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# CIMPAD

**Consortium for International  
Management, Policy, and  
Development**

Winter 2018 Issue 4



## LETTER FROM THE PRESIDENT

Greetings!

This is an exciting time in CIMPAD's history. The culminating events of 2018 show that we are well on our way in accomplishing goals of the Strategic Plan. This is evidenced through our work in collaborating, networking, publishing and raising our visibility. The 2018 conference held in Gaborone, Botswana offered a well-balanced educational and cultural experience for all in attendance. We are indebted to the Faculty of Social Sciences and the Center of Specialization in Public Administration and Management, University of Botswana, for making the conference a great success. It was impressive to see delegates from 10 countries in attendance, making it a true international experience.

In celebration of Independence Day, conference participants attended a reception at the US Ambassador's residence, which was co-hosted by CIMPAD. It provided an opportunity to network with a number of governmental officials and share the work of CIMPAD to a larger audience.

Similarly, the preconference that was held in Johannesburg was exceptional. We thank Dudu Maseko, Executive Director at City of Johannesburg, the Mayor and other colleagues for their warm hospitality and friendship. Participants shared papers, engaged in active dialogue and discussed opportunities for ongoing collaboration. We were all impressed with the historical tour of the "Cradle of Mankind." It was indeed an "eye-opening experience".

A major outcome of the 2018 conference was publication of the conference report and proceedings. The team of editors, reviewers and contributors did an amazing job. The information can be downloaded from the website at [www.cimpad.org](http://www.cimpad.org).

We are appreciative of our colleagues for continued support of CIMPAD's mission.

Sincerely,

Peggy Valentine



# CIMPAD

## Consortium for International Management, Policy, and Development

### “Priorities for the Future”

#### 2018 11<sup>th</sup> International Conference Highlights

“In the African continent, Vision 2063 has clearly articulated this is the ‘Africa we want’. The Africa that is prosperous, based on ‘inclusive growth and sustainable development.’”

“The United Nations General Assembly adopted the Sustainable Development Goals for Agenda 2030 in 2016. The goals paint a future free of poverty, reduced inequality, good health and well-being, quality education, zero hunger, clean water and sanitation, clean energy, etc. A set of indicators has been identified to measure whether the goals have been reached. In Botswana, its own **Vision 2036** is about “Achieving Prosperity for All”. The adoption of all these instruments underscores the acceptance that creating the society we want is all within our reach. That there are things we can do to achieve the set goals. This includes interventions by governments, the private sector, civil society and all”. *Dr. Gloria Somolekae, Botswana’s Candidate for UNESCO Executive Board 2015-19*

*CIMPAD Mission Statement: To inspire and promote collaborative working relationships towards the advancement of knowledge in public administration, public management, public policy and leadership development, among practitioners and academicians in various African countries and the diaspora.*

#### 2018 CIMPAD Holds its 11<sup>th</sup> International Conference in Gaborone, Botswana

CIMPAD’s 11th International Conference brought networking and enriched learning opportunities to academicians, practitioners, policymakers and government officials, community partners, graduate students, and researchers from across the globe in an effort to bridge partnerships and promote the conference theme, “*Priorities for the Future: Good Governance, Health and Safety, Social Justice and Economic Equity*”. This year’s conference was co-sponsored with the University of Botswana, College of Social Sciences, Department of Political and Administrative Studies and Centre of Specialization in Public Administration and Management.

*“The collaboration between the University of Botswana and CIMPAD marks a very important occasion in terms of realizing the University’s vision and strategic objective of strengthening engagement with regional and international partners”.* Vice Chancellor, Academic Affairs, University of Botswana, Professor David Norris.

The conference was attended by delegates from the United States, Botswana, South Africa, Zimbabwe, Australia, and other countries; universities represented during the conference include Midlands State University, RMIT University, University Limpopo, Howard University, Winston-Salem State University, University of South Africa, and the University of Lesotho among others. Keynote address speaker, Dr. Gloria Somolekae, stated in her opening remarks that the conference met its objectives, was infused with impactful discussions that were lively and robust, thought provoking and very informative; attesting that the country of Botswana seeks furthering its collaboration with CIMPAD.



## CIMPAD Unveils 2018 Conference Proceedings

CIMPAD is marking history with its inaugural publication of *Conference Proceedings from the 11<sup>th</sup> Annual International Conference held in Gaborone, Botswana, June 26-28, 2018*. The conference was a monumental stride in bridging global partnerships and moving the CIMPAD mission forward. The proceedings are downloadable and are available at [www.cimpad.org](http://www.cimpad.org).

### Editors

Baakile Motshegwa, Ph.D., CIMPAD Program Committee Chair (Botswana) and Vice-President Elect  
Associate Professor, Department of Political and Administrative Studies,  
University of Botswana

Karyn N. Onyeneho, M.S., CIMPAD Program Committee Chair (USA) and Board Member  
Ph.D. Candidate, Department of Nutritional Sciences, Howard University

Peggy Valentine, Ed.D., CIMPAD President and Conference General Chair  
Dean and Professor, School of Health Sciences, Winston-Salem State University

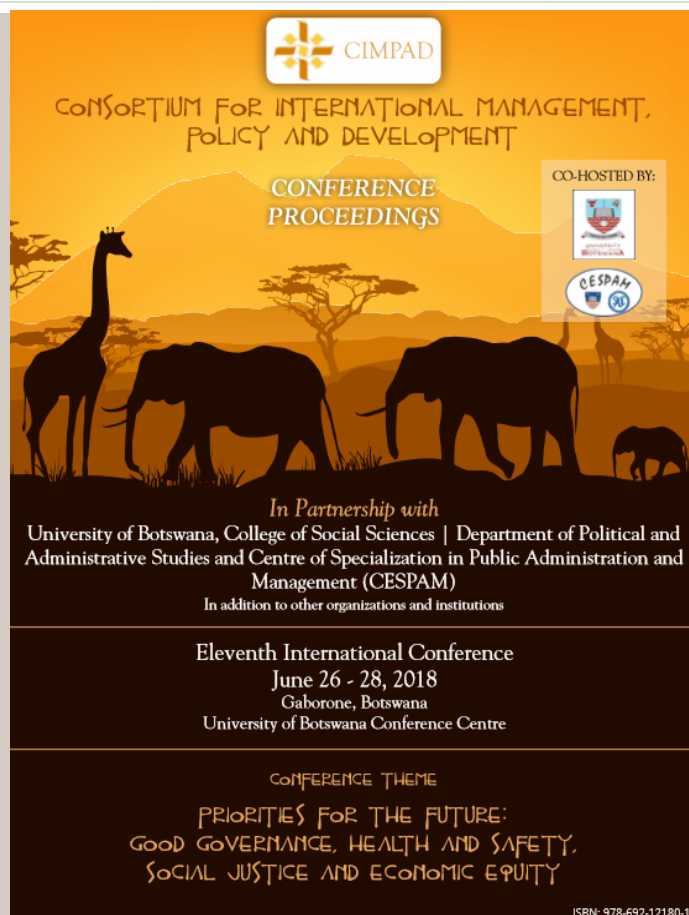
### Managing Editor

Karyn N. Onyeneho, M.S.

### Editorial Staff

Gula B. Cooper, Secretary CIMPAD, Board Member, Editorial Proofreader  
Director, Alumni Relations & Development, School of Health Sciences,  
Winston-Salem State University

Sarah Hinshaw, Graphic Designer  
Integrated Marketing Communications, Winston-Salem State University



## CIMPAD Visits Zambia and Ethiopia for Conference Co-sponsorship Opportunities

CIMPAD planning efforts to organize its 2020 International Conference in Ethiopia began in 2017 when Board Members, Dr. Harvey White and Mr. Roy Jones, delegated to the *Zambian Society for Public Administration Conference on Performance Management and Strategic Management*, June 21-23, 2017, held in Lusaka, Zambia and when former CIMPAD Vice President, Dr. Berhanu Mengistu and Board Member Dr. Harvey White delegated to the *7<sup>th</sup> Global Knowledge Exchange Network*, December 11-15, 2017, held in Jimma, Ethiopia.

**Save-the-Date: 2020 Ethiopia Conference**



Board Members Dr. Harvey White and Mr. Roy Jones were CIMPAD delegates to the *Zambian Society for Public Administration Conference on Performance Management and Strategic Management*, June 21-23, 2017 in Lusaka, Zambia. Dr. White brought greetings on behalf of CIMPAD President Peggy Valentine and presented a paper titled, “*A Multilateral Approach for Optimizing Africa’s Access to Strategic Human Talent*.” He also moderated a panel session and participated in mentoring activities for young professionals. Mr. Jones presented a paper titled, “*Evaluating Performance of Public works*”, moderated a panel session, and participated in mentoring activities for young professionals as well.

Former CIMPAD Vice President, Dr. Berhanu Mengistu, and CIMPAD Founder, Dr. Harvey White, were CIMPAD delegates to the *7<sup>th</sup> Global Knowledge Exchange Network* in Jimma Ethiopia, December 11-15, 2017. Dr. Mengistu delivered a public lecture on “*Shared Leadership*”, provided an overview of CIMPAD activities for conference participants, conducted a workshop on “*Research Methods for Graduate Students*” and facilitated a seminar session for young scholars and PhD students. Dr. White gave a keynote address titled “*From CIMPAD to GKEN: Our Legacy for Africa Youth*” during the opening session for the conference and delivered a public lecture on “*Talent Management as a 21st Century Imperative*”. He also facilitated a seminar session for young scholars and PhD students.



## CIMPAD on Facebook

Keep up with CIMPAD news, program activities, conference events, etc., including being a part of our growing following, on our Facebook page at: <https://www.facebook.com/CIMPADUSA/>

# Member Spotlight

Meet Professor Sylvester Murray, M.A., M.G.A., Emeritus Professor of Urban Studies, Cleveland State University and Public

Professor Murray will be honored March 25-26, 2019, by the Cleveland State University (CSU), Maxine Goodman Levin College of Urban Affairs, for his outstanding career in public administration. The theme of this ceremonious event is Managing the City: Honoring the Career of Professor Sylvester Murray. The event will take place at the Roberta Steinbacher Atrium, Levin College of Urban Affairs at CSU.

### *Excerpted from CSU's event page:*

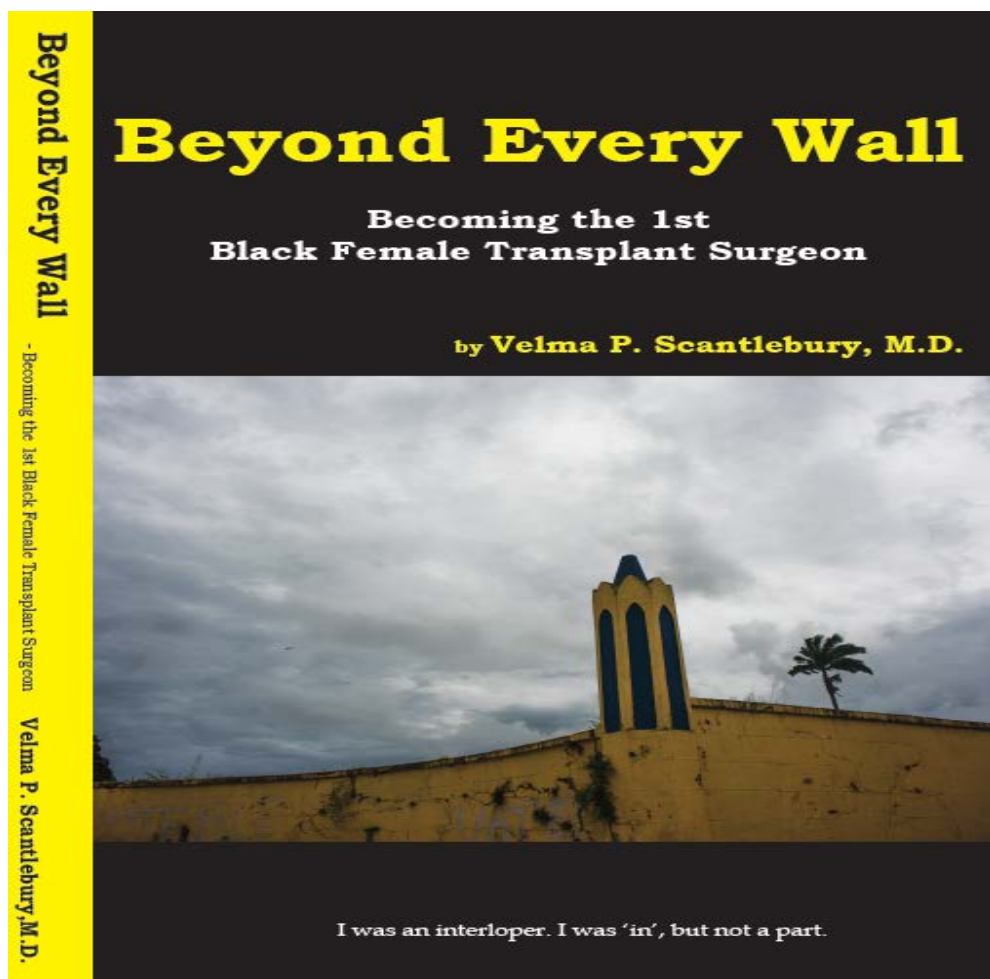
This special conference offers a great opportunity to reflect on the career of Professor Murray, who has had a long and distinguished career in the practice of city management and scholarly study of public administration. The Levin College's high ranking in city management and local government is in no small part a result of Professor Murray's standing and influence in public administration and city management. While CSU's rankings remain high and their students stellar, CSU has once again returned their focus to city management. This is especially critical as CSU faces globalization and increasing urbanization, a maturing public-sector workforce, the process of technology, an aging infrastructure, and the question of diversity in all the foregoing.



**BIO:** Sylvester Murray, MA, MGA, is an Emeritus Professor of Urban Studies and Public Administration at the Levin College of Urban Studies and Public Administration. He is a former city manager of San Diego, California; Cincinnati, Ohio; Ann Arbor, Michigan; and Inkster, Michigan. He was also manager of government consulting at Coopers and Lybrand, CPA, in Columbus, Ohio. Professor Murray has served as President of the American Society for Public Administration (ASPA) and the International City Management Association (ICMA). He received a BA in history from Lincoln University, Pennsylvania; an MGA in governmental administration from the University of Pennsylvania; and a MA in economics from Eastern Michigan University. Professor Murray is a Fellow of the National Academy of Public Administration (NAPA) and a Board Member of the CIMPAD. In addition to his role as a CIMPAD Board Member, Professor Murray serves as CIMPAD Conference Chair and General Conference Chair Emeritus. He is a former Board Member of the National Civic League (NCL), the Lincoln Institute of Land Policy, the Conference of Minority Public Administrators (COMPA), and the National Forum of Black Public Administrators (NFBPA).

# Member Spotlight

Meet Velma P. Scantlebury, M.D., Author and 1<sup>st</sup> Black Female Transplant Surgeon



Dr. Scantlebury has been published in a memoir detailing her inspiring and historical journey towards becoming the first Black female transplant surgeon, in *Beyond Every Wall: Becoming the 1<sup>st</sup> Black Female Transplant Surgeon*.

### Excerpted from the memoir:

The day I received my letter of acceptance from Columbia's College of Physicians and Surgeons (P & S, they called it), I took the letter to my classes at LIU. I rode the elevator up to the Dean's office. I danced my way across the hall, and, I barely entered before blurting out my good news. Disappointment was visible on the face of the Pre-Med office counselor: the favorite Caucasian student did not get admitted to Columbia's P & S. I did. "How come you got accepted and Jane didn't?" The obvious, ugly, question was finally spoken aloud. Rationalizing my admittance to both Yale and Columbia, as a Black student, was almost easier for them to digest. I remember something along the lines of: "Columbia just needed to fill their 'quota' for the number of minorities accepted. So, you probably were selected to be a token". I was chosen, but as a 'token Black'. Perhaps that was true. It didn't matter. My outcome would be the same as I had been resolute about achieving for a lifetime. I'd take it, and I did. In four years, I was going to be a doctor.

**BIO:** Velma P. Scantlebury, M.D., is the associate director of the Kidney Transplant Program at Christiana Care. She comes to Christiana Care from the University of South Alabama's Regional Transplant Center, where she served as a professor of surgery, assistant dean for community education and director of transplantation. She has been recognized as one of the Best Doctors in America by BestDoctors.com. Dr. Scantlebury has served as a national spokesperson for Linkages to Life, an initiative to address the shortage of African-American organ donors. In her career, she has performed more than 1,000 kidney transplants. She became the nation's first African-American female transplant surgeon in 1989. Dr. Scantlebury earned her medical degree from Columbia University in New York City. She was an intern and resident in general surgery at Harlem Hospital Center in New York City. She completed her fellowship training in transplantation surgery at the University of Pittsburgh and then joined the University of Pittsburgh School of Medicine as an assistant professor of surgery in 1989. She rose to the rank of associate professor prior to her appointment at the University of Southern Alabama in Mobile. Dr. Scantlebury's special interests include: researching the end results of donation and transplantation in African-Americans; increasing organ donation in the African-American community through education and awareness; increasing the incidence of living donor transplantation by education; and treating viral infections in kidneys.

# Member Spotlight

Meet Karyn N. Onyeneho, M.S., 1<sup>st</sup> Generation Ph.D. Student, Howard University



**Top photo:** Congressman John Lewis and Karyn Onyeneho pictured during the 2018 Annual NAHSE Conference in Orlando, FL; photo was taken at the keynote speaking engagement honoring keynote speaker, Congressman Lewis. **Below photo:** Ms. Onyeneho's fellow panel members from 2018 NAHSE Conference. **Far right photo:** NAHSE conference opening day.



Ms. Onyeneho was selected as a panelist to attend the annual conference of the National Association of Health Service Executives (NAHSE) held in Orlando, Florida October 10-12, 2018. During a panel, she presented insights on career transition planning, emphasizing the importance of diversity and inclusion in action, from paradigm into practice. Her panel session was titled, *Race in America and its Impact on Health Care Professionals, Systems and Regulations*. Her discussion on diversity and inclusion focused in the area of biomedical sciences and shifting from paradigm to practice in eliminating career transition barriers and achieving sustainable



workforce diversity for underrepresented minorities in health-related scientific fields. Since the conference, Ms. Onyeneho and her panel members have developed a manuscript to further their discussion focusing in the areas of:

- Racism and health from a historical standpoint;
- Undergirding levers/root causes;
- Policy and politics perspective on racism and health, and;
- Economic implications.

Ms. Onyeneho's contributions to the manuscript discuss the paucity of African-Americans and other underrepresented minorities in the US biomedical, clinical, behavioral, and social sciences research enterprise, compared to non-minorities, over the past several decades and how consequence of this threatens global competitiveness and research opportunities; weakens diversity of the scientific workforce leading to missed opportunities; obstructs advances in scientific innovation and discoveries; and perpetuates health disparities among disparate groups and vulnerable populations.

**BIO:** Karyn N. Onyeneho, M.S., is a Resource Access Administrator at the National Institutes of Health, in the All of Us Division of Scientific Programs, where she manages resource access development, including administration of the Resource Access Board, and contributes to development of the genomics platform. Karyn has been a public service professional in the federal sector for almost a decade. Before joining All of Us, she worked in the immediate office of the NIH Director and in the National Institute of Nursing Research, where she spent more than three years in extramural policy development and implementation, grants administration, evaluation and research, and data analytics. Karyn holds an M.S. in health informatics from George Mason University and a B.S., magna cum laude, in health sciences and management from Howard University, where she is currently pursuing a Ph.D. in nutritional sciences. Her dissertation will focus on examining gene expressions in the pathophysiology of type 2 diabetes mellitus (T2DM). In June 2018, Karyn visited the University of Botswana, with CIMPAD, to present a research paper, "Globalization and Nutrition in Botswana to Combat Malnutrition and Diabetes Mellitus," in support of her Ph.D. studies and while there, also conducted an empirical assessment of findings on dietary patterns in African countries, with an emphasis on Botswana. Karyn's aspirations are to develop sustainable, patient-centered, comprehensive nutrition interventions to combat T2DM. Before joining NIH, she worked at U.S. Department of Homeland Security headquarters and U.S. Department of Veterans Affairs headquarters, supporting senior executive service members in strategic management of human capital investments, civil service reform, and department-wide policy development and implementation. Karyn is enthusiastically involved in civic and community service and in 2017 was recognized by Maryland Senator William C. Smith and Delegate Jheanelle K. Wilkins with academic scholarships for her

# Member Spotlight

Meet Mary Bruce, Ph.D., Author and Governors State University Professor



Dr. Bruce is an author and one of her most recent works focuses on education policy; she is particularly excited about the release of: **Bruce, M.** and Ermasova, N. (2018). The Fiscal Disparity and Achievement Gap between Extremely Wealthy and Poor School Districts in Illinois. *Public Organization Review*. <https://doi.org/10.1007/s11115-018-0417-7>. This study investigates the achievement gap and horizontal disparity of schools' funding by exploring and comparing the differences of funding between extremely wealthy and poor school districts in Illinois before funding reforms took place on August 2017. We find that the students in wealthiest school districts had an average of 51% higher proficiency on standardized tests than did the students in extremely poor districts. The extremely poor school districts received about \$4582 less per student than the wealthiest school districts, based on data from total funding sources in 2014. Our results indicate that federal and state funding did not have sufficient equalization impact on inter-district property tax funding disparity. Dr. Bruce also invites readers to peruse the international article cited below, Ermasova, N., Nguyen, L.D., and **Bruce, M.** (2018). Does gender make a difference in leadership and stress orientations? An empirical study of German and Russian working adults. *International Journal of Strategic Changes*. 7(2), 87-108.

**BIO:** Mary D. Bruce earned the doctorate in Political Science from Wayne State University. Her dissertation, *The Role of Journalists in Framing Newspaper Articles and Editorials on School Vouchers in Detroit*, examined how journalists presented information regarding a public policy issue during a national election year. Dr. Bruce holds a Master's in Public Administration from Oakland University, Rochester, Michigan. After 20 years in state and local governmental and legislative relations, Dr. Bruce joined the Wayne State University faculty in September 2003, and the Governors State University faculty in August 2004. She has presented research papers at international, national and regional conferences, including: The National Academy of Public Administration, Global Business Development Institute, and the American Society for Public Administration. In June 2005, she presented a paper at the Fifth International Conference on Public management, Policy and Development: Best Practices in Public Policy and Development for the 21st Century in Dakar, Senegal. The paper was entitled, *The Role of Journalists in Framing News Stories about the Use and Availability of Anti-retroviral Drugs for HIV/AIDS in Sub-Saharan Africa*. She co-authored two articles, one is entitled: *Workplace Violence: Awareness, Prevention and Response* which is published in the *International Public Management Association for Human Resources*. The second is entitled, *Roadside Markets and Poverty Alleviation: A Case of Roadside Markets in Uganda*. In the summer of 2013 Dr. Bruce presented a paper on *Framing and Agenda Setting in Windhoek, Namibia, Africa*. Dr. Bruce has taught for Wayne State University in Detroit, Michigan. She has state governmental and public policy experience which includes: working as a legislative analyst for Governor James J. Blanchard, State of Michigan as a research data specialist for the Michigan Department of Management and Budget. She also worked as researcher and writer for the Michigan Department of Labor and the Workers' Compensation Appeal Board. She has procured more than \$160,000 in research grants to study community-based programs and evaluation of substance abuse prevention programs. Dr. Bruce served on the Board for Access to Care and as Chair of the Marketing Sub-committee for Strategic Planning. Dr. Bruce is a CIMPAD Board Member and serves as the sub-committee chair for strategic planning for CIMPAD.

# Member Spotlight

Meet Aziza Zemrani, Ph.D., Associate Professor at the University of Texas Pan American



Aziza Zemrani was invited to the 2<sup>nd</sup> Steering Committee Meeting, November 27, 2018, for the South-South Global Thinkers: The Global Coalition of Think Tank Networks for South-South Cooperation, co-hosted by the United Nations Office for South-South Cooperation (UNOSSC) and the United Nations Development Programme (UNDP). The UNOSSC and UNDP sought Dr. Zemrani's insights on how the Global Coalition could further inform global policy dialogues on South-South and triangular cooperation, including the upcoming 40<sup>th</sup> Anniversary of the Buenos Aires Plan of Action (BAPA+40) and to advance the research agenda on South-South cooperation.

The objective of the 2<sup>nd</sup> Steering Committee meeting is to review the work progress of Global Coalition, provide recommendations for the 2019 Annual Work Plan and identify strategic research topics on South-South Cooperation.

**BIO:** Aziza Zemrani, PhD, has a long history of academic and public service both in the United States and abroad. She is currently working as an associate professor at the University of Texas Pan American where she is currently the acting chair for the Department of Public Affairs and Security Studies (PASS). She showed leadership for international cultural immersion programs. She took the lead for the signing of a general agreement for a partnership between the University Mohammed V in Rabat, Morocco and UTPA. This involvement is in line with her past experience as a Moroccan Executive. Dr. Zemrani worked for the government of Morocco as well as numerous American institutions. Dr. Zemrani served as one of the senior female officials in the Moroccan government. She held a variety of top-level posts during this period including Division Chief at the Directorate of Executive Training, Chief of Statistics for the Ministry of National Education, and Chief of Recruitment in the Ministry of Planning. Her many responsibilities included increasing the supply of international scholarships by working closely with the Department of Foreign Affairs, International Cooperation Agency. She was in charge of negotiating and signing international cooperation agreements with several countries and developed new ways for establishing cooperative links with foreign countries. She also had the opportunity to work on a development projects with USAID, including capacity building in Moroccan institutions. She was part of a team that developed institution selection criteria and procedures for capacity building technical assistance, as well as conducting need assessments for training purposes in order to implement a USAID development project to improve girls schooling in rural areas. Dr. Zemrani also served on the National Higher Education Long Range Plan Task Force Steering Committee and she served as the Moroccan representative to the Task Force Review Committee for the Implementation of the New Strategic Plan for the United States Agency for International Development. Dr. Zemrani earned her PhD. From Southern University and A&M College, the Nelson Mandela School of Public Policy and Urban Affairs. She also earned a Master's in public administration from the University of Pittsburg, and a Bachelor's degree in law from the University Mohammed V, Rabat, Morocco. Prior to coming to the University of Texas Pan American, Dr. Zemrani taught at Clark Atlanta University, Atlanta, Georgia; and Long Island University, Brooklyn, New York. Her areas of expertise include Budgeting, Financial Management, Public Finances, Research Methods and Statistics, Program evaluation and policy, Cultural Competency and she is certified with the Kozai group. Dr. Zemrani serves as a CIMPAD Board Member.



## Photo Gallery of the 11<sup>th</sup> Annual International CIMPAD Conference

The annual conference was an opportunity to engage with global leaders, academicians, graduate students, researchers and others from around the continent of Africa, the United States, Australia and more. This gallery highlights moments captured during the 11<sup>th</sup> Annual International CIMPAD Conference in Gaborone, Botswana. To view more photos from the conference, follow CIMPAD on Facebook at: <https://www.facebook.com/CIMPADUSA/>



## Photo Gallery of the 11<sup>th</sup> Annual International CIMPAD Conference

Additional information from the conference is available in the Conference Proceedings publication referenced in this issue. To review more photos from the conference, follow CIMPAD on Facebook at: <https://www.facebook.com/CIMPADUSA/>



## Photo Gallery of the 11<sup>th</sup> Annual International CIMPAD Conference

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## 2019 Strategic Plan Update

### **Board Members Recommend Developing CIMPAD Scholarship Fund**

CIMPAD Scholarship Fund will support graduate student development and training to prepare students in various African countries, and the African diaspora, for careers as future leaders in public administration, public management, and public policy through strategic partnerships with academic institutions and affiliates. In an effort to promote the CIMPAD mission: *"To inspire and promote collaborative working relationships towards the advancement of knowledge in public administration, public management, public policy and leadership development, among practitioners and academicians in various African countries and the diaspora"*, the scholarship fund will support higher education to students around the world and will memorialize CIMPAD's commitment to social responsibility.

#### **Objectives:**

- Promote an organizational culture that provides support to enrich graduate students in being successful in the global economy
- Increase experiential learning opportunities for graduate students in African countries, and the African diaspora, and namely those countries visited by CIMPAD during biennial educational conferences
- Establish a pipeline for experiential learning opportunities for graduate students to support theses, capstone projects, and dissertations
- Facilitate student career development, including training and mentorship, through partnering with academic institutions and CIMPAD affiliates

The scholarship fund aligns with the **CIMPAD Core Values WE LEAD** initiative on education:

### **CIMPAD Core Values: WE LEAD...**

#### **World-class, Education, Leadership, Excellence, Advocacy, and Development**

The core values of CIMPAD shape our character and guide our actions toward service to others. These core values serve as an instrument that binds us to accomplishing our mission.

*Mission: To strengthen and promote public sector leadership and management in the sustainable development of communities throughout the African Diaspora. This mission is achieved via the exchange of research and knowledge, ideas and proposals, experiences and best practices among public/private professionals, NGOs and academicians.*

#### **We lead by...**

**World-class:** Providing world-class solutions that target needs and issue areas, cultivate positive experiences, and deliver possibilities for long-term success in benefit of all stakeholders.

**Education:** Engaging with global partners and community leaders to establish educational learning opportunities, to create exchange programs for students, to provide student scholarships, and to explore pathways to African youth leadership initiatives.

**Leadership:** Promoting public sector leadership through good governance that promotes the highest ideals of honor and integrity to produce a culture and climate of efficiency, productivity, equity, transparency, trust, and accountability.

**Excellence:** Serving global communities through excellence in service to others via capacity building, human development, community engagement, and networking to foster personal and organizational relationships.

**Advocacy:** Enhancing the efficacy and effectiveness of collaborative working relationships among academicians and practitioners in African countries and the Diaspora through advocacy and empowerment.

**Development:** Developing effective public-private partnerships that foster valuable exchanges of information that advances knowledge, achieves global sustainability, and promotes human security in African communities.

## CIMPAD Elects Vice-President and Hails Its Botswana and USA Leadership and Program Committees for Leading the 11<sup>th</sup> Annual International CIMPAD Conference

During the 11<sup>th</sup> International CIMPAD Conference, CIMPAD Board Members elected Professor Baakile Motshegwa, University of Botswana, as Vice-President for the next term. As well, CIMPAD gave special thanks and high praise to the individuals pictured below, for their dedication and commitment to the success of the 2018 conference and for their planning efforts over the past few years leading up to the conference. Congratulations are in order!

**(Pictured below from left to right:** Vice Chancellor and Professor David Norris, PhD<sup>1</sup>; Deputy Vice Chancellor and Professor David Sebudubudu, PhD<sup>1</sup>; Department Head and Lecturer Bashi Mothusi, PhD<sup>2</sup>; Professor Emmanuel Botlhale, PhD<sup>2</sup>; Dean and Professor Peggy Valentine, EdD<sup>3</sup>; Reverend Guila B. Cooper<sup>3</sup>; Professor Berhanu Mengistu, PhD<sup>4</sup>; Professor Harvey White, PhD<sup>5</sup>; Professor Emeritus Esther Langston, PhD<sup>6</sup>; Professor Michael Lischke, EdD<sup>7</sup>; Professor Baakile Motshegwa, PhD<sup>8</sup>; Professor Dorothy Mpabanga<sup>1, 9</sup>, PhD; Professor Sylvester Murray, MA, MGA<sup>10</sup>, John Saunders, MHSA<sup>11</sup>; Karyn N. Onyeneho, MS<sup>12</sup>)

<sup>1</sup>University of Botswana

<sup>2</sup>University of Botswana, Department of Political and Administrative Studies

<sup>3</sup>Winston-Salem State University, School of Health Sciences

<sup>4</sup>Old Dominion University, Department of Urban Studies and Public Administration

<sup>5</sup>University of Delaware, Biden School of Public Policy and Administration

<sup>6</sup>University of Las Vegas, School of Social Work

<sup>7</sup>Wake Forest School of Medicine, Department of Family and Community Medicine

<sup>8</sup>University of Botswana, Department of Political and Administrative Studies

<sup>9</sup>Center of Specialization in Public Administration and Management

<sup>10</sup>Cleveland State University, Maxine Goodman Levin College of Urban Affairs

<sup>11</sup>National Forum for Black Public Administrators

<sup>12</sup>Howard University



## **CIMPAD Honors Awardees During its 11<sup>th</sup> International Conference**

CIMPAD honored individuals for their contributions to the conference and those who continue to help move CIMPAD's mission forward in bridging global partnerships between the United States, Africa, and the diaspora. During a special dinner gala at the conference, Keynote Speaker, Dr. Gloria Somolekae and CIMPAD President, Dr. Peggy Valentine, awarded these individuals noting that the contributions of these individuals steered the success of the conference.

### **CIMPAD President's Award**

The President's award recognizes outstanding contributions addressing CIMPAD's mission to strengthen and promote public sector leadership and management in the sustainable development of communities throughout the African Diaspora. This mission is achieved via the exchange of research and knowledge, ideas and proposals, experiences, and best practices among public/private professionals, NGOs and academicians.

- Professor Sylvester Murray, CIMPAD Conference Chair and General Conference Chair Emeritus
- Professor Esther Langston, CIMPAD Chief Operating Officer
- John E. Saunders, CIMPAD Treasurer
- Professor Dorothy Mpabanga, CIMPAD Program Co-Chair (Botswana)
- Professor Baakile Motshegwa, CIMPAD Program Committee Co-Chair (Botswana)
- Karyn N. Onyeneho, MS, CIMPAD Program Committee Chair (USA)

### **CIMPAD Outstanding Achievement Award to Program Committee Organizers**

- Professor David Sebudubudu, Vice Chancellor, University of Botswana
- Professor Bashi Mothusi, Head of Department, Political and Administrative Studies, University of Botswana
- Professor Emmanuel Botlhale, Associate Professor, Political and Administrative Studies, University of Botswana
- Keneilwe Sadi Mooketsane, Director of Ceremonies
- Keratilwe Bodilenyane, Conference Abstract/Research Paper Reviewer
- Segolame Dintwa, Conference Organizer
- Motlalepula Mahalelo, Conference Organizer
- Victoria K. Botshelo, Conference Organizer
- Steven Molaletsi, Conference Organizer
- Gift Blueman Kubuya, Conference Organizer

### **CIMPAD Award for Global Investment**

- Dr. Michelle Roland, Center for Disease Control, Botswana Country Director

### **CIMPAD Award for Outstanding Contributions**

- Tshepho Mogapaesi, University of Botswana

### **CIMPAD Scholarship Award for Graduate Student Poster Competition**

- Lakisha Crews, Winston-Salem State University
- Karyn N. Onyeneho, MS, Howard University

## Abstracts from 11<sup>th</sup> International CIMPAD Conference

The 11<sup>th</sup> International CIMPAD Conference brought together academicians, industry leaders, global and community partners, graduate students and researchers, government officials, and residents from the **United States, Turkey, Australia, and several countries in Africa, including Botswana, South Africa, Zimbabwe, and Uganda**. This piece of the newsletter highlights the authors who presented their work during CIMPAD's international conference and whose full research papers are featured in the CIMPAD Conference Proceedings (available at [www.cimpad.org](http://www.cimpad.org)). The abstracts were submitted in response to a call for abstracts aligned with six different tracks:

- **Track I: Policymaking, Governance and Public Administration**
  - Role of NGOs, the role of civil society, consensus building, inclusive social and economic policy making, rule of law, democracy
- **Track II: Health, Wellness in the Global Environment**
  - Healthcare policy and resource allocation, health technology, AIDS and sustainable development, education policy development, social investment policy, human capital development, health technology
- **Track III: Tertiary Education, Research and Technology**
  - Building, expanding, and promoting equitable access, improving learning achievement, fostering educational quality for relevance, strengthening knowledge generation and technology transfer, learning shaped by technology
- **Track IV: Youth, Gender, and Cultural Empowerment**
  - Wholly developing human capital, women's health, changing roles of women, family dynamics, gender development, appreciating art and music
- **Track V: Immigration, Productivity, and Skills Development**
  - Refugees, sovereignty and ideology, ethnicity and conflict resolution, benchmarking, performance management, skills development for employment and productivity
- **Track VI: Justice, Social Equity, and Civil Society**
  - Political and administrative processes, transparency and human rights issues, conflict resolution, peace building, rule of law

### **Margaret Kemigisa, Rose B. Namara, Uganda Management Institute, Uganda**

**ABSTRACT:** This paper analyzes the Local Council Courts (LCC) capacity building initiative in Uganda. It is based on the authors' engagement with the capacity building initiative and data collected during implementation of the project over a four-year period; it draws on literature on LCCs and transformational leadership. The paper assesses the benefits of the capacity building intervention on end court users and court members. The paper demonstrates the far-reaching benefits to the end users and shows that a well-designed capacity building intervention that addresses knowledge and skills gaps of the LCC leaders might as well lay a foundation for transformational leadership to counter many of the practical challenges that LCCs face. However, this requires a continuous learning process to address challenges that come with policy implementation.

### **Karyn N. Onyeneho, Howard University, United States**

**ABSTRACT:** The goal of this paper is to discuss nutrition and globalization efforts to combat Type 2 Diabetes Mellitus (T2DM) in Botswana and globally. The specific focus of my paper is to describe the global perspective of T2DM and overnutrition leading to obesity; provide evidence of diabetes prevalence and how the disease interplays with global nutrition interventions; discuss globalization and nutrition in Botswana aimed at combatting T2DM; provide an overview of diabetes in Botswana; discuss partnerships for globalization of resource integration and food supply chain management; and describe recommendations to combat the prevalence of diabetes from a global perspective.

### **Kenneth Asamoah Acheampong, University of Botswana, Botswana**

**ABSTRACT:** When the international community adopted the UN Charter, 1945, it, unequivocally, made a decisive break with the flagrant impunity exhibited towards human rights prior to and, especially, during World War II (1939 – 1945). Hence, the UN determined, in the Charter's Preamble, to, inter alia, reaffirm faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women. However, human rights' violations against individuals and certain groups in society persist. Women, who are usually marginalised in most societies, form one such group. Their human rights are egregiously violated in respect of gender-based violence (GBV), which is predominantly directed at them. This is the context in which this paper aims at undertaking a theoretical analysis of GBV, which is the main human rights' violation in Botswana (Gender Links, 2012, p.1). It does this through General Recommendation No. 35 (GR 35), an authoritative interpretation of the provisions of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by the Committee set up under CEDAW to superintend its States Parties' compliance with their CEDAW obligations. Of critical importance in the interrogation are cultural attitudes which, in Botswana's patriarchal society, tend to severely curtail women's human right to equality and non-discrimination in family and societal affairs. This interrogation is based on the doctrinal/research, or black-letter research, which asks what the law is in a particular area and seeks to collect and analyses a body of case law with the ultimate aim of demonstrating how the law has developed in terms of judicial reasoning and legislative enactments.

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**Harvey L. White, Kendra Brumfield-NaWangna, University of Delaware, United States**

**ABSTRACT:** Africa is currently the fastest-growing and second most populous continent in the world. Its youth population is the largest in world history. An estimated three-fifths of the continent's population is currently under 25. It is predicted that Africa's approximately 1 billion inhabitants will reach or surpass 2.2 billion by 2050. If these approximations prove true, 25% of all people, and 47% of all the world's children, will be of African origins. The implications of this youth bulge for both resource allocation and social inclusion policies, particularly within countries faced with financial stress, merit special attention. This paper examines the youth bulge in Africa and opportunities and challenges emanating from it. Attention is also given to possible consequences of not addressing African youth bulge issues. As research has discerned, numerous factors affect the developmental outcomes in 'young societies.' How these young people interact with and in the public sphere is contingent upon how we respond to and support them. A large youth population is a potential asset for any nation. Realizing this potential requires strategic policy and resource investments. Without significant investment from both the public and private sectors, these young people are at great risks of becoming marginalized, socially, politically, and economically. Such marginalization can lead to disastrous outcomes, i.e., social unrest, economic stagnation, illicit activities and child warfare. Moreover, it is asserted in this paper that the African youth bulge is not something that can simply be ignore.

**Reniko Gondo, Oluwatoyin Dare Kolawole, Joseph Elizeri Mbaiwa, Ronald Moseki Motsholapheko, University of Botswana, Botswana**

**ABSTRACT:** The goals of Integrated Water Resources Management (IWRM) can be achieved by embracing the principles of distributive governance, which places both customary and statutory water institutions on the same base in the management of water resources. As culture and traditions constitute intangible aspects of water resources management in rural Africa the recognition of water governance systems grounded in local norms, which correspond better with the aspirations of local water users as against the expert-knowledge systems (that generally require external support to function) is desirable. Following the introduction of the statutory institutions in post-colonial Africa, Botswana included, customary institutions, which were once effective in regulating water resources became relegated to the background in those countries. Adopting a critical literature review approach, this article employs the concept of legal pluralism to analyse the institutional factors that create the disharmony between cultural and statutory water management institutions. Findings indicate that water has been abstracted from its social nature and transformed into a tradable economic good. Ultimately, the local meanings and images encoded in water as a nature given resource are overlooked, thus generating conflicts in water governance. This paper recommends the adoptions of legal pluralism under which water institutions need to embrace both customary and statutory institutions.

**Peggy Valentine, Elijah Onsomu, Aaron Jackson, Melicia C. Whitt-Glover, Winston-Salem State University, United States**

**ABSTRACT:** Many historically black colleges and universities are located in low economic neighborhoods where the rates of poverty, unemployment and the uninsured are higher than average, and residents often have limited access to health care services. Mobile units can provide vital health services right in the convenience of the neighborhood when transportation may not be readily available and can reduce the use of emergency rooms when illnesses are identified and treated early. This paper highlights steps taken to acquire and operate a mobile unit, the opportunities for students to gain hands-on skills and for faculty to maintain their clinical skills. There will be a discussion on services provided, health risks identified and the university's effort to reduce health disparities and promote health equity in the East Winston neighborhood of Winston-Salem, NC.

**Mocheudi Martinus Selepe, University of Limpopo, South Africa**

**ABSTRACT:** This article focuses on the effects of the inconsistent water and electricity billing on the residents of the City of Johannesburg Metropolitan Council. Firstly, the article examines the current situation pertaining to the municipality's billing processes. Secondly, the article explores whether the challenges emanate from the billing system or the workforce of the municipal owned entities which are City Power and Johannesburg Water. Thirdly, it examines the factors affecting residents regarding incorrect billing of services. Fourthly, the article takes a closer look at the legislative framework for the municipalities billing systems. It will also analyse the relationship between the City of Johannesburg Metropolitan Council's Contact Centres and the Municipal Owned Entities. The article will outline municipal services, electricity services, water and sanitation services, elements of municipalities billing systems and the City of Johannesburg billing system. It is the responsibility of the Municipalities to ensure accuracy and consistency regarding the water and electricity metre readings. The article will adopt the use of published material and local government legislation. Lastly, the article concludes by recommending ways that the municipality should adopt before disconnecting residents' water and electricity supplies.



## Abstracts from 11<sup>th</sup> International CIMPAD Conference

### **William A. Anong, Winston-Salem State University, United States**

**ABSTRACT:** The implementation of a national program on blood donations and transfusion has not reduced blood shortage in sub-Saharan Africa. In developing countries, the bulk of the population live in the rural areas, hundreds of miles away from any major medical institution where blood can be collected and stored for subsequent transfusion. In Cameroon, for example, deaths from blood shortage continue to rise. When in need of blood transfusion in the rural communities, family members are asked to solicit potential donors from within their communities. This approach is laborious, stressful, time consuming and costly to patients and the family. It leads to treatment delay and unnecessary death of someone whose life could have been saved. In this review, blood donation and associated challenges in Sub-Saharan African is discussed. The author proposes the implementation of a blood group identification (BGID) card to alleviate the stress associated with searching for potential donors in rural communities to reduce untimely deaths resulting from transfusion delays. An individual's blood group does not change throughout life! Hence, only potential donors with an appropriately typed and known blood group would be solicited in a timely fashion and invited for further screening and donation in the hospital. Furthermore, BGID card carrying individuals would serve as a "blood bank" for timely access to meet a blood transfusion need in rural hospitals where sufficient energy and appropriate blood storage facilities are lacking.

### **Nelson Sello, Robert Molebatsi, University of Botswana, Botswana; Gaone Modungo, European University of Lefke, Turkey**

**ABSTRACT:** Botswana is often hailed as a success development story in Africa and a beacon of democracy in Africa despite being among the 30 poorest countries in the world at independence in 1966. The discovery of diamonds in the early 1970s helped Botswana with resources which catapulted her into an upper middle-income country today. Despite this economic miracle, Botswana is one of the most unequal societies in the world, high poverty rates, high youth unemployment, and high HIV/AIDs infections. This paper looked at selected development indicators including governance, prosperity and human happiness index to analyse the factors that shows Botswana's development progress. The paper concludes that Botswana's sound economic management is on the other hand accompanied by inadequate policy consultative process and implementation resulting in some section of the population trapped in underdevelopment. High social inequality resulted in a non-inclusive development leading to dichotomous development.

### **Vanessa Duren-Winfield, Loneke T. Blackman Carr, Georgia McCauley, Kris Roberson, John Williams, Paul Kizakevich, Amanda Price, Winston-Salem State University, United States**

**ABSTRACT:** Cardiovascular disease (CVD) is a significant public health problem and is the leading cause of death in the US. Some risk factors for college students include obesity and physical inactivity, which are disproportionately higher among African American (AA). Although studies regarding health issues and the obesity epidemic have increased in recent years, few of these studies target AA college-aged students. Utilizing e-learning, web-based technologies and a mobile app, we pilot tested an evidence-based 15-week CVD risk prevention and intervention program administered as a 3-credit hour semester long CVD intervention course versus a comparison course. The study was approved by the Institutional Review Board of the university where the study was conducted and 124 students AA college students (two cohorts) voluntarily consented for the CVD intervention or control group (n=63 cohort 1 and n=61 cohort 2). CVD risk factors were assessed by examining blood markers and anthropometric measurements. Demographic and intervention program data (physical measures, blood marker investigation, and self-report surveys) were collected at three time points; baseline, post, and follow-up over the academic year. Blood markers for lipids and glucose results were within the established optimal range. Intake of fruits and vegetables increased along with knowledge of CVD risk factors; 86% of students enrolled in the intervention passed the course; 100% would recommend this course to future students. It is feasible to develop and offer a healthy lifestyle behavior CVD intervention to AA college students for optimal student awareness of chronic disease risk factors and behavior change.

### **Zibanani Kahaka, Baakile Motshegwa, Brothers Wright Malema, University of Botswana, Botswana**

**ABSTRACT** Botswana's economy transitioned from an agrarian economy to a mineral led economy since independence. In the process the country failed to transform the agricultural sector to a modern commercialised sector, capable of creating employment and providing the inputs to the emerging modern industrial sector in conformity to the experience of the industrialised economies as espoused by the Lewis model. This led to the high levels of unemployment, inequality and poverty. The mining sector was instrumental in elevating the country to high middle-income status within four decades of independence. The capital intensity of the mining sector helps in part in explaining the country's economic ills. The difficulty in moving into non-mining growth is frustrated by human capital resource constraints which possibly manifests in mismatch between available skills and human resource needs. The development of the arable agricultural sector, particularly horticulture could help in addressing some of the economic challenges.

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### **Salphinah Vuloyimuni Ubisi, University of Limpopo, South Africa**

ABSTRACT: The purpose of this paper is to determine the effectiveness of codes of conduct in promoting ethical behaviour of public servants in South Africa. Code of conduct is a written document which defines the ethical standards of an organisation. Currently, ethics are more important than ever to any department or organisation because public trust to governments had eroded. The public expects public servants to execute their public functions diligently and with integrity. Public servants are obliged to be consistent with applicable departmental laws, operational policies and procedures in execution of their departmental delegated responsibilities. The ethical behaviour of the South African public servants are guided by the Public Service Regulations of 2016, Prevention and Combating of Corruption Activities Act 12 of 2004 and Explanatory Manual on the Code of Conduct for the Public Service. This paper is conceptual and argues that unethical behaviour is the major cause of corruption.

### **T. Matenge, J. Josiah, G. Themba, University of Botswana, Botswana**

ABSTRACT: The need for accountability in NGOs has become imperative. These organisations generally focus on human rights, poverty alleviation and general ethics. They seek to positively influence policy development as well as good governance. Ironically, there have been concerns about their ethics, values, and organisational competencies. Using Social Network Analysis, we explored the network structure and constitution of the board membership to explore the existence and extent of interlocked board membership, and their potential impact on the NGOs' corporate governance practices and policy development.

### **Dorothy Mbabanga, University of Botswana, Botswana**

ABSTRACT: This paper explores the socio-political-economic and cultural context under which women in Africa strive to attain a reasonable standard of living with a particular reference to women in Botswana. The paper investigates the support systems that are bestowed to women by the government and the society at large. Governments have developed policies and programs that aim to enhance the livelihood of women and help them survive social crisis through inclusive and sustainable policies and programs. The research reveals that the surveyed women face social crisis mainly in the areas of personal safety, negative feelings and emotions. Findings indicate that women are empowered in terms of access to information relating to -health, education and economic opportunities and this information is accessed through the use of information communication technology including mobile devices relating to cell phones and the internet. The findings from this research also indicate that women have access to health services and education. However, the findings indicate women are economically marginalized despite having access to information on education, economic opportunities and financial services. Extending public policy and professional help through community support groups and government intervention could help women and girls cope with social crisis they encounter in their lives. There is need to direct policy and resources to enhance dissemination of information through ICT and empower women, girls, the boy child as well as men with a view to improving economic and employment opportunities in institutions.

### **Kaelo Molefhe, Dorothy Mbabanga, University of Botswana, Botswana**

ABSTRACT: Botswana has been hailed as a model of success in public sector management surpassing most, if not all, other African countries. The interest of this paper is to challenge this position particularly in the light of the recent undertakings. The central argument here is that the introduction of New Public Management type of reforms since 2000 to date has had serious implications in the management of the public sector. These changes have not only receded the position that Botswana has since enjoyed as the shining star in the continent, but it went further to have some adverse effects such as compromised service delivery and governance structures in the overall performance of public service. The paper uses secondary data sources to explore NPM in the context of Botswana. Therefore, the paper moves to advice that, perhaps, it will be better for the executive to give the public service space by reducing their interference by allowing public servants to work jointly with citizens to design and implement policies and programs that benefit all in the country.

### **Makalela K.I., University of Limpopo, South Africa**

ABSTRACT: The purpose of this paper is to evaluate the land reform programme and its policies with specific reference to widespread poverty conditions. Land reform remains subject of contention, despite the concerted and the strides made by the contemporary government, which prioritizes equitable land ownership. It is an undisputed fact that land reform programme unequivocally leads to a decline in poverty in both urban and rural areas. The paper argues that the prevalence of poverty can be dealt with through unfreezing of the people's perceptions regarding the use and the significance of the land. The paper concludes that the land reform programme is pragmatically envisaged to unravel the prevailing structures and alarming conditions of poverty in South Africa for as long as the land regained as part of the land claim or redistribution processes can be translated into meaningful agricultural productivity. Then the alarming issue of poverty can ultimately be addressed.



**Karyn N.  
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**Mary D. Bruce,  
Ph.D.**

## Editors' Note

We are delighted to present the Winter Issue of the CIMPAD Newsletter where we proudly attribute this issue to our members and our sisters and brothers in Africa—Botswana in particular, where we gathered in June 2018, at the University of Botswana (UB), for the 11<sup>th</sup> International CIMPAD Conference to advance the mission of CIMPAD. Our charge in Botswana, vastly known as one of Africa's most popular and exclusive safari destinations and home to more than two-million residents, was to build on our mission towards advancement of knowledge in public administration, public management, public policy, and leadership development among practitioners and academicians throughout Africa and the diaspora. As echoed by the UB Vice Chancellor of Academic Affairs, Professor David Norris, *“the collaboration between the University of Botswana and CIMPAD marks a very important occasion in terms of realizing the University's vision and strategic objective of strengthening engagement with regional and international partners”*. CIMPAD accomplished its goal in Botswana, as evidenced in working with our program committee partners in Gaborone, its capital, in providing valuable opportunities for networking and knowledge sharing among conference attendees and putting forth a successful educational conference and cultural experience.

CIMPAD provides opportunities to promote public sector leadership through good governance, targets issues for long-term success in benefit of its stakeholders, engages with global partners to explore pathways towards capacity building, serves global communities through service to others, develops public-private partnerships fostering valuable exchanges, promotes human security in African communities, and advocates for collaborative working relationships among academicians and practitioners in African countries and the diaspora.

One of the objectives of CIMPAD is to publish topical content about organizational activities; as such, this issue aspires to be a vibrant, engaging, and accessible read for all to be well-informed of our organizational activities, both domestically and abroad, in alignment with our mission-oriented goals which guide our actions toward service to others.

We invite you to share your feedback, as well as submit any requests you may have, related to newsletter topics.

Thank you for your continued support and interest in CIMPAD!

Sincerely,  
Ms. Karyn N. Onyeneho, MS, Co-editor  
Dr. Mary D. Bruce, Co-editor

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