

- A total of ten residences were either refurbished or painted as part of the department's strategic efforts to upgrade living conditions for staff in university accommodation.
- A total of 2 x 60 metre boreholes were sunk at various university sites in order to improve on water supplies at the Engineering Workshops and the Harare Campus.
- 3 x 5Kva solar electrical units were installed at one of the two fowl runs at the Farm Poultry Project, Town Campus Model School, as well as at the Guest house. Additionally, a 200-litre solar water heating system was installed at the Guest House.
- The Harare Campus was converted into a modern teaching and learning centre.
- The FAES prefabricated farm office and teaching complex were electrified.
- Routine maintenance of all refrigerated equipment, safety equipment, water and sewer reticulation facilities, as well as all electrical setups.
- Construction of a modern warehouse at the Farm Poultry Project, 1 x farm implements shed, as well a 2 x guard houses were completed.
- Independent solar lighting units were installed at various campuses.

- Ramps in and around the Mt Darwin Road Campus hostels were constructed to accommodate people with disabilities.
- The mouthwash factory was refurbished and the department facilitated with plant installation.
- Refurbished and relocated Masawu juice processing plant to the Industrial Park.

The institution registered unprecedented growth in years, thereby impacting on the need for continuous space upgrades and movements. The Department was very instrumental in ensuring that space requirements were met as directed. Additionally, staff accommodation remained a top priority in the foregoing period as witnessed by the sustained refurbishment of staff housing units to match university standards.

16.2.3 Grounds and Services

The Grounds and Services Section ensured that ambient conditions at all campuses are achieved. This is attainable by the continuous attention given to the landscape and the maintenance of greenery in order to create institutional experiences for clients and stakeholders. At the same time, the section concerned itself with the provision of various services as may be required from time to time in the learning spaces, as well as in the office environment.

The following achievements were noted under the Section:

- i. Provided clean learning and work space for the institution's stakeholders.
- ii. Provided efficient mail courier services, as well as the timely servicing of various utility bills.
- iii. Planted an additional 4500 m² of lawn to improve on ambience and greenery.
- iv. Initiated and oversaw the relocation process of the Harare Campus from Finance House to Graniteside.
- v. Serviced the 2024 graduation ceremony and its attendant preparations.
- vi. Facilitated the procurement of 655 students' chairs, 360 students' desks, 41 staff swivel chairs, 4 workstations, as well as library shelving, and other various office furniture items for staff members.



17

Physical Planning & Construction Department

17.1 Introduction

The Department of Physical Planning and Construction was tasked with the implementation of thirteen projects in the year 2024. This report highlights the major achievements made on the assignment by the end of the implementation period.

17.2 Commissioned Projects

17.2.1 School of Optometry & Audiology Block

The project involved construction of a two-storey concrete frame with brick infill under chromadek roof building to provide labs, workshops, offices and lecture rooms. The project was commissioned by the President of the Republic of Zimbabwe and Chancellor of the University, His Excellency Cde. E. D. Mnangangwa on 18 October 2024 at a cost of US\$1,567,372.00.

17.2.2 Student Kitchen & Dining Block

The project involved construction of a single storey concrete frame with brick infill under chromadek roof with mezzanine floor building to provide dining services for 704 students. The building was commissioned by the President of the Republic of Zimbabwe, His Excellency Cde. E.D. Mnangagwa on 18 October 2024 at a cost of US\$2,237,950.00.

7.3 Completed Projects

17.3.1 Town Campus Evening School Block

The project involved construction of timber board aluminum frame partitions to provide classrooms, office rooms and a library room. The project was commissioned by the Vice Chancellor of Bindura University of Science Education, Professor E. Mwenje on 15 May 2024 at a cost of US\$12,500.00

17.3.2 Gym Rehabilitation

The project involved removal of fire gutted steel roof and construction of new steel roof under chromadek sheets and remedial works to walls and concrete floors. The

building was issued a practical certificate of completion in November 2024 and granted beneficiary occupation at a cost of US\$140,703.71

17.3.3 Optometry Clinic Building Refurbishment

The project involved the replacement of mild steel windows and doors with glazed aluminum windows, gutters, down pipes and plastering facades and repainting. The refurbishment was completed on 11 October 2024 at a cost of US\$14,467.50

17.4 On-going Projects

17.4.1 Proposed Student Male Hostel Block

The project involved construction of a three-storey concrete frame with brick infill under chromadek roof. The project resumed late in October due to financial constraints and only progressed by 4% from 40% and was rolled over to 2025 with a revised completion date of completion in September.

17.4.2 Proposed Lecture Theatre & Offices Block

The project involved construction of a two-storey concrete frame with brick infill under chromadek roof building and two single storey concrete frame with brick infill under chromadek roof buildings. The project progressed to 22% due to financial constraints and was rolled over to 2025 with a revised completion date of completion in September.

17.4.3 Proposed Muzarabani Masawu Value Addition Plant Workshop

The project involved construction of a single-story steel portal frame with brick infill under chromadek roof building. By year end the project had progressed significantly to 70% and was rolled over to 2025 with a revised date of completion in August.

17.4.4 Proposed Cellphone Plant Workshop Refurbishment

The project involved removing metal sheet cladding and partitions and brick infill to portal frame and plastering, electrical and rainwater goods reinstallation, new ceilings, metalwork, shopfront fitting and epoxy coated floors and walls. By year end the project had progressed significantly to 80% and was rolled over to 2025 with a revised date of completion in July.

17.4.5 Proposed Optometry Clinic Access Road Surfacing

The project involved ripping of 1km tar surfaced road and construction of a single layer base road with asphalt tar surfacing. The project progressed to 80% and was rolled over to 2025 with a revised date of completion in July.

**“We shape
our buildings
thereafter they shape us”-**

Winston Churchill

18

Information & Communication Technology



18.1 Introduction

The Information and Communication Technology (ICT) department at Bindura University of Science Education (BUSE) embarked on a comprehensive initiative to modernise and enhance the university's technological infrastructure and services. This report details the key achievements of the ICT department during this period, focusing on process automation, security enhancements, software acquisition, hardware upgrades, network expansion, cybersecurity awareness, and the establishment of a CISCO Academy Training Centre. These advancements underscore the university's commitment to providing a robust and efficient technological environment for its students, faculty, and staff.

18.2 Automation of Business Processes:

A significant milestone in 2024 was the implementation of an online transcript clearance process. This initiative aimed to streamline administrative procedures, reducing waiting times and improving efficiency for students. By automating this process, the ICT department effectively saved students valuable time and resources, enhancing their overall experience with the university.

18.3 Enhanced Information Asset Protection

Recognising the critical importance of data security, the ICT department deployed advanced antivirus software across the university's network. This proactive measure strengthened the protection of university information assets against evolving cyber threats, thereby ensuring the confidentiality and integrity of sensitive data.

18.4 Software Licensing and Modernization

The ICT department acquired essential software licenses to support the university's operational needs and academic activities. This included:

- MS SQL Server: Providing a robust database management system for efficient data storage and retrieval.
- Office 365: Enabling enhanced collaboration and productivity through cloud-based applications and services. These acquisitions demonstrate the

university's commitment to providing access to modern and essential software tools.

18.5 Hardware Upgrades and Infrastructure Enhancement

The ICT department significantly upgraded the university's hardware infrastructure by:

- Acquiring 33 laptops and nine projectors: Enhancing teaching and learning capabilities in classrooms and lecture halls.
- Installing 5 Interactive Boards: Promoting interactive and engaging educational experiences.

18.6 Network Expansion and Connectivity

To improve connectivity and accessibility, the ICT department expanded the university's network by:

- Installing 15 Access Points at the Boys' hostel: Providing reliable Wi-Fi access for student residents
- Acquisition of Starlink Kits.

The department further established network connectivity at the following sites:

- Harare Learning Centre,
- New Optometry building,
- New Dining Hall:

This network expansion ensured that students and staff had access to the necessary resources, regardless of their location on campus.

18.7 Cybersecurity Awareness and Education

In collaboration with the Ministry of ICT, the department organised a cybersecurity event to raise public awareness about cybersecurity issues. This initiative aimed to educate students, faculty, and the broader community about best practices for online safety and data protection. This event showed the university's commitment to protecting its community.

18.8 CISCO Academy Training Centre Establishment

A strategic achievement in the year was the registration of BUSE as a CISCO Academy Training Centre. This initiative provided valuable training opportunities for students and staff and opened avenues for university income generation. This allowed the university to train its students in valuable industry skills.

18.9 Murunani

The University managed to use the first module of the Institution's management system, online application, to admit students. The system is called Murunani. This was a ground-breaking achievement as it marked the success of the developed University Management System (UMS).

18.10 Human resources

Following technology trends, the department established new Data Analyst and Data Engineer posts to work on Business Intelligence and Artificial Intelligence products.

18.11 Summary

The ICT department demonstrated significant progress driven by a commitment to innovation, efficiency, and security. Through process automation, software acquisition, hardware upgrades, network expansion, cybersecurity initiatives, and the establishment of a CISCO Academy Training Centre, the department made substantial contributions to the university's technological infrastructure and service delivery. These advancements have enhanced the learning and working environment and positioned BUSE for continued growth and success in the digital age.

19

Centre for Educational Technologies Innovation & Design



19.1 Introduction

The purpose of this report is to highlight the main activities of the Centre for Educational Technologies Innovation and Design (CETID) during the year 2023.

19.2 Staff Training and Continuous Capacity Development

The Centre developed and facilitated several staff trainings as an ongoing exercise to equip university members with digital skills for improved productivity as follows:

- The Centre organised and facilitated a two-day Advanced Microsoft Word workshop for office managers (Senior Assistant Registrars (SARs), Assistant Registrars (ARs), Admin-Assistants, and Secretaries) – the workshop aimed to enhance office administrators' use of advanced features of Office applications to increase productivity. The workshop covered various topics, such as giving documents a professional look and feel; automating routine tasks and using templates, collaborating on documents with colleagues, mail merging, and working with large documents. Sixty-eight (68) participants attended the workshop and were equipped with practical tips and a solid grounding in Microsoft Word, enabling them to work faster and smarter, easily tackling even the most complex documents.
- The Centre developed and co-piloted a short course as a half-day workshop on "Mastering MS Word for Academic Excellence" with twelve (12) volunteer lecturers. The pilot received overwhelmingly positive feedback, with participants praising the comprehensive content, practical exercises, and clarity of instruction. Lecturers highlighted the immediate applicability of the skills learned, particularly in document formatting, citation management, and collaborative features, which they found highly beneficial for their academic work. The course will be rolled out to the wider university community from 2025.
- The Centre successfully conducted comprehensive Moodle Basics and Refresher Training across all five university faculties, including the Harare Campus. The training sessions were designed to enhance the digital

teaching capabilities of academic staff, ensuring that they are well-equipped to utilise Moodle effectively for their instructional needs. A total of two hundred and eight (208) academic staff members participated in the training sessions.

- Another training programme was conducted for academic staff, focusing on e-learning instructional design and content development. Thirty-seven (37) lecturers attended. The main objective of the training was to enhance the participants' skills in creating effective and engaging online courses, ensuring that they were well-equipped to deliver high-quality virtual education. Throughout the training, participants received comprehensive guidance on best practices in e-learning, including the development of interactive and multimedia-rich content, effective course structuring, and student engagement techniques. Additionally, each participant was assisted in revamping their existing online courses, incorporating the latest e-learning strategies and tools to improve the overall learning experience for their students.

19.3 eLearning Systems Upgrade

A new server for eLearning was acquired to facilitate the upgrade of the University Learning Management System. The server upgrade and course migration were completed successfully, including the related documentation. User training was underway at the time of writing this report.

19.4 The Inaugural Digital Citizenship Week

The Centre launched a University-wide Digital Citizenship Week from 30 October to 3 November 2023, under the theme "REPLACE". The event aimed to promote responsible and informed online behavior among students and staff. Throughout the week, a series of workshops, social media posts, and interactive sessions were conducted, covering key topics such as digital literacy, cybersecurity, online ethics, and the impact of digital footprints. The week-long initiative was well-received, fostering a heightened awareness of digital citizenship and its significance in the contemporary academic environment.

19.6 Innovation

The Centre initiated the design and pilot of curated offline learning resources in support of the University Cellphone Project. The curated content comprised revision materials for O' and A' level Science, Technology, Engineering and Mathematics (STEM) subjects from Open Educational Resources, Ministry of Primary and Secondary Education (MoPSE) downloadable self-study materials, past examination papers and other credible sources to be pre-loading on learning tablets manufactured under the Cellphone Project.

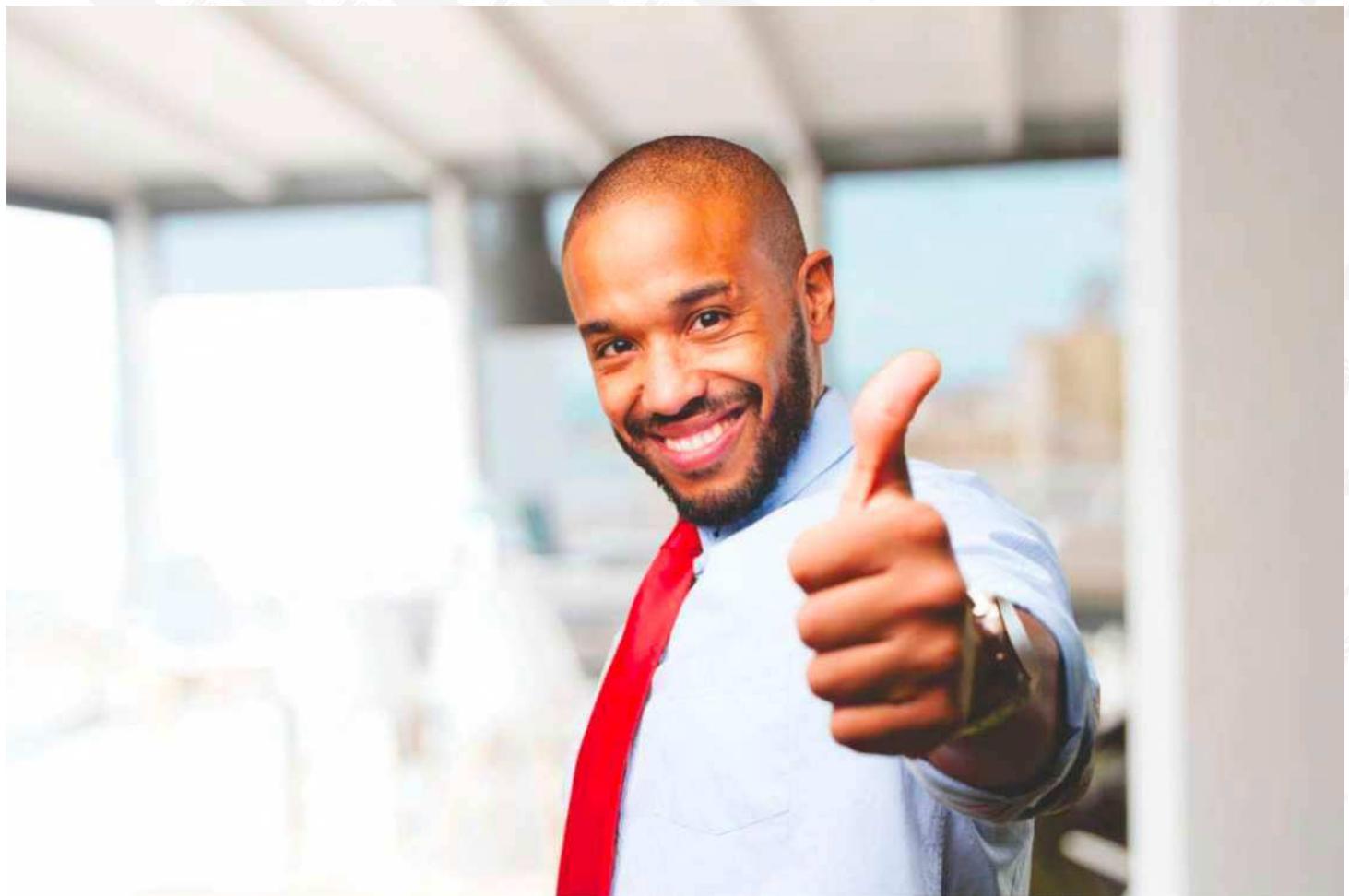
"The rural areas have been deprived by the cities in the past. Development resources and energy should be directed where the people live".

Chinua Achebe

20

Quality Assurance

Department



20.1 Introduction

The report highlights and reflects on the department's performance achievements, challenges, and areas for improvement to foster a culture of transformation.

20.2 Promote quality assurance standards

20.2.1 Usage of a holistic approach to quality assurance management

The department established 31 QA circles to manage quality assurance at the University. This structure is the starting point for ensuring that quality assurance becomes the responsibility of all.

20.2.2 Adoption of a systems and process approach to evaluation/audit

Audits of systems and processes were conducted across all University sectors. The department adopted a hierarchical audit model from self-evaluation of the department to external evaluations through internal auditing by the University internal Audit team, Department of QA audit, and appointed institutional evaluator as well as peer evaluations to ensure adherence to quality standards and promote continuous improvement.

20.2.3 Engagements with faculties and departments (Academic and support)

Generally, engagements through workshop presentations, dialogues, informal interactions, news reporting, and meeting attendance improved staff and student stakeholders' awareness and understanding of the role of quality assurance in the University and the importance of their active participation in quality assurance issues

20.2.4 Stakeholder Feedback

To consider the direct influence that stakeholder (students, employees, and external) feedback has on enhancing the relevance and quality of university offers, stakeholder surveys were conducted twice in March and September.

Table 2: Stakeholder Satisfaction Indices August to December 2024

Category	Rating %
Students Satisfaction Index	74
Customer/Stakeholder Satisfaction (students, staff, external)	70
Speed of service delivery	64
Quality of service	64
Accessibility	70
Courtesy	50
Information services	62
Signage	52
Employee Satisfaction Index	72
Work Environment	60
Rewards and recognition	34
Safety Measures	72

20.3 Academic programme alignment with national imperatives

20.3.1 Programme activities

To ensure that the quality of academic programs met ZIMCHE accreditation standards, ZIMCHE visited BUSE for institutional and programme accreditation assessment.

20.3.2 Programme Approval

Seven new programmes were approved in 2024 while three (3) were conditionally approved, as indicated in the table below. This was to broaden academic offerings and stimulate intellectual engagement among students and faculty.

Table 3: Academic Programmes Accreditation Status

No	Approved
1	BSc Hons in Mining Engineering (HBSc.MEG)
2	BSc Agricultural Engineering (HBSc.AE)
3	BSc Electronic Engineering (HBSc.EE)
4	Doctor of Business Leadership (DBL)
5	MSc Commerce in Human Capital Management (MCHCM)
6	MSc in Data Science (MScDSE)
7	MSc in Forensic Accounting & Auditing (MScFAA)
No.	Conditionally Approved
8	BSc Culture and Heritage (BSc.CHS)
9	BSc Grain Milling and Processing Engineering (BScGMPE)
10	MSc Policing and Security Management (MScPSM)

20.3.3 Programme audits

Three running programmes were institutionally audited to enhance the quality of running programs.

20.3.4 Teaching and learning investigations

A comprehensive report on teaching and learning: with possible solutions by an assigned investigating team unearthed overuse of WhatsApp, pedagogy, limited access to Moodle, erratic attendance to lectures, excessive use of the vernacular mode of instruction; understaffing and high staff turnover; large class sizes; attachments and absence of teaching practice at the undergraduate level, and slow internet connectivity. Workshopping for these was undertaken to mitigate the challenges raised

20.3.5 Assessment of examination practices

Assessing and evaluating examination processes has significantly improved examination conduct, which is crucial for the university's academic reputation and

ranking. The table below shows the quality assurance spot check and the examination rating conducted per centre and modular session.

Table 4: Examination conducted per modular session

Examination Centre	March	June	Sept-Oct	Nov-Dec
Astra		87	87	73
FSE		86	81	76
Harare		97	95	84
Main		97	96	77
Town		96	96	83
Total		94	92	78

20.3.6 Checking of Marking of Examinations Scripts

An inspection was undertaken for marked examination scripts for the Sept-Oct 2024 modular session. In this exercise, some Faculties bemoaned the lack of storage space for the examination scripts. To simplify transcribing the marks, each script should have a total mark for the marked questions.

20.4 Training to Build Capacity and Awareness

20.4.1 Acquisition of appropriate qualifications

Quality Assurance staff members were encouraged to pursue quality assurance in higher education qualifications. Two members were developing PhD concepts for enrolling in the programme in September 2025.

20.4.2 Training

University staff were trained by ZIMCHE on QA auditing; academic staff were trained on Transformative teaching and learning in the University; two senior staff (the QA Director and the Acting Director of the Research and Innovation) were educated on Guidelines for establishing and managing university quality assurance

departments and ranking criteria by ZIMCHE; Quality Assurance staff in the department participated in webinars provided by ZIMCHE and other international bodies like Southern Africa Regional Universities Association (SARUA).

20.4.3 Building Awareness

The quality assurance department integrated several strategies to conscientise the university council, employees and staff about the functions of quality assurance in the University. These strategies were categorised into key areas, including stakeholder engagement, the involvement of faculty and students, establishing a guiding coalition, standardised quality frameworks, quality culture development, and knowledge management.

20.5 Networking for Benchmarking and Resource Mobilisation

20.5.1 Establishment of Partnerships

In September 2024, the department formed the BUSE, HIT, and ZEGU (BUTZ) Quality Assurance Forum to collaborate on internal Quality Assurance (IQA) activities. This led to several networking and knowledge sharing engagements.

20.5.2 Benchmarking for Quality Assurance Conceptual Frameworks (QACF)

The Department analysed seven websites of three Universities in Zimbabwe and four in Africa (Ghana, South Africa, Zambia) to develop the university's QACF for senate recommendation and council approval. The QACF informs the revision of the QA policy and standard operation manual, guides the development of the University strategic plan, and provides a framework for QA Research in the University.

20.5.3 Association Membership

Affiliations/associations with INQAAHE and SAQAN were rescheduled to January 2025.

20.5.4 Resource Mobilisation Strategies

An ongoing strategy was planned to address the 2022-2024 challenge of limited resources for coordinating and managing quality assurance business across the 32 major University sectors. The plan integrated budgeting and monitoring the budget performance, application of grants, effective resource utilisation, development

programs including short courses, and resource mobilization requests for donations to ensure that the university continuously enhanced its education standards.

20.6 Research and Innovation

20.6.1 Stakeholder Surveys

Two (2) surveys were conducted to enhance the institution's data –and research-based decision-making practices.

20.6.2 Academic Article Writing

Quality assurance staff members were introduced to educational article writing for publication, conference presentations, and grant applications.

20.6.3 Conference Attendance

The quality assurance Director presented a paper on Developing a Heritage-Based Education 5.0. Quality Assurance Framework for Higher Education in Zimbabwe during the 6th Conference of the Southern African Quality Assurance Networks (SAQAN) from 24-28 September 2024 David Livingstone Safari Lodge and Spar in Zambia. She also presented on- Exploring Indigenous Knowledge Systems for Sustainable Development and attended another at the 7th Annual International Conference of the African Association for the Study of Indigenous Knowledge Systems (AASIKS) from 2-4 December 2024, Virtual Conference.

The role of innovation in education is not just about engaging students; it's about empowering students to take charge of their own learning journeys

Unknown

Financial Statements



**Bindura University
of Science Education**



2024

ANNUAL REPORT

BINDURA UNIVERSITY OF SCIENCE EDUCATION
741 CHIMURENGA ROAD, BINDURA
ZIMBABWE
www.buse.ac.zw