CONFERENCE THEME: BUILDING A SUSTAINABLE FUTURE IN THE WAKE OF THE 4TH INDUSTRIAL REVOLUTION.

VENUE: BOTHO UNIVERSITY, GABORONE, BOTSWANA | **Dates:** 12th - 13th JUNE 2025

Opening Ceremony

Master of Ceremonies: Prof Jane Iloanya & Prof. Robert Machera

Time	Activity	Speaker
07:30-08:00	**Registration/onboarding of participants & Presenters**	
08:00-08:05	**MC Announcements**	
08:05-08:15	**National Anthem**	
08:15-08:30	**Welcome Remarks & Introductions**	**Dr Sheela Ram, Vice Chancellor**
08:30-08:50	**Keynote Address: Innovating Today for a Resilient Tomorrow: Strategies for Sustainable Futures**	**Dr. Stephen Modise, Minister of Health, Botswana**
08:50-09:00	**Group photos**	
09:00-10:30	**Panel Discussion: Collaborating for Change: Bridging Research, Innovation, and Policy for Sustainability**	**Ms. Anushka Bogdanov, Director - Risk Insights (Moderator)**

PANEL DISCUSSION: SUB THEMES

1. Innovating for Impact: Transformative Solutions for Global Sustainability Challenges **Panelist: Mr Alankar Malviya, UNAIDS Country Coordinator, Botswana**

2. The Role of Industry in Shaping a Sustainable Future **Panelist: Mr. Timothy Sipho Matsebula, Eswatini**

3. The Role of Academia in Shaping a Sustainable Future **Panelist: Prof. Dr. Sabine Moebs, DHBW, Germany**

4. Building Resilient Communities: Integrating Local Knowledge with Global Innovation **Panelist: Mr. Kaene Disepo, Botswana**

10:30-10:40	Vote of Thanks: **Mr Golekanye Setume**	

End of Opening Ceremony

10:40-11:00 COFFEE BREAK

Time	Track 1 (Education)	Track 2 (Resilient & sustainable businesses)	Track 3 (Health)
	Track Chair: Prof Jane Iloanya	Track Chair: Prof Olumide Jaiyeoba	Track Chair: Dr Thokgamo
	Venue : Multipurpose room, Otse	Venue : Otse 3 Theatre	Venue : Otse 1 Theatre
11:00-11:25	**Paper 37: The Influence of Pedagogical Leadership on Employee Performance in a Zimbabwean University Context** Authors: Rosemary Guvhu, Tinashe Zishiri, Theo Tsokota and Richard Kusakara.	**Paper 12: Public-Private Partnerships for Sustainable Energy: The Role of CSR in Advancing Clean Energy Access in African Informal Settlements** Authors: Neville Mangwiro and Oluwagbenga Apata.	**Paper 32: Awareness and utilization of HIV pre-exposure prophylaxis among adults in Botswana in the year 2021.** Authors: Elisha Boago and Babli Kumari.
11:25-11:50	**Paper 14: The Determinants of University Service Quality: A panacea for long-term success for HEI.** Author(s): Wilbert Chidaushe, Stegi Shine, Mini Sebastian, Precious Bernifield, Martin Dzimbanhete and Alice Monyi.	**Paper 16: Salience-weighted generalised conditioning model: Understanding preference shifts towards SDG investments** Authors: Emmanuel Ndhlovu	**Paper 47: Closing the data gap: Leveraging accurate health information for chronic disease control in Namibia** Authors: Linus Johannes and Joseph Iyanda.
11:50-12:15	**Paper 18: Reimagining Learning Spaces and Education through Black Panther's Afro-futurism** Author: Buhle Mpofu	**Paper 17: Stability and effectiveness of Integrated National Financing Frameworks in sustainable finance co-operation: Insights from evolutionary game theory** Author: Emmanuel Ndhlovu	**Paper 6: PROPOSAL FOR A HYBRID PROJECT MANAGEMENT METHODOLOGY FOR THE LICENSING OF A LEVEL 1 HEALTH SERVICE PROVIDER (IPS) IN BUGA** Author: Jhojan Olivares.
12:15-12:40	**Paper 7: Exploring the Myths and Realities of Teacher Demand and Supply and its Implication on Teacher Quality in Jigawa State, Nigeria.** Author: Danladi Sa'Adu Ibrahim	**Paper 8: Audit Committee Attributes and Financial Performance of Listed Industrial Goods Companies in Nigeria** Author: Jamilu Madaki.	**Paper 30: Assessment of Work-related factors on Mental Health (stress, anxiety and depression) among academic staff of tertiary institutions In Botswana :A Case study at Botho University** Authors: Tampiwa Chebani and Aparna Kadiyala.

12:40-14:00 LUNCH BREAK

Time	Track 1 (Education)	Track 2 (Resilient & sustainable businesses)	Track 3 (Health)
14:00-14:25	**Paper 9: Managing Teaching Approach for Bridging the Gap Between Classroom and Reality** Author: Nimota Jibola Kadir Abdullahi.	**Paper 42: Optimizing Public Investment: Choosing between Physical and Human Capital when the Rate of Return to Physical Capital Exceeds that of Human Capital** Author: Emmanuel Ameyaw	**Paper 28: Impact of Health Literacy on Health Risk Behaviors and Academic performance among Graduate Learners.** Authors: Aparna Kadiyala, Babli Kumari and Tampiwa Chebani.
14:25-14:50	**Paper 22: Exploring Teachers' Perceptions Towards ChatGPT in Institutions of Higher Learning Lesotho** Authors: Retsepile Makhalalelo Tjaoane and Mamonaheng Francina Selloane Ntsane.	**Paper 46: Harnessing the transformative power of Mobile Money towards saving among rural informal businesses in Lesotho** Author: Mamotseli Ntlatlapa and Emmanuel Zhanda.	**Paper 58: Strategies to strengthen the clinical accompaniment of nursing students through caring presence: An e-Delphi study** Authors: Beauty Zulu, Emmerentia du Plessis and Miriam Moagi.
			Track 4 (Data Science, AI, Tech) **Track Chair: Dr Kishor Kumar Reddy** Venue: Otse 1 Theatre
14:50-15:15	**Paper 44: INDUCTION EXPERIENCES OF RECENTLY APPOINTED HEALTH SCIENCES LECTURERS AT GOOD SHEPHERD CATHOLIC COLLEGE OF HEALTH SCIENCES, IN ESWATINI** Authors: Thandeka Hamilton Mhlongo and Jane Iloanya.	**Paper 54: LEADERSHIP GENDER DIVERSITY AS A DRIVER OF BETTER SUSTAINABILITY** Author: Andrey Bogdanov.	**Paper 40: Classification and Analysis of 12-Lead Electrocardiograms** Author: Revanth Reddy Pasula.

15:15-15:40 COFFEE BREAK

BOTHO UNIVERSITY INTERNATIONAL RESEARCH CONFERENCE (BUIRC 2025)

Day 1 (12th June 2025)

BU IRC
11th BOTHO UNIVERSITY
INTERNATIONAL RESEARCH
CONFERENCE 2025

Time	Track 1 (Education)	Track 2 (Resilient & sustainable businesses)	Track 3 (Health)
15:40-16:05	**Paper 1: Communicative-Language-Teaching Influence on Gender-based Performance of Secondary-School-Students in English Vowels in Northern Cross-River State, Nigeria** Authors: Rasaq Ayodeji Iliyas and Abua Sunday Ogbor	**Paper 15: EXPLORING THE DEPTH OF KNOWLEDGE AND PERCEPTION ON BLOCKCHAIN AND CRYPTO-CURRENCIES AMONG COLLEGE STUDENTS** Authors: Jalaludeen A, Govindarajan Pb, Radhakrishnan N and Veena Christy.	**Paper 5: Enhancing Financial Fraud Detection through Machine Learning: A Comparative Study of Anomaly Detection and Classification Models on Imbalanced Datasets** Author: Ravinder Singh.
16:05-16:30	**Paper 13. The Determinants of Green Universities in Botswana: A sine qua non for green satisfaction.** Authors: Wilbert Chidaushe, Stegi Shine, Mini Sebastian, Martin Dzimbanhete, Alice Monyi and Precious Bernifield	**Paper 27: Comparing Economic viability of Hydroponic systems for Commercial plant production** Authors: Aparna Kadiyala, Shantha Indrajith, Mini Sebastian, Sivakumar Venkataraman and Faro Kunzvi	**Paper 10: Artificial Intelligence-Driven Healthcare Diagnosis in SADC: Developing a Lesotho-Specific Disease Detection Model** Authors: Wole Olatogun and Mathabo Rampanyane
16:30-16:55	**Paper 19: Extent of Use of Fourth Industrial Revolution Technologies in Science Lesson Delivery in Nigerian Tertiary Institutions** Author: Ejilayomi Damoeroem	**Paper 36: A review of key issues in fashion and sustainability over the past decade 2014-2024** Authors: Kaitano Dube and Mahle Beuty Maqwazima.	**Paper 4: Evaluation of Machine Learning and Deep Learning** Author: Ravinder Singh.
16:55-17:20	**Paper 35: Exploring the computer applications used by STEM teachers to enhance self-directed learning in Bulawayo Metropolitan Province: Moving towards a more sustainable approach** Authors: Nhlanhla Mkwelie, Andrew Mangena, Joseph Hlongwane and Ipelegeng Matibela.	**Paper 43: Exploring the Impact of Work Integrated Learning (WIL) on student employability and industry Readiness: A case study of Accounting Students in Botho University in Botswana.** Authors: Olumide Jaiyeoba, Robert Machera, Samuel Chingoiro and Ivy Rose Mathew.	**Paper 41: Accelerating Julia Script Execution via Persistent JIT Warm-Up** Author: Revanth Reddy Pasula.

17:30-19:30 NETWORKING DINNER

BOTHO UNIVERSITY INTERNATIONAL RESEARCH CONFERENCE (BUIRC 2025)

Day 2 (13th June 2025)

BU IRC
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INTERNATIONAL RESEARCH
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CONFERENCE THEME: BUILDING A SUSTAINABLE FUTURE IN THE WAKE OF THE 4TH INDUSTRIAL REVOLUTION.

Time	Track 1 (Education)	Track 2 (Resilient & sustainable businesses)	Track 4 (Data Science, AI & Tech)
	Track Chair: Prof Jane Iloanya	**Track Chair: Prof Olumide Jaiyeoba**	**Track Chair: Dr Kishor Kumar Reddy**
	Venue : Multipurpose room, Otse	Venue : Otse 3 Theatre	Venue: Otse 1 Theatre
08:30-08:25	**Paper 52: The impact of internship on attainment of Botho Graduate Profile (BGP) attributes: a case of Botho University students' perspectives** Authors: Tonderai Vumbunu and Samuel Chingoiro.	**Paper 63: AN INVESTIGATION INTO THE IMPACT OF CYBERATTACKS ON FINANCIAL INSTITUTIONS IN BOTSWANA** Authors: Gaoxa Monageng, Karabo Ramaologa and Shree Om	**Paper 3: A Comprehensive Analysis of Machine Learning** Author: Ravinder Singh
		Tracks 5 (Tourism) **Track Chair: Dr T Vumbunu** Venue : Otse 3 Theatre	
08:25-08:50	**Paper 49: Integrating vocational education into Botswana's secondary school curriculum: strategies for enhancing skills development and youth employability.** Authors: Modibedi Ndiane and Jane Iloanya	**Paper 56: The Role of Employee Empowerment in Enhancing Service Quality in Hotels During the COVID-19 Recovery.** Authors: Nametsegang Motshegwa and Nametso Mogomotsi.	**Paper 11: AI Agents in the design of a decentralised production ecosystem** Authors: Michele Missikoff, Mohammad Azarijafari, Luisa Mich and Oleg Missikoff.
08:50-09:15	**Paper 53: Gender responsive pedagogy for teaching and learning and innovation: the practice in student development** Authors: Nogget Matope, Tenson Mugodzwa and Rosemary Guvhu.	**Paper 51: Leveraging Community-Based Ecotourism for Socio-Economic Empowerment: A Case Study of The People's Path Project in North-Western Botswana** Authors: Olivia Nthoi, Tonderai Vumbunu, Nametsegang Motshegwa, Ivy Rose Mathew and Sethunya Mogami.	**Paper 48: Artificial Intelligence in Sustainable Fashion: A Data-Driven Approach to Waste Reduction and Resource Optimisation** Author: Rumbidzai Tanya Machera, Robert Pfumbudzayi Machera and Precious Charakupa Machera

Time	Track 1 (Education)	Track 2 (Resilient & sustainable businesses)	Track 4 (Data Science, AI & Tech)
09:15-09:40	**Paper 50: Student Engagement in Accounting Internships: Bridging the Gap Between Academic Theory and Professional Practice – A case for Private Higher Education Institutions** Author: Precious Charakupa Machera, Robert Pfumbudzayi Machera and Rumbidzai Tanya Machera.	**Paper 38: Integration of unemployed inhabitants by developing employable skills for mutual benefits between the neighbouring communities and a Game Reserve** Authors: Shantha Indrajith Hikkaduwa Liyanage, Ivy Rose Mathew, Samuel Chingoiro and Olivia Nthoi.	**Paper 60: Performance evaluation and the applicability of the FarmRu smart agritech device in monitoring key soil health indicators for climate-smart agriculture** Authors: Dipoo Mashifane, Tsedzuluso Netshimbupfe, Musa Madala and Charlotte Shikwambana.
09:40-10:05	**Paper 24: The role of English communication skills in academic success: A systematic review of university students' performance** Author: Nthati Mosebi	**Paper 62: An investigation of the Social Impact and Mitigation Strategies of Cyberattacks on Critical Infrastructure** Authors: Lesedi Dick, Tshepiso Kelebonye and Shree Om	**Paper 64: Cloud Radio Access Network: Architectural Foundations, Challenges, and Future Directions** Authors: Digotetso Matema, Bakang Motshegwe and Shree Om.

10:05-10:30 COFFEE BREAK

	Track 6 (General) **Track Chair: Prof Machera** Venue: Otse 3 Theatre		
10:30-10:55	**Paper 45: Evaluating the implementation realities of learner-centred methodology in Botswana Secondary Schools.** Authors: Marang Mutuna and Jane Iloanya	**Paper 31: Comparing the Factors affecting Growth rate and Nutritional value of Beta vulgaris (Spinach Swiss Chard) and Lactuca sativa (Lettuce Commander) in Hydroponic medium and soil medium** Author: Aparna Kadiyala.	**Paper 55: Bayesian Semi-Parametric Modeling of Colon Cancer Survival: Assessing the Impact of Socio-Demographic, Clinical, and Healthcare Access Factors Using BART** Author: Younus Mohiuddin Mohammad.

Time	Track 1 (Education)	Track 1 (Education)	Track 4 (Data Science, AI & Tech)
		Track Chair: Prof Jane Iloanya Venue: Otse 3 Theatre	
10:55-11:20	**Paper 26: Improving Chemistry Education in Nigeria: Examining the impact of Technology-Integrated Teaching and Learning Approaches** Author: Shenae Sheman	**Paper 66: Nurturing practicable students' understanding through creative and innovative teaching practices: A case study of the foundation students.** Author: Mokgaetji Georginah Mokganya and Osca Matsilele	**Paper 57: Scaling Sustainable Innovation Through Design Thinking and Indigenous Knowledge: The Evolution and Impact of the ITIKI Ecosystem in Africa** Author: Muthoni Masinde
11:20-11:45	**Paper 33: Mainstreaming Education for Sustainable Development in the Zimbabwean Higher Education Institutions. A Systematic Literature Review.** Authors: Nhlanhla Mkwelie and Mehluli Moyo.	**Paper 21: Assessing and Enhancing the Quality of Online Examinations in Higher Education Institutions.** Authors: Mamonaheng Francina Selloane Ntsane and Retsepile Tjaoane.	**Paper 68: DEVELOPING A MACHINE LEARNING MODEL FOR RECOGNISING AND PROCESSING VISUAL PATTERNS FROM GESTURE-BASED INPUTS FOR PEOPLE WITH HEARING OR SPEECH CHALLENGES** Authors: William Nkomo & John Batani
11:45-12:10	**Paper 25: Unpacking opportunities for authentic learning using challenge-driven educational pedagogy: Evidence from Botho University** Authors: Emmanuel Zhanda and Oscar Tsie	**Paper 59: EXPLORING CLASSROOM-BASED INTERVENTIONS IN ESL SYLLABUS DELIVERY FOR GRADE 4. A CASE STUDY OF A SELECTED SCHOOL IN NAMIBIA** Authors: Hileni Shipanga, Marian Tegga Harupe and Joyce Masiye.	**Paper 39: AI-Driven Coaching Platform for Competitive Gaming: Transforming Player Performance with Personalized Insights** Author: Revanth Reddy Pasula.
12:10-12:35	**Paper 29: Perceived impact of generative artificial intelligence on students' learning experiences: A case of Botho University Lesotho** Authors: Likese Mota, Matau Mothabeng and Makatiso Mpho Ntsekhe Seoane.	**Paper 67: Intralanguage as a teaching strategy for L2 Learners: The case of Lesotho High School** Author: Palesa Nkiwane	**Paper 65: An investigation of Digital Forensics in Network Security: Methodologies, Case Insights, and Emerging Technologies** Authors: Lemogang Sekei, Maatla Moile and Shree Om

Time	Track 1 (Education)	Track 1 (Education)	Track 4 (Data Science, AI & Tech)
12:35-12:50	**Paper 61: Evaluating the progress of Digital Technology Integration Beyond ICT in Education: A policy review Across African countries** Author: Nomathemba Moyo.	**Paper 34: Assessing Lecturers 'Assessment Competencies in Constructing and Developing Assessment (Test) Items** Author: Aparna Kadiyala.	
12:50-13:00	**Closing Remarks**	**Prof. Samuel Chingoiro**	