



The Transformational  
power of the  
Consortium for International  
Management Policy and  
Development (CIMPAD)



PRESENTER

# Dr. Harvey L. White,

Affiliated Professor  
Biden School of Public Policy and Administration  
University of Delaware

Emeritus Professor  
University of Pittsburgh





# THE CIMPAD STORY

1. Historical background precipitating the founding of CIMPAD
2. A volunteer organization that is not just surviving but thriving
3. Whys and how of CIMPAD's sustainability
4. Summary of the organization's significant achievements
5. Conferences: No Just Another Conference!
6. Preview of 2026 Conference and Activities



# Happenstance Meeting in Malaysia

- Malaysia provided a Connection to Africa
- Understanding South Africa as a Multi -racial, multi -cultural Nation

# Incidental Meeting

- Annual meeting of the International Association of Schools and Institutes of Administration, July 28 -August 2, 1991, in Koto Kinabalu, Malaysia.
- Stopover in Kuala Lumpur to visit colleagues from graduate school
- Met a Cape Mala from South African



Harvey White with Malaysia Family of Graduate School Classmates



Harvey White with Dr. Saheed Bayat in Kuala Lumpur, Malaysia.



# Kellogg Southern African Study Tour



# Historical Context for The Founding of CIMPAD



- Anti Apartheid Movement
- Rodney King Riots
- Crown Height Riots
- Attacks on Affirmative Action
- Former KKK Grand Wizard David Duke Running for Governor of Louisiana

## Traveling in Apartheid South Africa in a Multi-racial Group



Controversy:  
“We Should have Done What  
You Did in The US! You killed  
off the Native Americans.”

“We should kill all of the  
Africans!”



# Pitt USAID HDI Initiative

**Controversy: The University  
Sends All White Male Team  
to South Africa**



No African American  
or Women Qualified ?

South Africans insisted that Harvey White be part of the Team. Pitt colleagues were surprised to learn South Africans Knew him.

# Surviving and Thriving for 30 years





# As a completely volunteer organization:



No Permanent Staff

- Periodic Graduate Assistant Support

No Major Funder

- Sponsorships
- Self funding

Rotating Secretariat

- Southern University
- University of Pittsburgh
- Cleveland State University
- Winston Salem Stat University
- National Forum of Black Public Administration

Why ? : A group of individual committed to making a difference

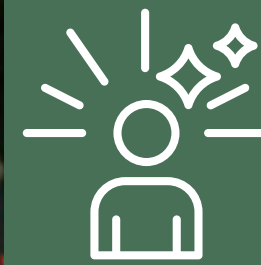
Vision

Purpose

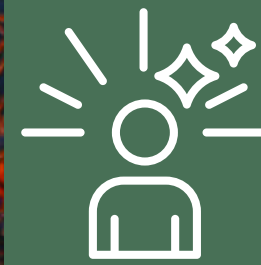
Passion



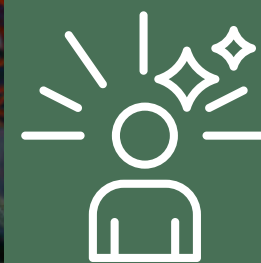
# Guiding Principles for Activities



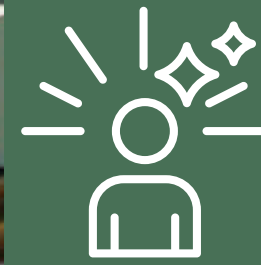
Only Go Where we Are Invited



Learn as Much as we share



Collaborative Partnerships



Added Value to Host Country



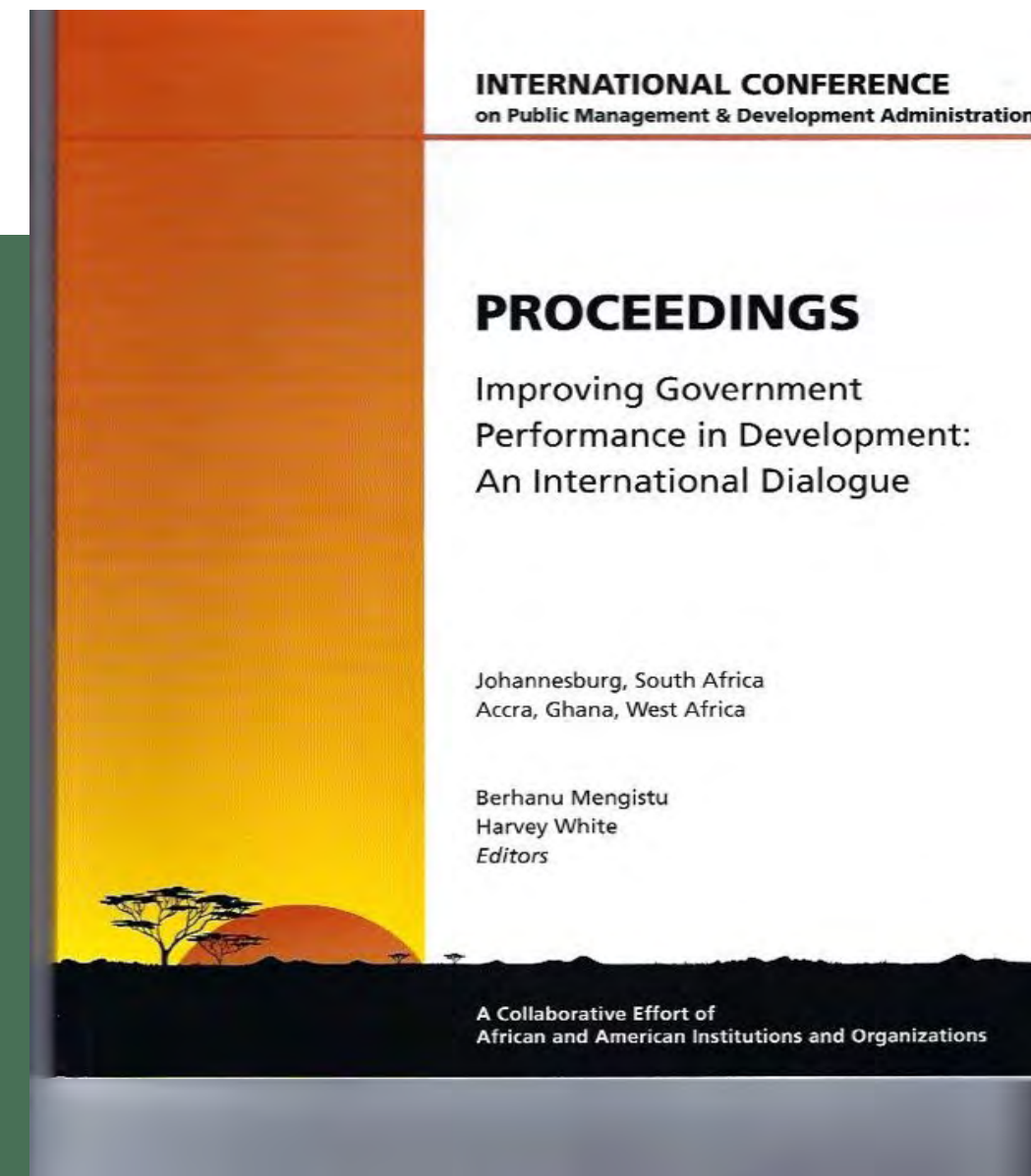


# Accomplishments, partnerships, and capacity

**What Has CIMPA Done?**

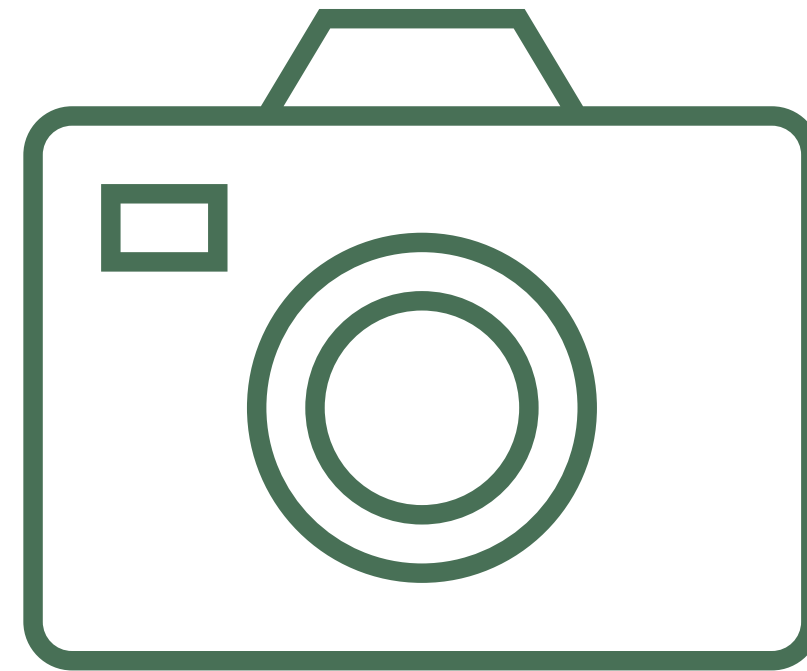
# Accomplishments

- Facilitated more than 1,000 visits to and across Africa
- Supported more than 100 students and young professionals' visits to Africa
- Facilitated the visit of 25 ASPA Fellows to South Africa for study of the country's Truth and reconciliation process
- Published 5 Conference research proceedings and one book
- Supported health, school tuition, and water projects in Africa and Haiti



# Accomplishments

- Helped develop academic programs in Ethiopia, South Africa, Mozambique, and Uganda
- Supported Youth and entrepreneurship programs in Malawi and Rwanda
- Convened 13 International conferences in Africa, and one in Washington DC
- Conducted professional development activities in South Africa, Ghana, Ethiopia, Mozambique, Zambia, and Malawi outside of biennial conferences



# South African Conference



Harvey White, Meeting with Truth and Reconciliation Commissioner Dr. Francis Ramashala



# Ghana Conference



Justice D. F. Annan:  
Speaker of Parliament of Ghana -  
1993-2001





Meeting with the first lady,  
Rollings of Ghana



Participants in the first Ghana Conference

“They Are Ancient Jews”



Dr. Michael V. Gershowitz.  
Finding indigenous Jewish Communities in  
Ghana

# Support for Essaman School in Ghana



**INTERNATIONAL CONFERENCE**  
on Public Management & Development Administration

## PROCEEDINGS

### Improving Government Performance in Development: An International Dialogue

Johannesburg, South Africa  
Accra, Ghana, West Africa

Berhanu Mengistu  
Harvey White  
*Editors*

A Collaborative Effort of  
African and American Institutions and Organizations

# Not Just Another Conference!

## Not Just Another International Conference!

Harvey L. White, University of Pittsburgh  
Berhanu Mengistu, Old Dominion University

The International Conference on Public Management and Development Administration was precipitated by the struggle against apartheid in South Africa. In a strange way, this oppressive system inspired public service professionals in various countries on several continents to work cooperatively to enhance the provision of public goods and services.

Prior to the first all-race elections in South Africa, concern was raised that the oppressive practices of apartheid might have limited the capacity of Africans to manage the emerging affairs of their multi-ethnic nation. To address this concern a series of initiatives were undertaken, including those by the Graduate School of Public and International Affairs (GSPIA) at the University of Pittsburgh and the Kennedy School at Harvard University. The GSPIA initiative involved an official from The Conference of Minority Public Administrators. The Kennedy School initiative involved a collaborative arrangement with Southern University.

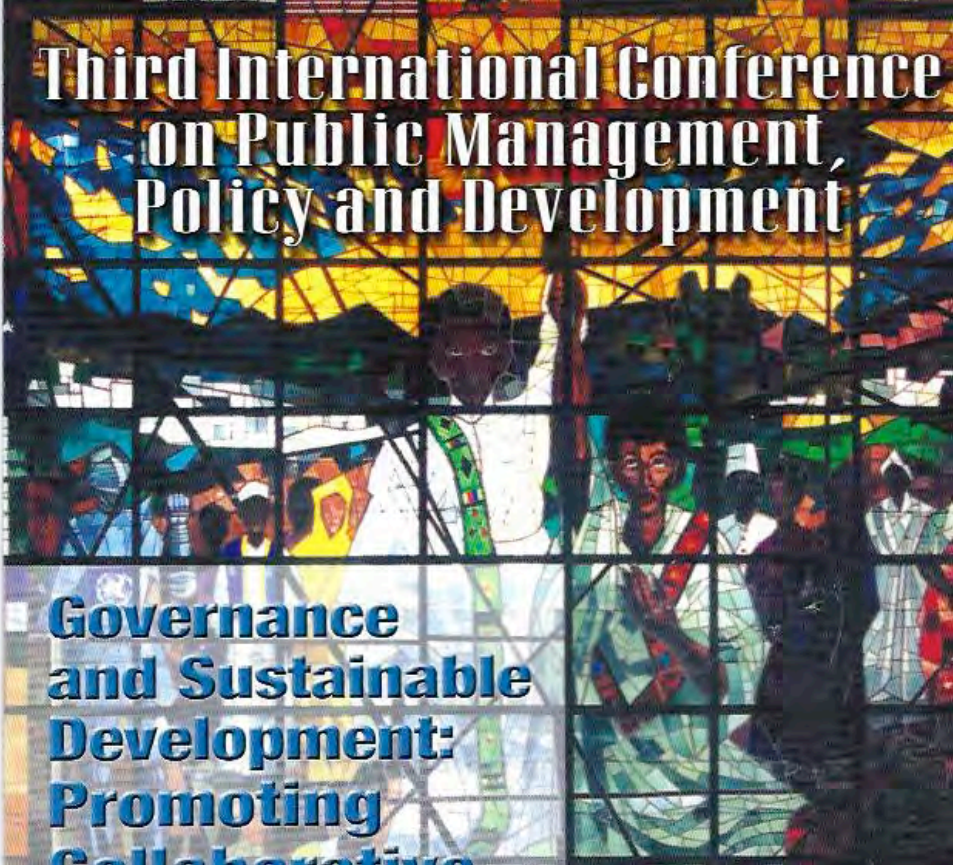
Following the all-race election in South Africa, the National Forum of Black Public Administrators also initiated a program in public management including training and mentoring, support for historically disadvantaged institutions, and study-abroad programs. These initiatives focused on enhancing the capacity of Africans, disadvantaged by policies and practices of apartheid, to better manage the affairs of state. In a January 1994 meeting at the University of Bophutatswana (now the University of the Northwest), a consensus among the participants in the capacity building project emerged for the need to build linkages between South African and American public service professionals. The Conference of Minority Public Administrators (COMPA) was asked to be a facilitator for building these linkages, and contacts were made with numerous public service organizations.

The first planning meeting for the conference was held at Southern University in Baton Rouge, Louisiana. In addition to the nine American public service institutions and organizations, representatives from Ethiopia, Ghana, Nigeria, Mali, Morocco and South Africa were also present at the first planning meeting. Subsequent planning meetings were held in Washington, D.C., Pittsburgh (U.S.A.), and Pretoria, Durban and Capetown (South Africa).

The theme of the First International Conference, convened August 4 through 7, 1997, in Johannesburg, South Africa, was "Transforming and Revitalizing Public Management and Development Through Institutional Capacity Building and Governance: A Program for Action." Joining COMPA in convening the conference on Public Management and Development Administration were Southern University, the National Forum of Black Public Administrators and the King-Luthuli Transformation Centre. Generous support was also provided for the conference by a variety of public service and business organizations.

More than 150 individuals, representing eleven African countries, Great Britain, India, and the United States, participated in the first conference. Although the historical legacy of apartheid inspired these participants to convene in South Africa, this abhorrent system of oppression did

# Ethiopia and Mozambique Conferences



Meeting The President of Ethiopia



A Sister for life!



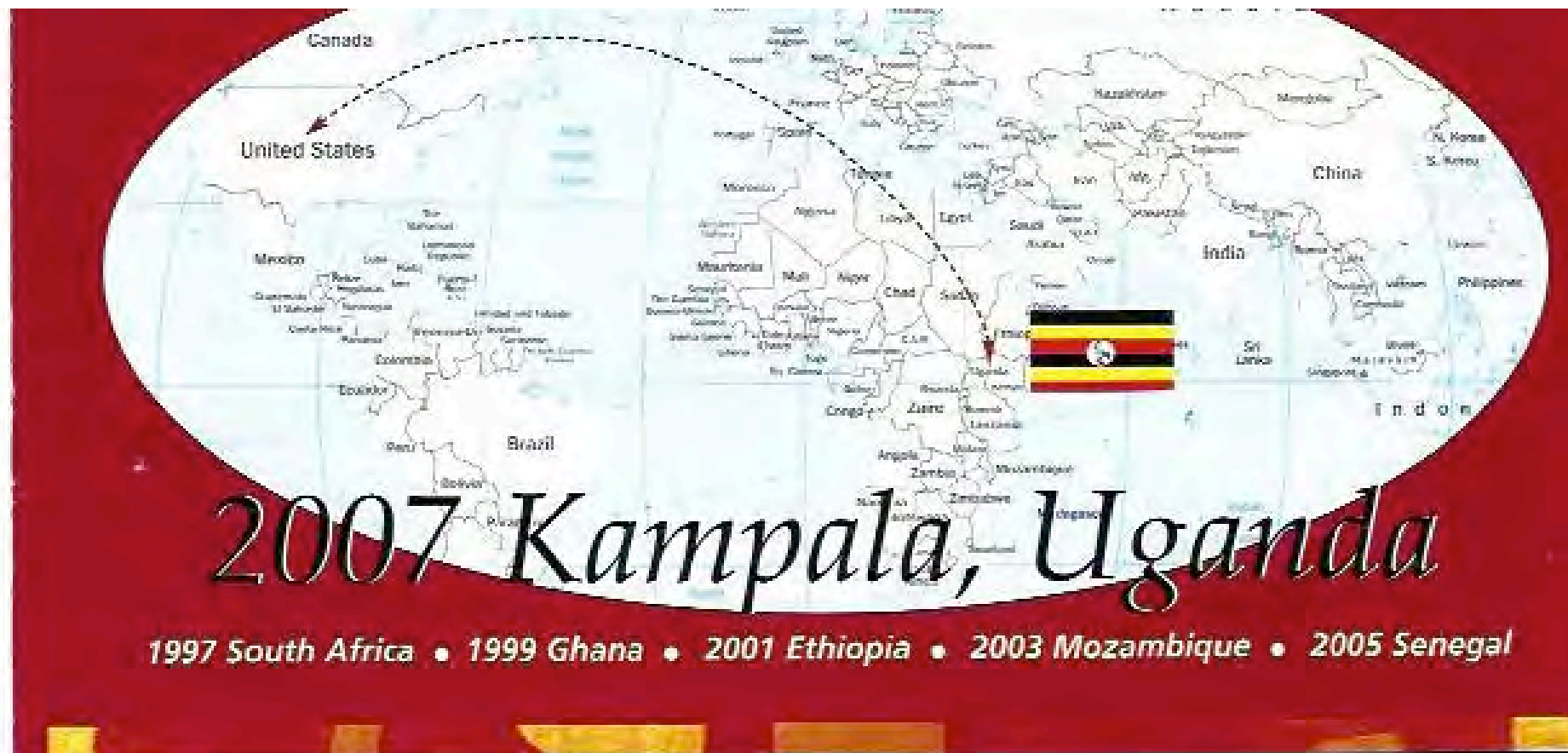
PMPD Conference  
Maputo, Mozambique - July 2003



Harvey White with Joaquim Chissano, President of Mozambique and the head of the African Union,



Harvey White with Graça Machel , former First Lady of Mozambique and South Africa.



**SIXTH INTERNATIONAL  
CONFERENCE ON  
PUBLIC MANAGEMENT,  
POLICY AND DEVELOPMENT**



**Fifth International Conference on  
Public Management,  
Policy and Development**

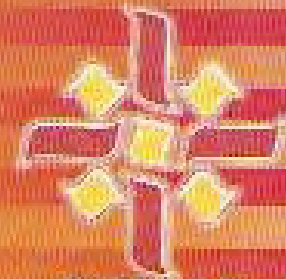
Global Challenges and Opportunities:

**Senegal and Uganda Conferences**



**GAPAM**

GHANA ASSOCIATION FOR PUBLIC ADMINISTRATION  
AND MANAGEMENT



**CIMPAD**

Consortium for International Management, Policy and  
Development



H.E President John Evans Atta Mills  
President of the Republic of Ghana



H.E President Barack Obama  
President of U. S. A.

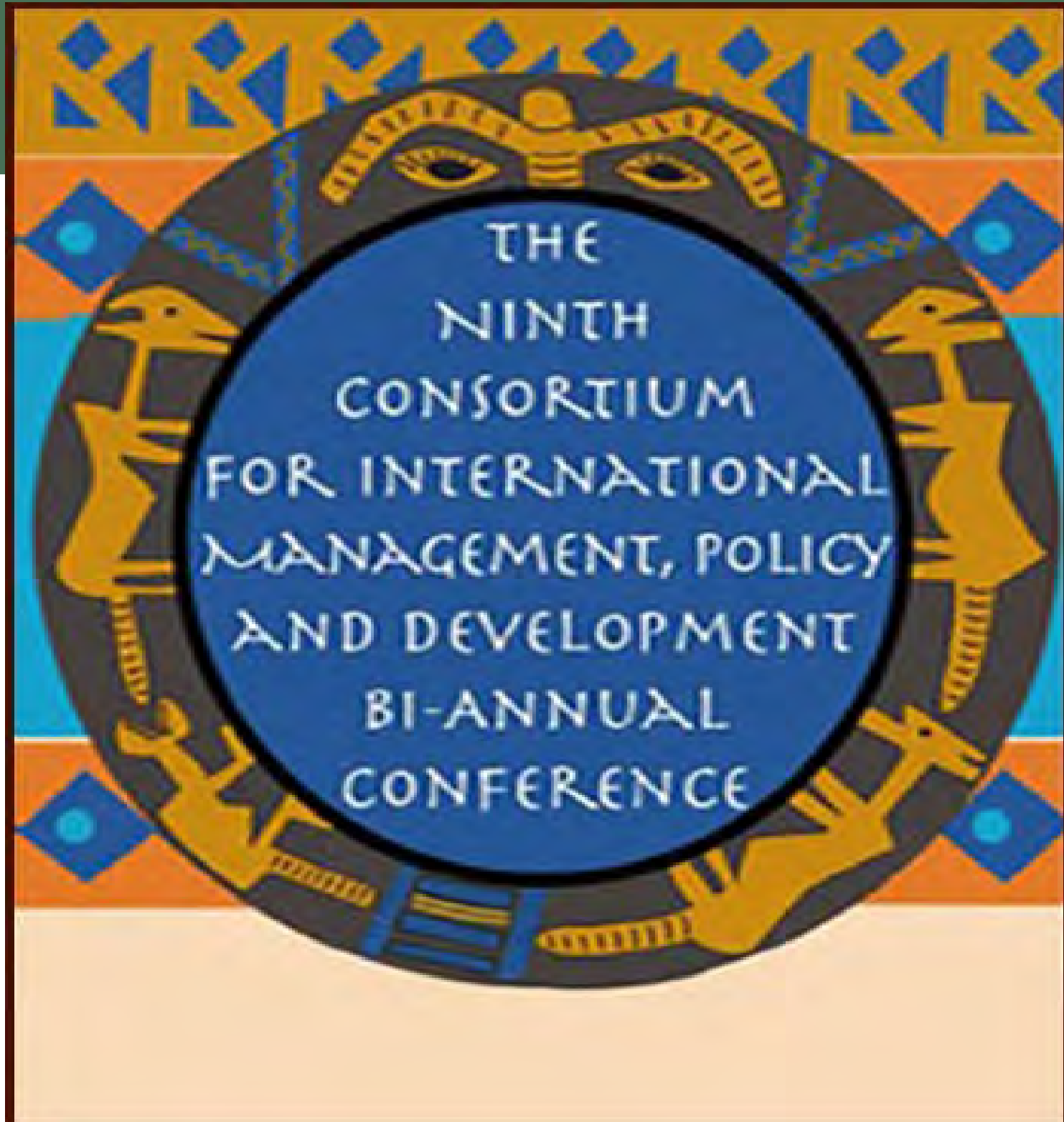
**7th INTERNATIONAL CONFERENCE ON  
PUBLIC MANAGEMENT,  
POLICY AND DEVELOPMENT**

**THEME:**

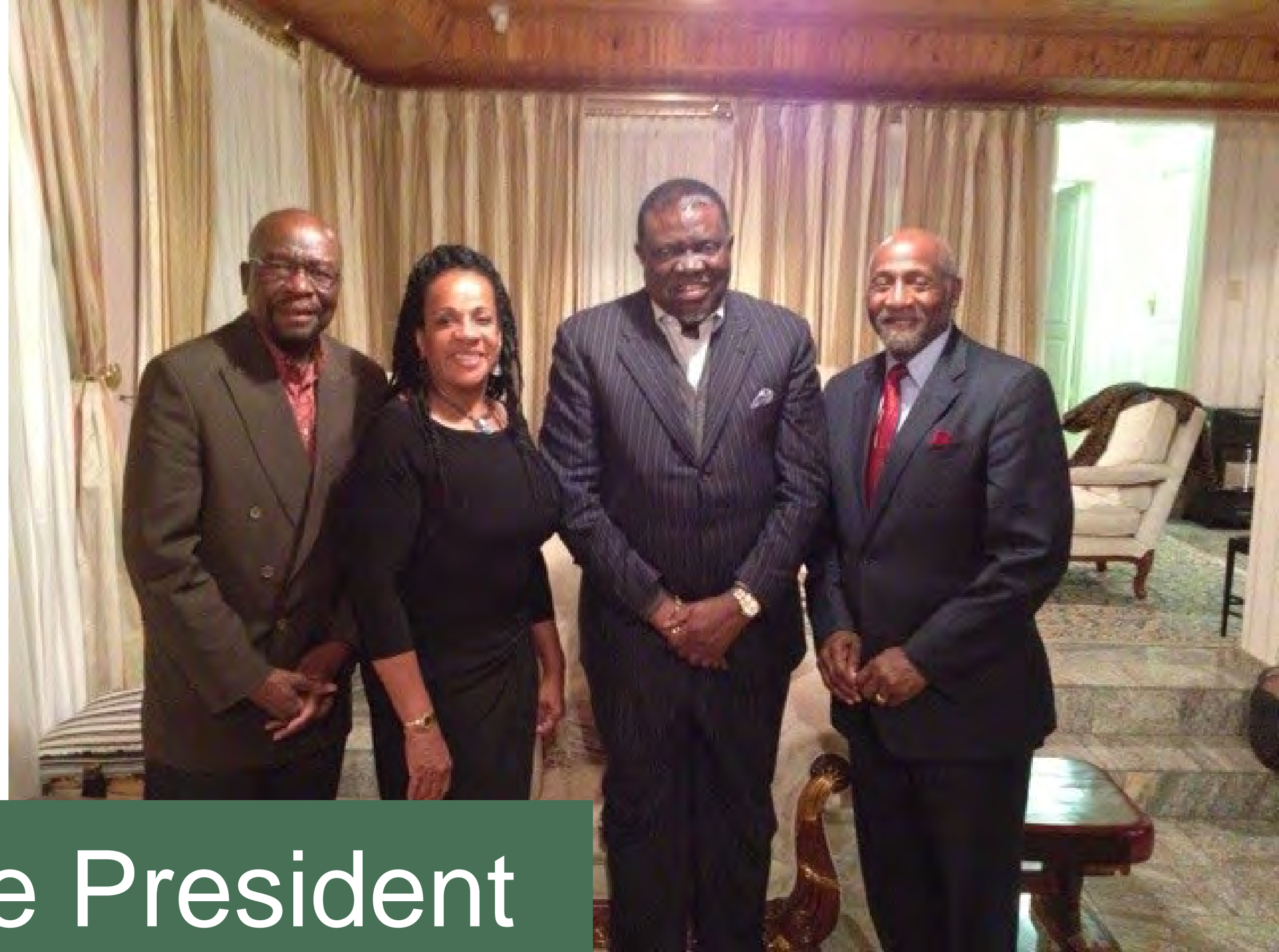
# New University of Liberia New Campus



# The 2013 CIMPAD Conference in Namibia




Harvey White ((1991) in Windhoek Celebrating Namibia's First Year of Independence with children.




Meeting with the President  
Elect of Namibia


# Zambia and Botswana Conferences



CONSORTIUM FOR INTERNATIONAL MANAGEMENT,  
POLICY AND DEVELOPMENT




In Partnership with




**Pre-Conference Seminar** | June 19, 2015  
Zambia Centre for Accountancy Studies, Lusaka, Zambia

**10th International Conference** | June 23-25, 2015  
Chrismar Hotel, Livingstone, Zambia



CONFERENCE THEME:  
IDEALS AND PRACTICE OF EFFECTIVE  
GOVERNANCE IN SUB-SAHARAN AFRICA



CONSORTIUM FOR INTERNATIONAL MANAGEMENT,  
POLICY AND DEVELOPMENT



CO-HOSTED BY:



In Partnership with

University of Botswana, College of Social Sciences | Department of Political and Administrative Studies and Centre of Specialization in Public Administration and Management (CESPAM)

In addition to other organizations and institutions

<b>Pre-Conference Meeting</b> June 21 - 23, 2018 Johannesburg, South Africa Turfontein Race Course Conference Center	<b>Eleventh International Conference</b> June 26 - 28, 2018 Gaborone, Botswana University of Botswana Conference Centre
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CONFERENCE THEME:  
PRIORITIES FOR THE FUTURE:  
GOOD GOVERNANCE, HEALTH AND SAFETY,  
SOCIAL JUSTICE AND ECONOMIC EQUITY

ISBN: 978-692-12180-1



**Institutional Support: Local Hospital in Zambia**



# TECHNOLOGY & INNOVATION

**For Sustainable International  
Development & Policy**

**JULY** | 17<sup>th</sup>-20<sup>th</sup>  
**2022**

**Hosted by:**  
**Malawi University of Science and Technology, Thyolo, Malawi**

**In-Country Educational Tours:**  
**July 21-22, 2022**



Support for Chimpanya School in Malawi

# Malawi Youth Entrepreneurship and Innovation Awardees





# Malawi Entrepreneurship Award Winners

# Rwanda Conference

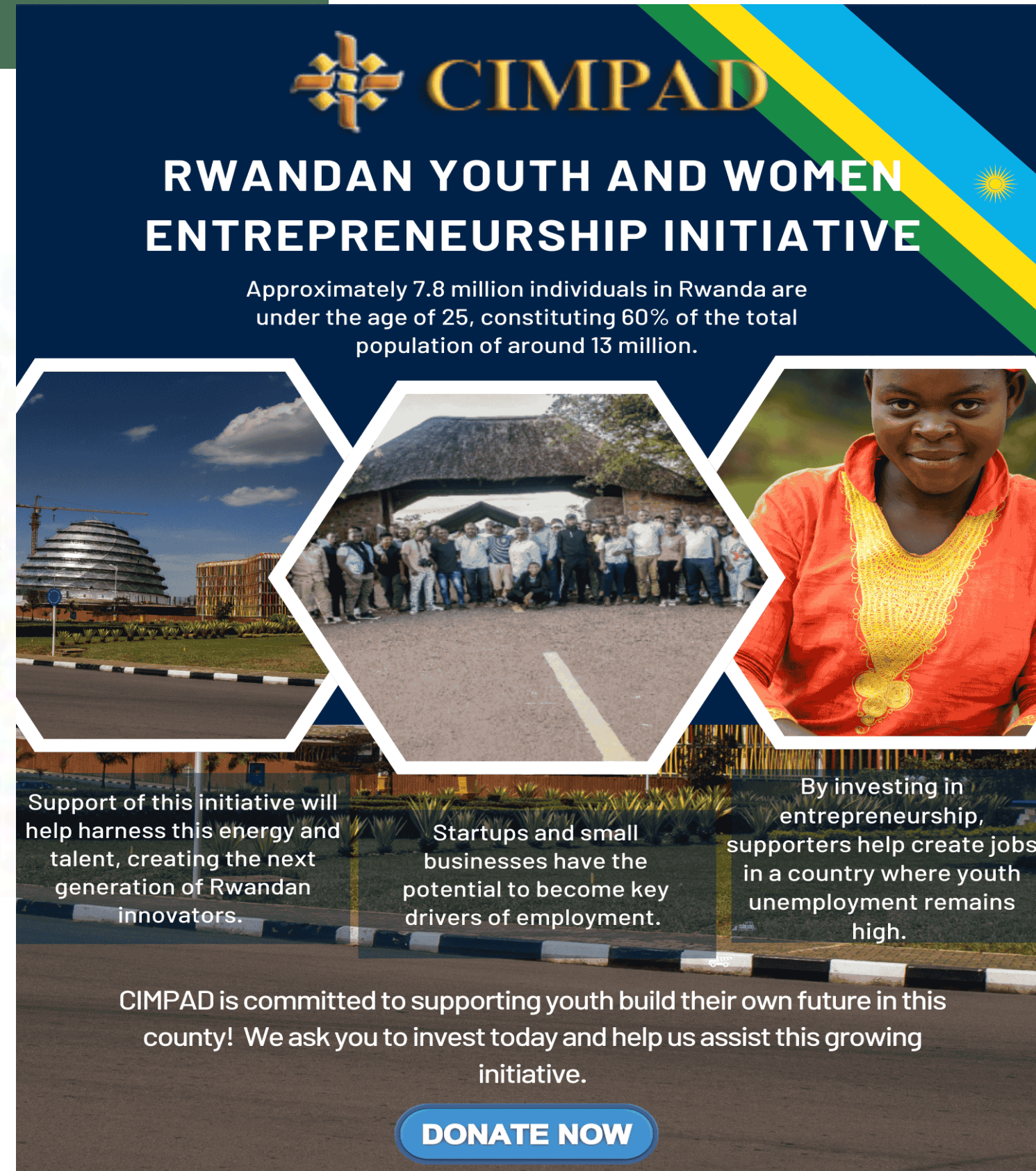


**CIMPAD**  
Consortium for International Management  
Policy and Development

**13TH INTERNATIONAL  
CONFERENCE**  
JUNE 23-27, 2024 IN KIGALI, RWANDA

Theme: Entrepreneurial Policy and Management  
for Sustainable Development in Africa


Register by May 10 to get discount rate at the Marriott Hotel,  
a 5-star luxury hotel in Kigali, Rwanda



**CIMPAD**

## RWANDAN YOUTH AND WOMEN ENTREPRENEURSHIP INITIATIVE

Approximately 7.8 million individuals in Rwanda are under the age of 25, constituting 60% of the total population of around 13 million.



Support of this initiative will help harness this energy and talent, creating the next generation of Rwandan innovators.

Startups and small businesses have the potential to become key drivers of employment.

By investing in entrepreneurship, supporters help create jobs in a country where youth unemployment remains high.

CIMPAD is committed to supporting youth build their own future in this county! We ask you to invest today and help us assist this growing initiative.

[DONATE NOW](#)



Women's COW Project in Rwanda July 21, 2024

A cow yields improved fertilizer, potentially boost agricultural production, produce the milk that will help in providing a healthy diet.

Fallout Film: student-led short film  
Project support by  
CIMPAD's Rwanda Women and Youth  
Entrepreneurship Initiative





Some of CIMPAD's work in  
the African Diaspora:

\* Lamp for Haiti Project

\* Little Africa Project in Brazil



How?

# Agile, Transformative, Multi-Talented Leadership

- Flexible Structure
- Visionary Leadership
- Talented volunteer workforce

## From a Vision to a Committee

1996 Meeting at  
Southern University

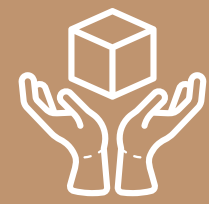
## From a Committee to a Conference

1997 Conference  
in South Africa

## From a Conference to a formal organization

2009 Ghana Conference

# Governance and Leadership: Deliberate Pursuit of Outstanding Talent



Intergenerational



International



Mutli-racial



Diverse Religious  
Perspectives



African colleagues are leaders in the organization



**Professor Address Malata  
2nd Vice President  
CIMPAD**

Harvey White with Dr. Victor Tonchi,  
Former CIMPAD Vice President



Dr. Berhanu Mengistu,  
CIMPAD immediate Past Vice  
President

# Structure and Participation



Board of  
Directors

Advisory  
Board

Alumni  
Group

Fellowship  
Program

# Response Realities Globally and in Africa



## Social Intelligence

The capacity to understand, navigate, and manage complex social environments and relationships effectively

## Political

Work across Political Divides

## Demographic

- Age
- Ethnicity
- Gender
- Educational and Training

## Economic

Economic Status  
Youth Employment  
Gender and Development

# Transformation from Macro to Blended to Micro Service Approach



Focus on Government Employees

- Macro (Conferences 1-4)

Focus on NGOs and University as service providers

- Blended (Conferences 5-11)

Focus on Individuals and Entrepreneurship

- Micro (Conferences 12-14)



# Transformative Focus

## 1. Government Effectiveness:

- End of apartheid in South (1994-1999)
- Transition from military dictatorship in Ghana (1999-2003)
- Transition from military dictatorship in Ethiopia (1999-2006)
- Transition to a unity government After Civil War in Mozambique (2002-2004)

## 2. Collaborations With Universities and Nongovernmental Organization

- Senegal-first NGO host partner (2005); Tourism
- Uganda-First University host partner (2007); Training, development and research
- Ghana-Management Institute host partner (2007); Governments Transition
- Liberia-Second University host partner (2009); Women leadership and development
- Namibia- University host partner (2013); Building an inclusive democracy
- Zambia-Professional Association Host Partner (2015); Sustainable institutions
- Washington D.C.- CIMPAD Self-sponsored Conference (2017); Sponsors and members
- Botswana-University Host (2018); Sustainable Development in A Thriving Nation

## 3. Individuals and Families

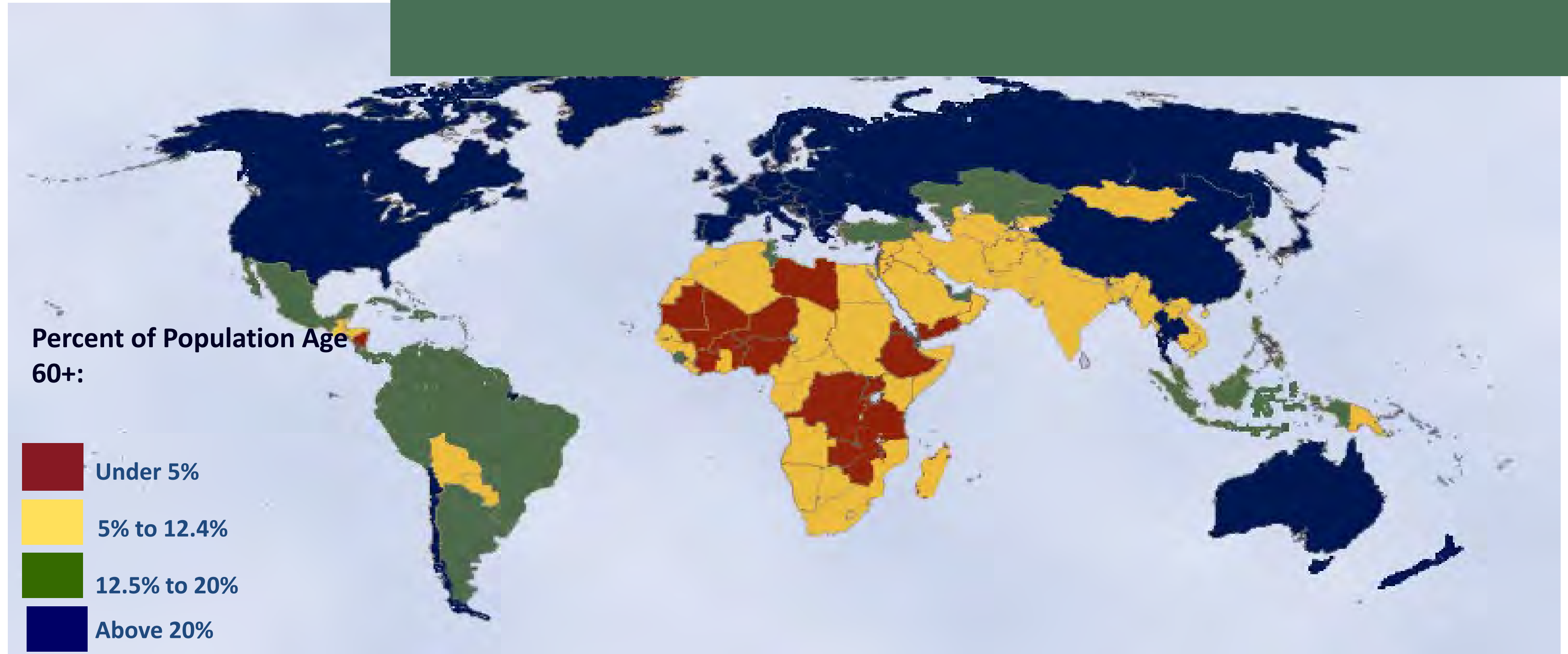
- Malawi-University Host (2022-2026); Youth are entrepreneurship and artificial intelligence
- Rwanda-Universities Hosts (2024-20260); Women and youth entrepreneurship and artificial intelligence
- Angola-Foreign Service Academy (2025-) entrepreneurship, artificial intelligence and HBCUs Initiative



# Harvey White with Dr. Kendra Brumfield -Na'Wangna

Researcher on the Africa Youth Bulge Driving  
CIMPAD's Focus in Africa

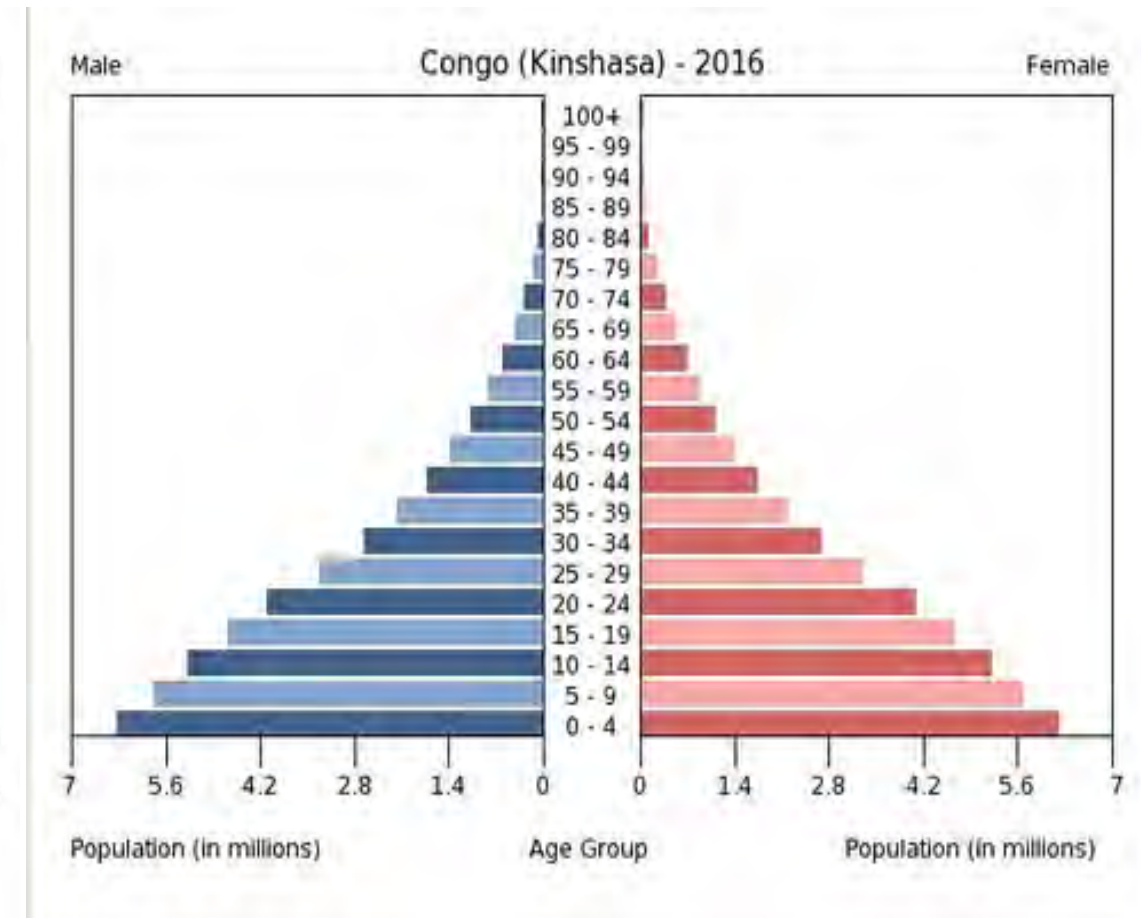
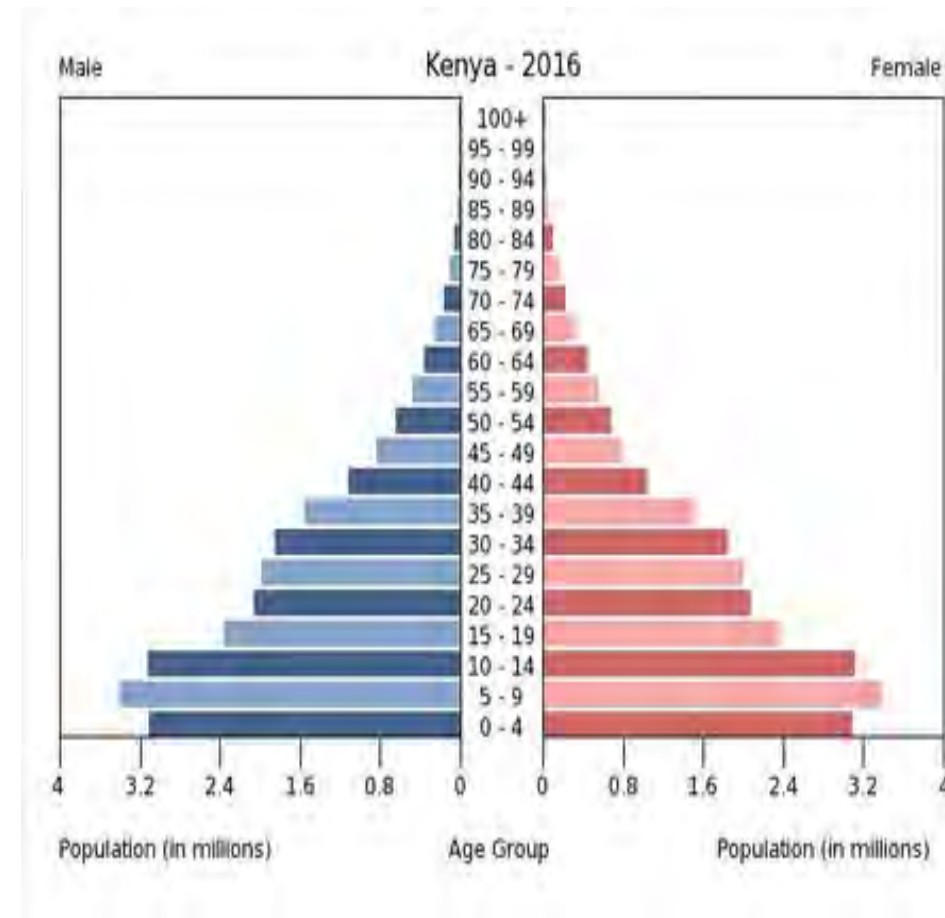
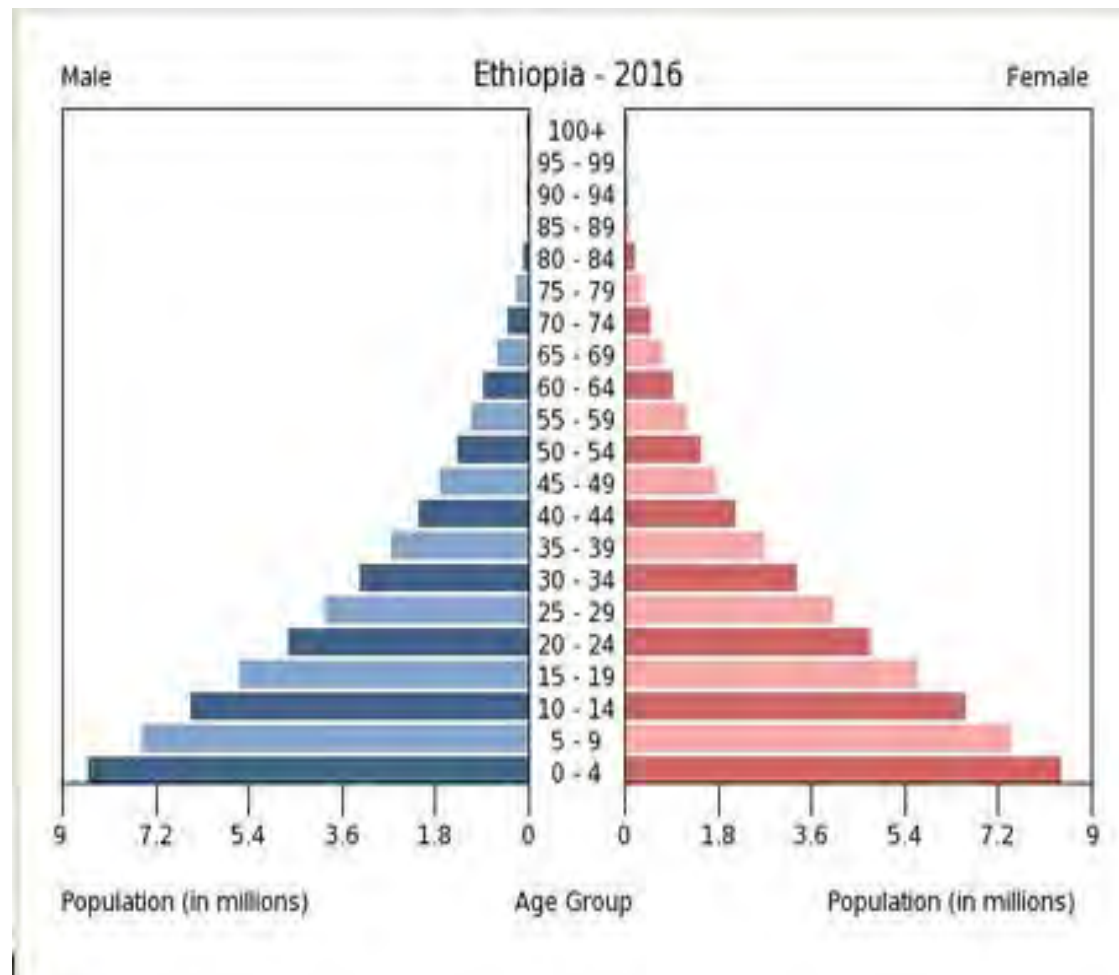
# An aging world – 2025



Source: U.S. Census Bureau

# Africa: The Youthful Continent

- More than 65% of Africa's population is under age 35
- Over 35% is between the age 15 and 35
- About 10 million African youth arrive on the labor market annually
- In 2050, it is predicted that Africa will account for:
  - 41% of the world's births
  - 40% of all children under 5
  - 37% of all children under 18
  - 35% of the world's adolescents



### Ethiopia (63.20%)

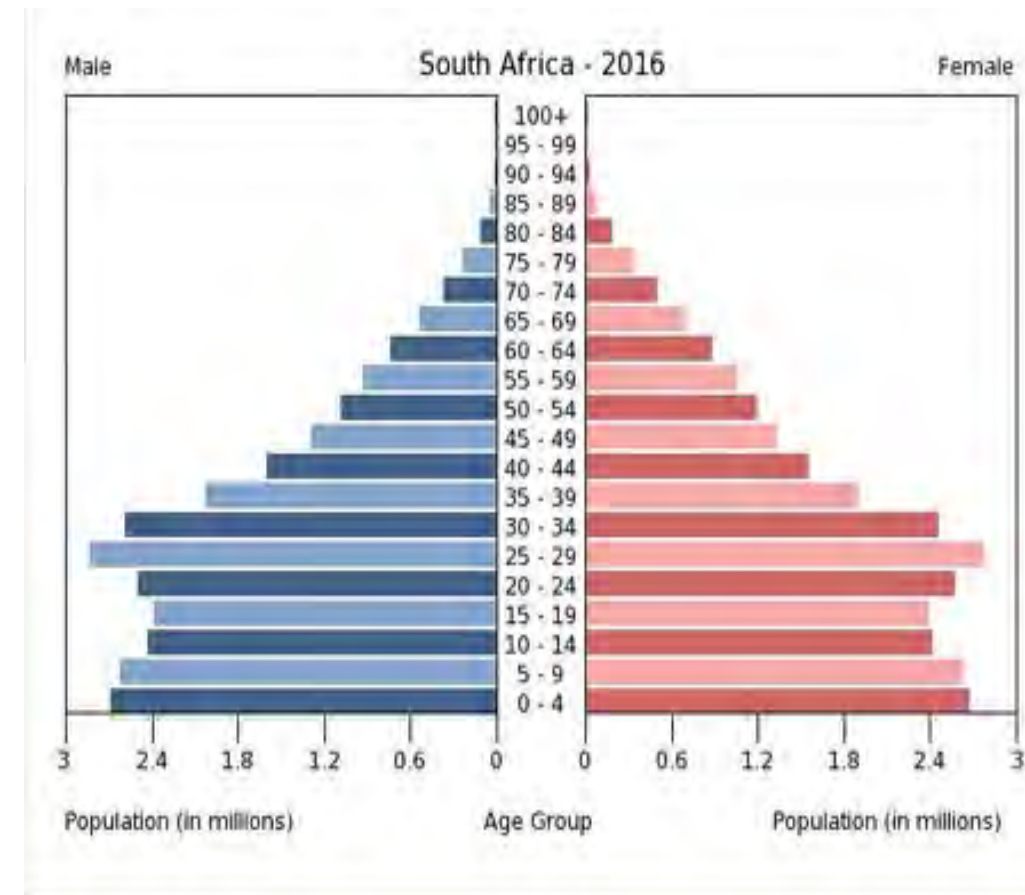
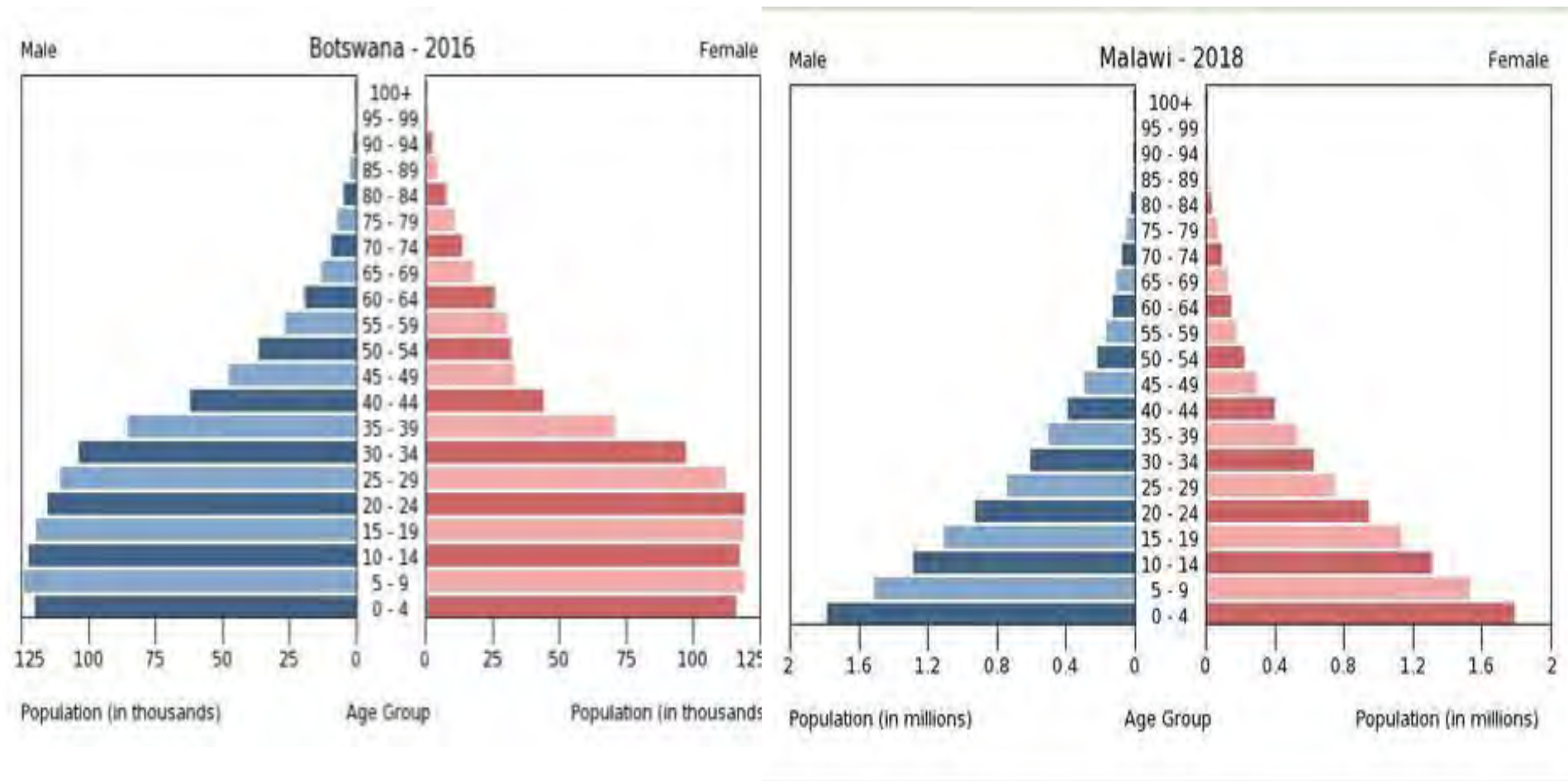
- Population: 105,350,000
  - 43.47% aged 0-14 years
  - 20.11% aged 15-24 years
- Median age: 17.9 years
- Youth dependency ratio: 75.80
- Population growth: 2.85%
- Population below poverty: 29.60%
- Percent of Revenue from tax: 15.40%
- Educational expenditures: 25.37%

### Kenya (59.17%)

- Population: 47,615,739
  - 40.02% aged 0-14 years
  - 19.15% aged 15-24 years
- Median age: 19.7 years
- Youth dependency ratio: 73.70
- Population growth: 1.69%
- Population below poverty: 43.40%
- Percent of revenue from tax: 18.90%
- Educational expenditures: 17.21%

### Congo-DRC (63.20%)

- Population: 83,301,151
  - 41.74% aged 0-14 years
  - 21.46% aged 15-24 years
- Median age: 18.6 years
- Youth dependency ratio: 91.50
- Population growth: 2.37%
- Population below poverty: 63%
- Percent of revenue from tax: 11%
- Educational expenditures: 8.89%



### Botswana (50.86%)

- Population: 2,214,858
  - 31.95% aged 0-14 years
  - 18.91% aged 15-24 years
- Median age: 24.5 years
- Youth dependency ratio: 49.30
- Population growth: 1.55%
- Population below poverty: 30.30%
- Percent of revenue from tax: 34.20%
- Educational expenditures: 9.60%

### Malawi (67%)

- Population: 19,842,560
  - 46.17% aged 0-14 years
  - 20.58% aged 15-24 years
- Median age: 16.6 years
- Youth dependency ratio: 85.3
- Population growth: 3.31%
- Population below poverty: 50.7%
- Percent of Revenue from tax: 21.7%
- Educational expenditures: 4% (of GDP)

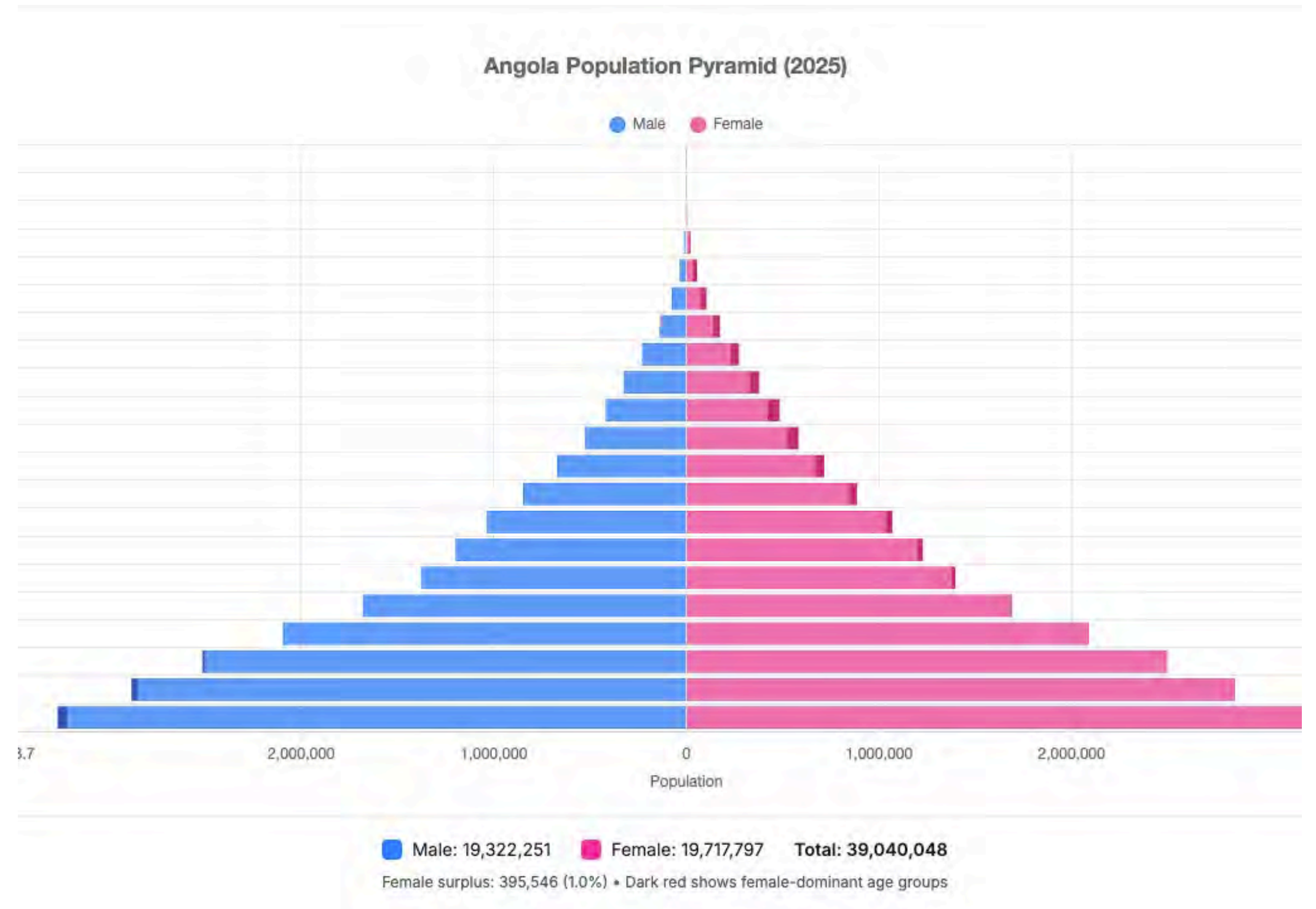
### South Africa (45.88%)

- Population: 54,841,552
  - 28.27% aged 0-14 years
  - 17.61% aged 15-24 years
- Median age: 27.1 years
- Youth dependency ratio: 44.80
- Population growth: 0.99%
- Population below poverty: 16.60%
- Percent of revenue from tax: 26.90%
- Educational expenditures: 19.2%

	Population	Percent under age 25	Fertility Rate (Children per woman)	Population Growth Rate
Congo (Kinshasa)	83,301,151	63.20%	4.39	2.37%
Ethiopia	105,350,000	63.58%	4.99	2.85%
Kenya	47,615,739	59.17%	2.98	1.69%
Nigeria	190,632,261	62.15%	5.07	2.43%
South Africa	54,841,552	45.88%	2.29	0.99%
Malawi	19,842,560	66.75	4.57	3.31%
Continent Average	22,455,431	58.13%	4.10	2.13%

# Angola's Youth Bulge

- **50.8% of its total population is under the age of 18 years**
- The future of Angola is needs and aspirations of its youngest citizens.
- Angola has the potential to become a regional growth engine, fueled by a dynamic, skilled workforce prepared for the challenges and opportunities of the 21st century.
- The Angolan government is taking charge in addressing the needs and aspirations of its youngest citizens



## **Focus of the 2026 Conference in Angola:**


- **Education**
- **Entrepreneurship**
- **Innovation**
- **Technology**

### **The Angola 10-Year Higher Education Program and Satellite Campus Initiative:**

- leverages visiting scholars and professor sabbaticals as key components of an educational diplomacy strategy.
- The exchanges add value by facilitating knowledge transfer, enhancing research capabilities, and building a network of skilled professionals across various sectors.
- Transformation of Africa's Youth Bulge Through Entrepreneurship
- Economic Diplomacy: preparing youth for skilled talent pools and encouraging entrepreneurship in critical sectors.
- Talent Retention: Create programs that provide compelling reasons for young professionals to remain and contribute locally.

### **Proposing 15 ANCHOR PROGRAMS AND CURRICULA FOR PARTNERSHIPS WITH ANGOLAN COLLEGES AND UNIVERSITIES:**

1. L INCUBATOR: Lincoln University & ISPTEC for business incubation and acceleration, specializing in geology for mining and critical minerals graduate degrees.
2. Florida A&M Cybersecurity satellite programs and partnerships : FAMU & ISPTEC focusing on cybersecurity research, critical infrastructure protection, and NSA training.
3. Morgan State University's ISPTEC initiative :engineering, computer science, business, and architecture, aiming to train tech workers and engineers for infrastructure projects.
4. Tuskegee University: Tuskegee & ISPTEC as a critical engineering and veterinary anchor, contributing to processing plant design, disease prevention, and food production.
5. Delaware State University: DSU & UPRA focusing on biology, aquaculture, and neuroscience, training technicians for health data management.
6. Pan-African Studies Program with Ethiopian Partnership and Angolan Educational Diplomacy, focusing on Pan-African diplomacy, peace, and security.
7. Psychology, Afrocentric Identity and Human Development—Dr. DeAnne Burney, (FAMU)
8. The Global Leaders Ethical Training Institute (GLETI) for ethical leadership development.
9. CIMPAD: Consortium of HBCUs serving as an anchor program leveraging its experience in partnering with Historically Disadvantaged Institutions (HDIs) in Africa.
10. PALED #1: Reconciliation, Peace, and Human Security Academic Program, chaired by Minister Tete António- research policies in international affairs and human security.
11. PALED #2: Lobito Corridor Agriculture and Food Systems focused on enhancing Africa's food security through sustainable agricultural practices.
12. PALED #3: Africa Blue Ocean Economy and Aquaculture: Leveraging Africa's coastline for policy development and food security.
13. PALED #4: Medicine, STEM, and Innovation Academic Program: addressing healthcare challenges and fostering regional collaboration in medical science, STEM, and innovation.
14. PALED #5: African Villages on Native American Land: historical and cultural connections and the legacy of the transatlantic slave trade.
15. PALED #6: Implementing UN General Assembly Resolution A/80/L.48, exploring reparative justice.



***“...The time has come for us to make room for others. The time has come for us to become building materials that can help provide shelter and support for the next generation that must lead...”***

**Harvey White Final Speech as CIMPAD General Chair--**Fifth International Conference: Dakar, Senegal (2005)****

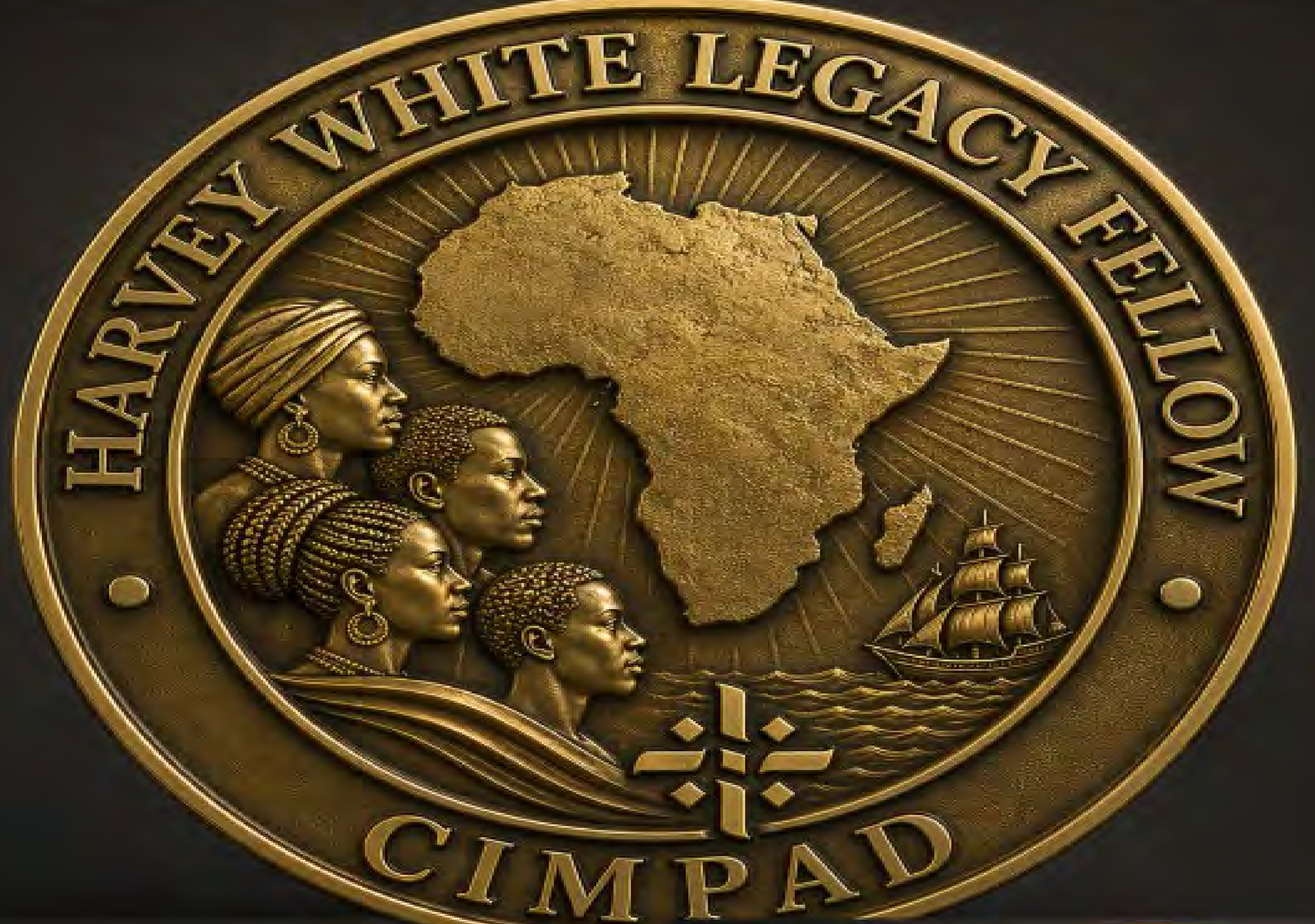
# Legacy Fellowship Awards Program:

*Provides 75% of cost to support student participation in CIMPAD's 2026 Conference*

- 10 Angolan Students
- 6 US Students
- 2 Malawi Students
- 1 Brazilian Student



**Dr. Kendra Brumfield-Na'Wangna, Committee Chair  
Dr. Harvey L. White Legacy Fellowship Program**



THANK  
YOU!  
Questions?

