TO WHOM IT MAY CONCERN

I have 42 years' experience in the teaching profession, both at high school and tertiary level. In my last position before retiring in December 2016, I was a Teaching and Learning Consultant and had acted as Manager of the Teaching and Learning Centre (TLC) of the University of Fort Hare on three different occasions. As a consultant, I facilitated modules on the Post Graduate Diploma in Higher Education and Training (PGDHET) and also evaluated lecturers' teaching and their courses. My skills set allowed me to focus on management, language, research and student development. Activities which speak to this included being the Co-ordinator of the Language and Writing Advancement Programme (LWAP) and the Supplemental Instruction Programme (SI) for two years plus being the Editor of the TLC's bi-annual newsletter for approximately eight years.

I hereby certify that I have proofread a journal article submitted to me by the corresponding author, Dr N. Toni, of the University of Fort Hare.   The article is being submitted to the South African Journal of Higher Education. The authors' research topic is:

`DO INSTITUTIONAL CULTURES SERVE AS IMPEDIMENTS FOR WOMEN'S ADVANCEMENT TOWARDS LEADERSHIP IN SOUTH AFRICAN HIGHER EDUCATION?'

I have corrected superficial errors and have edited the manuscript. I trust that the layout, line spacing, in-text referencing plus end-referencing will meet with the publishers' approval and that the language used accurately reflects the intended meaning of the authors. Furthermore, I have made every effort to ensure that there is no confusion or misunderstanding. The principles of anonymity, confidentiality, accountability and reliability were respected by all researching parties.

Should there be any questions that arise from this exercise, kindly contact me on lscheckle@gmail.com.

LAScheckle

Linda Scheckle (Private Editing Service)   17 June 2018

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