# VIUFA Assisted Leave Application Form

## 2019/20

### APPLICANT INFORMATION

<table>
<thead>
<tr>
<th>Name: Aggie Weighill</th>
<th>Department: Recreation &amp; Tourism Management</th>
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<tbody>
<tr>
<td>Faculty: Management</td>
<td>Building: 250   Room: 362</td>
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**Working Title of Proposed Leave**  (This title will be used in the reporting of successful leaves. Please keep within 20 words or less.) Research & Capacity Building Through International Partnerships

Have you had a leave previously?  
- [ ] Yes  
- X No

**If YES, please:**
1) indicate dates of previous leaves (from YYYY-MM-DD to YYYY-MM-DD) 
2) provide documentation with your application that will help the Committee understand the nature and outcome of the previous leave(s).

### DURATION OF LEAVE

*Important Note:* An awarded leave must be taken within the stipulated academic year. A deferral will only be considered in the most exceptional and unforeseen circumstances.

I prefer:  
- A Full-Year Assisted Leave  
- X Half-Year Assisted Leave

**FULL-YEAR** (2 semesters; 12 months)  
- X Fall Start (Aug 1/2019 – Jul 31/2020)  
- Spring Start (Jan 1/2020 – Dec 31/2020)

If a full-year leave is not available, would you consider accepting a half-year leave?  
- [ ] Yes  
- X No

**If YES, you must** include a clear, realistically scaled-down proposal.

**HALF-YEAR** (1 semester; 6 months)
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<td><strong>REMUNERATION</strong></td>
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<tr>
<td>Vancouver Island University policy requires disclosure of the amount of any remuneration received from external sources during the course of the leave, per section 12.4.4 of the VIUFA Collective Agreement.</td>
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<tr>
<td>Will you be receiving any personal compensation during the course of the leave?</td>
<td>Yes [ ] No [x]</td>
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<tr>
<td>If YES, please indicate the amount:</td>
<td>$</td>
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ABSTRACT. Please summarize your proposal in 250 words or less. The Committee recommends you keep this abstract for future reference as you will be asked to include it in your final report.

There are two over-arching themes to my proposed leave: Scholarship and capacity building. Scholarship relates to the production of manuscripts and abstracts for submission to peer reviewed journals and conferences, and to the development of future projects with international academic partners. Data collected in a three-year project (2016-18), focused on women’s changing experiences in the Shea industry within the Wechiau Community Hippo Sanctuary (WCHS), will be analyzed and results shared. Meetings with colleagues at former VIU project partners, Kwame Nkrumah University of Science and Technology (KNUST, Ghana) and the College of African Wildlife Management (CAWM, Tanzania), have been organized to develop collaborative new research agendas and projects for both students and faculty.

Capacity building workshops will be offered to two primary audiences; a) academic partners, and b) community partners. Using a place-based approach, workshops on tourism product development, customer service, and social media will be offered to community members and staff of the WCHS. In Tanzania, a short course for industry partners will be cohosted with the National College of Tourism (NCT) on a similar topic. Three academic institutions will be visited during the planned leave; a) KNUST, b) CAWM, and d) NCT. Workshops on research methods and analysis, teaching with technology, and creative assessment methods will be held at each.
August 22, 2018

VIUFA Leave Committee
c/o Lyn Locke
Scholarship, Research, and Creative Activity Office
Vancouver Island University
Building 305, Room 446
900 – Fifth Street
Nanaimo, BC
V9R 5S5

RE: AGGIE WEIGHILL’S APPLICATION FOR ASSISTED LEAVE 2019 – 2020

Dear Selection Committee Members,

The following documents are included to support my application for VIUFA Assisted Leave in 2019-2020. I am applying for a full-year leave starting in August 2019 and have planned international activities in both Fall and Spring Semesters. As shown in my CV, I have a history of international engagement and research as well as service to the VIU community. I have taught at VIU since 2005, and in that time have led nine international study tours and mentored 21 students through the Ghana Research and Study Tour (GRST) program. The GRST has resulted in nine student presentations at peer-reviewed conferences, two MASLM graduates (thesis), and seven students pursuing graduate studies (43%), four of whom (67%) received full scholarship funding (3 SSHRC scholarships).

It is my intention to use an academic leave from my teaching duties to build on my past activities by invigorating my own research, developing new opportunities for undergraduate and graduate researchers, and to reenergizing my practices in the classroom. VIU opens its doors to the world and it is my belief that having its faculty go abroad strengthens our collective understanding of international students’ needs while also exposing faculty and students to multiple world views within the classroom.

The activities that I plan to engage in are an extension of the work that I have committed to since 2009. Time away from the classroom and opportunity to spend focused (i.e., not during a field school) and extended periods of time with my international partners will be extremely beneficial for achieving new outcomes and developing future projects. As you will see in my proposed Action Plan (attached), I have organized my activities into three categories: a) Research and Scholarly Activity, b) Community Outreach and Training, and Institutional partnerships and capacity building.
Research and Scholarly Activity: Since joining VIU in 2005 I have presented at numerous peer-reviewed regional, national, and international conferences. I have also mentored undergraduate and graduate students in community-based research projects that have led to them presenting at conferences. I have also produced a number of technical reports detailing the results of that research; however, what I have not managed to do is produce manuscripts for publication in academic journals. Therefore, a primary goal for my planned leave is the submission of two manuscripts for publication in peer-reviewed journals. Due to the nature of my work I anticipate targeting an African development journal and the World Leisure Journal.

Publication in scholarly journal and additional presentations at conferences (Anticipated: ATLAS Africa – June 2019; Canadian Congress of Leisure Research May 2020) will continue to build on VIU’s reputation as a World Leisure Centre of Excellence and a contributor to applied and community-based research on recreation, tourism, conservation, and sustainability. It will also aid in developing my own academic reputation, which may lead to increased recruitment for graduate students and undergraduate researchers and improved funding opportunities. The experience of preparing manuscripts for publication will also better prepare me to mentor students who wish to do the same.

Community Outreach and Training: VIU and the Department of Recreation and Tourism have a strong history of educational outreach and training. The training activities that I intend to lead while on leave will benefit VIU in two ways: a) it will further develop my own abilities in cross-cultural instruction skills and delivery in non-traditional formats, and b) VIU will be represented on the global stage. The activities that are tentatively planned will be offered under the umbrella of the World Leisure Centre of Excellence and will be reported on to the World Leisure Organization, the Calgary Zoo (a Canadian partner), Colleges and Institutes Canada (ISTEP 11 Funder), and through VIUs and my own social media. It is hoped that media coverage both abroad and locally will also be achieved.

Some of the other benefits of continuing to do this work also include: a) fostering capacity to host VIU interns and study tours (i.e., Wechiau Community Hippo Sanctuary), b) demonstrating VIU’s commitment to address the UN Sustainable Development Goals, c) meeting the service and outreach mandates of the World Leisure Centre of Excellence and VIU, and e) maintaining international relationships that help VIU address its internationalization mandate.

International Partnerships and Capacity Building: VIU’s Department of Recreation and Tourism Management has, or previously had, partnerships with the three institutions that I intend to spend time with: a) Kwame Nkrumah University of Science and Technology (KNUST: Ghana), b) College of African Wildlife Management (CAWM: Tanzania), and the National College of Tourism (NCT: Tanzania). Partnerships with the first two had expired as funding cycles ended and the VIU faculty responsible retired; however, over the past two years I have been working to reinvigorate these collaborations and VIU is now seeing the benefits.
CAWM joined VIU’s application for phase-two funding from the Queen Elizabeth Scholars program and we were successful. To assist with the implementation and to explore additional opportunities, I hope to spend approximately six weeks at the CAWM campus in Mweka, Tanzania. This will provide me an opportunity to work with colleagues who are actively engaged in community-based research on tourism and sustainability, and who are seeking additional opportunities to collaborate. The benefit to VIU is that a member of our institution will be on site to help with preparing to host VIU QE Scholars as well as promoting VIU master’s programs.

The partnership between VIU and NCT has been identified as a benchmark of possibility by CICan. We have helped NCT develop new curriculum for three programs and attracted the attention of the Tanzanian Government. Continuing to work directly with NCT staff will benefit VIU through the enhanced opportunity of successful delivery on the ISTEP outputs (i.e., curriculum). That NCT and CAWM are both housed in the Ministry of Natural Resources and Tourism also aids VIU in getting recognition by the Minister and the Tanzanian Government. Successful completion of projects and the continuation of relationships beyond funding cycles also strengthens VIU’s reputation nationally and globally.

I would like to thank the committee for taking the time to review my application of assisted leave in 2019-2020. Additional supportive documents include:

- Action Plan with great detail and timeline.
- Curriculum Vitae
- Letters of support:
  - Dr. Suzanne Flannigan, Dean – Faculty of Management
  - Dr. Emmanual Acquah, Department Head - Kwame Nkrumah University of Science and Technology
  - Prof. Jafari R. Kidengehesho, Rector – College of African Wildlife Management
  - Dr. Shogo Mlozi Sedoyeka, Chief Executive Officer – National College of Tourism
  - R.Y. Abudulai Issahaku, Manager – Wechiau Community Hippo Sanctuary

Sincerely,

Aggie Weighill, PhD
Department of Recreation and Tourism Management
Faculty of Management

Aggie.Weighill@viu.ca
www.aggieweighill.com
Aggie’s Proposed Action Plan:

Academic Leave Time Line: August 2019 – June 2020

Research & Scholarly Activity

Using data that I have already collected, I will draft two papers for submission to peer reviewed journals and conferences. The first paper will focus on women’s sustainable livelihoods associated with a conservation area and the second explores the role overloads and time deficit of women in northern Ghana and its impact on their leisure participation.

Using life-history interviews, the first study explores the sustainable livelihood of women who harvest Shea nuts and/or make Shea butter within Wechiau Community Hippo Sanctuary (WCHS). Specifically, the research examines the impacts of interventions undertaken by the WCHS and its partners including the creation of: a) the Sanctuary, b) the Wechiau Organic Shea Cooperative, and c) the Organic Shea Butter factory.
This research will be targeted at an African Development Journal and the ATLAS Africa Conference.

Combining data from two studies on comparable but distinct communities in northern Ghana, the second paper will explore the reality of time and role demands on women’s lives. Through examining the impacts of role-overload and time deficits, this study will investigate women’s leisure participation. This research will be targeted towards publication in the World Leisure Journal and presentation at the Canadian Congress of Leisure Research.

Other research related activities to be accomplished during the proposed leave include: a) research agenda development with the WCHS, b) exploration of research collaboration with the Kwame Nkrumah University of Science and Technology (KNUST), c) development of joint research with Queen Elizabeth Scholars program partner – the College of African Wildlife Management (CAWM), and d) research capacity training at KNUST, CAWM, and the National College of Tourism (NCT).

Community Outreach & Training

The results of the Ghana Research and Study Tour program evaluation revealed the WCHS’s desire for increased local capacity building. Early study tours included VIU and Ghanaian university students; however, there was limited training involving the WCHS staff or community members. After a successful pilot in May 2018, I have been invited to return to Wechiau to conduct a series of workshops with different stakeholders within the community. Topics will include: a) new product development, b) social media use for tourism promotion, and c) environmental education and nature interpretation. If my application for leave is approved, I will travel to Ghana in Fall 2019 and spend the month of October at the WCHS.

Since 2016, I have been working with a group of VIU colleagues on the Improved Skills for Employment Program with the National College of Tourism in Tanzania. The project will end in March 2019, but I have been invited back to NCT to co-deliver a training workshop for industry partners. This past July we piloted a one-day workshop that was well received and demand for additional tourism related training was identified. It is anticipated that a week-long short course
on experiential tourism product development will be delivered. The exact timing of delivery it still being determined; however, it is anticipated that I would spend February and March in Tanzania.

**Institutional Partnerships & Capacity Building**

My international engagement and research activities originated with the Ghana-Canada Partnership for Environmental Education (GCPEE: CIDA Funded) and worked in parallel with the Protected Areas and Poverty Reduction project (PAPR: SSHRC/IDRC Funded). Building off those experiences and their momentum, I have maintained personal and collegial relationships with tutors from both the Kwame Nkrumah University of Science and Technology (KNUST) in Kumasi Ghana and the College of African Wildlife Management (CAWM) in Mweka, Tanzania. During my 2017 and 2018 spring/summer field work, I visited both of these institutions to explore more formalized collaboration and partnerships. This has already resulted in the CAWM joining phase-two of the Queen Elizabeth Scholars program.

I will spend approximately three weeks on the Kumasi campus of KNUST in a pilot Visiting Scholar program modeled after the World Leisure Centre of Excellence at VIU’s model. Activities to be completed during my stay will likely include: a) guest lecturing and working with students, b) leading workshops for tutors on teaching with technology, and c) developing joint partnerships for research and community engagement. I have been working directly with Dr. Emanuel Acquah, member of GCPEE and PAPR and Mr. Vincent Kusi-Kyei who was a student in the GCPEE and PAPR programs and is a graduate of the Master of Arts in Sustainable Leisure Management (MASLM) program at VIU. We are currently exploring opportunities for KNUST Eco-Tourism and Forest Recreation students to join the planned Ghana Research and Study Tour program in 2019 and beyond.

Like KNUST, the CAWM was an institutional partner of VIU’s as part of the PAPR project. It was through that project that I was first able to travel to Tanzania and that I met the colleagues that I now work with. In 2018 Dr. Dave Witty and members of the VIU ISTEP team visited CAWM to explore a renewed partnership and one result of that meeting was the inclusion of
CAWM in VIU’s phase-two application for additional funds from the Queen Elizabeth (QE) Scholars program.

The QE Scholars program will provide funds for three students from either Tanzania or Belize to study for a master’s degree at VIU, it also contains funds for VIU students to travel to a Commonwealth countries, such as Tanzania, to participate in faculty lead research. FYI: CAWM’s programs align with both the Bachelor of Tourism Management and Bachelor of Resource Management and Technology programs and as their primary research study sites are UNESCO Biosphere Reserves there are linkages with VIU’s MABRRI.

If my application for leave is approved, it is anticipated that I will spend approximately six-weeks at the CAWM campus focusing on four primary activities: a) guest lecturing in the Bachelor of Wildlife Tourism program, b) leading research capacity building workshops for tutors, c) leading training workshop on instructional techniques, d) developing joint research projects that would able suitable for VIU QE Scholars and that may attract additional funding, and e) visiting CAWM field campuses and study sites.

When the Improved Skills for Employment Program (CICan funded) ends in March 2019, it is hoped that VIU’s collaboration with the National College of Tourism will continue. The CEO, Dr. Shogo, has asked if I would consider spending a few weeks at the Dar es Salaam campuses during my planned leave to continue tutor training related to classroom instruction and research. Dr. Shogo has also asked that I assist her with research mentorship and help build NCT’s network through my involvement with the ATLAS Africa organization. It is anticipated that I would spend two – three weeks in Dar es Salaam.
A.J. WEIGHILL, PhD
Department of Recreation and Tourism Management
Faculty of Management
Vancouver Island University

POST-SECONDARY EDUCATION

2009 University of Alberta, Edmonton, Doctor of Philosophy
Research Focus: Travel motivations and behaviours of females for tourists.

2001 University of Waterloo, Waterloo, ON: Master of Arts.
Research Focus: Women's leisure and meanings of community.

1999 Acadia University, Wolfville, NS. Recreation Management Degree (Honours)
Research Focus: Community development a model of recreation programming

1997 Malaspina University-College (VIU), Nanaimo, BC: Recreation Admin. Diploma.

VIU GOVERNANCE & COMMITTEE MEMBERSHIP

2018 Program Review Committee Member
VIU Resource Management and Protection Program Review

2015-2017 Chair, Department of Recreation and Tourism Management

2014-2017 Chair, Master of Arts in Sustainable Leisure Management

2009-2017 VIU Research Ethics Board
Board Chair 2014-2017
Board member 2009 to 2013

2012-2015 Department of Recreation & Tourism Management Curriculum Committee

2011-2013 SSHRC Graduate Scholarship Review Committee
Chair 2012 to 2013

VIU TEACHING EXPERIENCE

2005-2018 Over 80 classes, nine international study tours, and several directed studies, including:
HOSP 257: Advanced Research Methods in Hospitality
HOSP 358: Data Analysis for Decision Making in Hospitality
RMGT 161: Leadership in Recreation and Sport
RMGT 170: Delivery Systems in Recreation and Sport
RMGT 190: Programming and Special Event Planning in Recreation and Sport
RMGT 280: Leisure and Active Lifestyles
TOUR 161: Leadership in Tourism
TOUR 190: Programming and Special Event Planning in Tourism
TOUR 215: Tour Group Packaging
TOUR 251: Market Research in Tourism
TOUR 208: Tourism Destinations
TRMT 330: Niche Tourism
TRMT 351: Statistical Analysis in Tourism
TRMT 353: Community Development in Recreation and Tourism
TRMT 357: Applied Research and Evaluation in Tourism
TRMT 358: Data Analysis for Decision Making in Tourism
TRMT 391: Field Study
TRMT 392: Programming and Services for Seniors
TRMT 394: Sport Tourism
TRMT 490: Graduating Seminar
SLM 605: Knowledge Creation and Mobilization II
SLM 606: Field Experience

STUDENT RESEARCH & COMMUNITY ENGAGEMENT SUPERVISION

Master of Arts in Sustainable Leisure Management Thesis Supervision
Borgi, S. (2017). The marketing and management of Tunisia’s past: Visitor experience and narratives in historic sites and heritage tourism (Unpublished master’s thesis). Vancouver Island University, Nanaimo, Canada.


Master of Arts in Sustainable Leisure Management Thesis Co-Supervision
Cao, Q. (2016). An examination of the volunteer involvement within the Nanaimo Dragon Boat Festival from the perspective of social economy (Unpublished master’s thesis). Vancouver Island
Master of Educational Leadership Project Supervision

Bachelor of Tourism Management Students
Street, S. (on-going). An exploration of the factors that support and constrain women’s participation in recreational ice hockey leagues. *VIU REACH Award.*


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**PUBLICATIONS AND CONFERENCE PRESENTATIONS**

Refereed Publications and Conference Presentations

Tourism Competitiveness: Opportunities and Challenges. Eldoret, Kenya.


Non-Refereed Publications and Reports


CONFERENCE ATTENDANCE

2018  Impact Sustainable Travel & Tourism Conference. Victoria, British Columbia
2016  Travel and Tourism Research Association Canada. Edmonton, Alberta.
2016  Tourism Vancouver Island. Ucluelet, British Columbia.
2016  World Leisure Congress. Durban, South Africa.
2012  British Columbia Protected Areas Research Forum.
2006  Travel and Tourism Research Association. Montebello, Quebec.

INTERNATIONAL EXPERIENCE

African Continent
2016-2019  CICan Improving Instructional Skills for Employment Program
           VIU Faculty lead for the ISTEP-11 Partnership with the National College of Tourism in Tanzania. Purpose of program is to develop curriculum for bachelor’s degrees in Travel and Tourism Management and Hospitality Management, and a diploma in Event Management.

2018  Study tour (re)development familiarization tour in Ghana (Volta Region)
      Three-day capacity building workshop with Wechiau Community Hippo Sanctuary Staff
      Queen Elizabeth Scholars partner meetings and risk assessment, College of African Wildlife Management, Tanzania.

2017  Ghana Research & Study Tour
Supervised student researchers studying women’s experiences in the Wechiau Organic Shea Cooperative. Travelled throughout Ghana exploring post-colonialism and tourism.

2017 Kenya and Tanzania – Relationship Building
Visited Maasai Mara University to explore potential partnerships.
Visited the College of African Wildlife Management to explore a renewed relationship.
Met with representatives from the Tanzania Parks Authority and Ngorongoro Conservation Area Authority.

2017 ATLAS Africa Conference – Eldoret, Kenya
Co-Facilitated a workshop for PhD candidates
Presented research on Industry Perspectives of Desirable Graduate Attributes.
Member of the Scientific Committee.
Joined the Board of Directors.

2016 National College of Tourism – Research Workshop
Facilitated a two-week research workshop for faculty and staff of NCT.

2016 Ghana Research Trip
Returned to Wechiau Community Hippo Sanctuary to set-up the 2017 Ghana Research and Study Tour and to initiate a new research project with a master’s student.

2015 ATLAS Africa Conference – Dar es Salaam, Tanzania
Co-presented research on Destination Narrative using two Ghanaian case studies.

2013 ATLAS Africa Conference – Kigali, Rwanda
Presented research on Educational Study Tours as Voluntourism and the Gendered Nature of Daily Life in a Northern Ghanaian Community

2013/2015 Tanzania Research and Study Tour Reconnaissance Trips.
Visited tourism sites, met with partners from the College of African Wildlife Management and Away from Home Destinations, and explored potential research projects.

2011-2013 Protected Areas and Poverty Reduction Project
Supervised undergraduate researchers focused on the flow of costs and benefits from protected areas to residents through tourism. Attended international project meetings in Tanzania (2011), Ghana (2012), and Canada (various).

2011-2013 Ghana Research and Study Tour
Designed and led annual undergraduate research focused study tours related to community-based tourism and protected areas in the rural northern Ghana. Duration varied from 5 to 14 weeks.

2011 ATLAS Africa Conference – Kampala, Uganda
Presented on the Ghana Canada Project for Environmental Education.

2010 Ghana Research & Study Tour
Familiarization and partnership development trip. Connected with Nature Conservation
Research Centre, the Calgary Zoo (Conservation Outreach in Ghana), and the Wechiau Community Hippo Sanctuary.

2009-2010  Ghana-Canada Partnership for Environmental Education
            Five-year, multi-partner project funded by ACCC and CIDA.

**Other International Locations**

2015/2017  University of the Arctic – Joint Higher education in Arctic Tourism Planning Meetings in Alta, Norway

2007  Central American Adventure Tourism Study
      Designed and led a three-week study tour in southeastern Mexico, Belize, and Guatemala.
Dear Assisted Leave Committee members:

RE: Dr. Aggie Weighill 2018 Assisted Leave Application

I fully support Dr. Aggie Weighill’s application for a full-year assisted leave starting August 2019 titled “Research & Capacity Building through International Partnerships”.

Dr. Weighill’s activities will greatly benefit students, her department, the Faculty of Management and her own personal growth. She has contributed significantly to research and scholarship, engaged in community outreach and training both externally and internally, and has demonstrated tremendous initiative in both capacity building and partnership development on an international level.

I am in full support of her intent to build further partnerships and capacity in Ghana and Tanzania, expand upon her existing research, reenergize her classroom experience and deliver a series of workshops.

Sincerely,

[Signature]

Dr. Suzanne Flannigan
Dean, Faculty of Management

/kj
Dear Dr. Flannigan,

**LETTER OF SUPPORT – DR. AGGIE WEIGHILL**

This is to confirm that Dr. Aggie Weighill has been in discussions with the Department of Forest Resources Technology of the Faculty of Renewable Natural Resources, KNUST with regard to her visit to the Department as a **Volunteer Faculty** during her leave period for three weeks in the 2018/2019 Academic Year at the Kwame Nkrumah University of Science and Technology (KNUST), Kumasi, Ghana.

KNUST and Vancouver Island University have had a fruitful relationship through both the Ghana-Canada Partnership for Environmental Education and the Protected Areas and Poverty Reduction ICURA projects. We are hopeful that we may be able to develop other projects in the future and explore a more sustained partnership.

Dr. Weighill has indicated that in addition to project proposal development, she would be willing to share with faculties findings from VIU Ghana field school community project at Wechiau, and capacity building sessions with faculties. We would welcome those contributions and the discussions regarding joint research and VIU-KNUST collaborative field programs.

We look forward to working with her at the Department should she be successful in her application for leave.

Yours sincerely,

**Dr. Emmanuel Acquah**

*Head*

Tel: +233208165513

University E-mail: eacquah.canr@knust.edu.gh

Other E-mail: eyacquah@yahoo.com
CAWM/AD/C/12/Vol. IV/84  

Dr Suzan Flannigan  
Dean- Faculty of Management  
Vancouver Island University  
900 – Fifth Street  
Nanaimo, BC, Canada  
V9R 5S5  

21 August, 2018

Re: Dr Aggie Weighill, to visit the College in the year 2019-2020

The heading above refers.

I am writing this letter to invite Dr Aggie Weighill to spend her sabbatical leave at the College of African Wildlife Management, Mweka Tanzania.

Dr. Aggie worked with the College under the project titled “Protected Areas and Poverty Reduction: A Canada - Africa Research and Learning Alliance” (PAPR). It was a five years (2009-2014) project funded by the Interational Development Research Centre (IDRC) and the Social Sciences and Humanities Research of Canada (SSHRC) done in three countries (Tanzania, Ghana and Canada). Currently, Dr. Aggie is working with the College in ongoing project under Queen Elizabeth Scholars, whereby the College staff will apply to Vancouver Island University for MASLM programme and may host student researchers.

During her stay at the College, Dr. Aggie will contribute in teaching the ongoing College programme as a guest lecturer and explore future research projects that will involve the two Institutions.

Thank you for your consideration in this regard.

Yours Sincerely,

Prof Jafari R Kidengeho  
Rector
Dr. Suzanne Flannigan, Dean  
Faculty of Management  
Vancouver Island University  
900 – Fifth Street  
Nanaimo, BC, Canada  
V9R 5S5

Dear Dr. Flannigan,

The National College of Tourism would like to extend an invitation to Dr. Aggie Weighill to be a visiting scholar and contribute to our Tourism and Hospitality programs during her sabbatical leave from Vancouver Island University. As a member of the ISTEP Team, she has been collaborating with NCT administrators and tutors since 2016 and delivered a short-course workshop while in Dar es Salaam in July.

During Dr. Weighill’s time at the NCT she will be asked to guest lecture, lead workshops on instructional skills, and co-deliver a short course for industry partners. During the last ISTEP mission, we discussed other activities that Aggie may become involved with including helping NCT develop a research program, participating in research training of tutors, and working with myself to build relationships with members of ATLAS Africa.

Sincerely,

[Signature]

Dr. Shogo Mlozi Sedyoka  
Chief Executive Officer
16th August, 2018

VIUFA Leave Committee
Vancouver Island University
900-Fifth Street
Nanaimo, BC, Canada
V9R 5S5

Dear VIUFA Leave Committee

RE: INVITATION TO WECHIAU COMMUNITY HIPPO SANCTURY FOR DR. AGGIE WEIGHILL

The Management Board of the Wechiau Community Hippo Sanctuary would like to extend an invitation to Dr. Aggie to visit us during her planned sabbatical from VIU. We have worked with Dr. Aggie since 2010, hosting study tours, student researchers, workshops, and most recently internship students.

During her visit in May we discussed the possibility of Dr. Aggie offering more training workshops for our staff and community members and continuing her research. We are very interested in this opportunity and are hopeful that Dr. Aggie will be able to join for an extended stay.

Sincerely,

R. Y. Abudulai Issahaku
Manager,
Wechiau Community Hippo Sanctuary