

# CURRICULUM VITAE

Gilbert Harvey Migale

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Doctorant/PhD Candidate - Pedagogical Coordinator - Lecturer

Pedagogical Coordinator for Social and Environmental Responsibility Studies

Lecturer in Social and Environmental Responsibility Studies, Engineering Management and Electro-Mechanical Engineering

Université des Mascareignes (UdM), Mauritius ([www.udm.ac.mu](http://www.udm.ac.mu))

Doctorant/PhD Candidate en Sciences de Gestion (Responsabilité et Gouvernance des Universités sur leurs Territoires)

Centre de Recherches sur l'Entreprise, les Organisations et le Patrimoine (CREOP) (<https://www.unilim.fr/creop/>)

Gouvernance des Institutions et des Organisations (GIO) Doctoral School

Université de Limoges (UNILIM), France (<https://www.unilim.fr/>)

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Date of Birth: 19.12.1976

Social Status: Married

Nationality: Mauritian

## 1 ACADEMIC QUALIFICATIONS

- PhD [in progress since 16 December 2024] at Université de Limoges on “*Responsibility and Governance of Universities within their Territories/Responsabilité et Gouvernance des Universités sur leurs Territoires*”, Sciences de Gestion (Section 06) under the
  - Direction of Prof. Martine HLADY-RISPAL, Professeur des Universités en Sciences de Gestion et du Management, HDR, Directrice scientifique du laboratoire CREOP (UR15561) et Directrice Adjointe de l'Institut d'Administration des Entreprises (IAE) Limoges ; and
  - Co-Direction of Dr François GRAVIÉ-PLANDÉ, Maître de conférences en Sciences de Gestion et du Management, Membre Permanent du CREOP et Directeur des Études de l'IAE Limoges.
- MEng (Research) Engineering Management with distinction (cum laude), University of Stellenbosch, April 2022.
  - Migale, G.H. 2022a. A systemic approach to the prevention and management of the causes of Hotel Environmental Sustainability Strategy Execution Failure (HESSEF). Master's thesis. Stellenbosch: Stellenbosch University.
  - Migale, G.H., Stimie, J.E. and Brent, A.C. 2019. Sustainable Hotel Strategy Execution: A review and way forward. *South African Journal of Industrial Engineering (SAJIE)*, 30(4), pp. 102-117.
- B.Eng. (Hons.) Mechanical Engineering with Second Class First Division, University of Mauritius, June 1999.
  - Migale, G.H. 1999. Assessing and optimizing the ash-water system at F.U.E.L. Steam & Power Generation Co. Ltd. BEng (Hons) Final year project. Reduit: University of Mauritius.

## 2 PROFESSIONAL EXPERIENCE

Université des Mascareignes (UdM) (19 April 2004 till now - 20 years)

-Pedagogical Coordinator for Social and Environmental Responsibility Studies.

-Head of Department of Electro-Mechanical and Automation Engineering, Faculty of Sustainable Development and Engineering.

-Course Coordinator for the part time course in Diploma and BSc (Hons.)/Licence in Electromechanical and Automation Engineering.

-Lecturer in Engineering Management and Electro-Mechanical Engineering.

-Chairperson and Lecturer for workshops on **Entrepreneurship**, Institut de la Francophonie pour l'Entrepreneuriat (IFE) and Institut Supérieur de Technologie (IST).

-Active participation in the setting up and management of the **Université des Mascareignes** (ex-IST and ex-Swami Dayanand Institute of Management [SDIM]) through high executive positions in the academic union, participation in workshops, commission for promotion criteria and Staff Committee.

Agence Universitaire de la Francophonie (AUF)

Facilitator for workshops on “Réussir son insertion professionnelle dans le monde du travail”.

Research Journal

Reviewer in the Technological Sustainability (TechS) [Emerald Publishing] research journal.

Climate Fresk (FRESQUE DU CLIMAT)

Facilitator for Climate Fresk workshop.

Central Procurement Board

Member of Bid Evaluation Committee.

Mauritius Qualifications Authority (MQA) (13 June 2006 till now)

-Registered Trainer for Mechanical Engineering.

Compagnie Mauricienne de Textile Ltee (CMT) (15 June 2000 to 06 April 2004 - nearly 4 years)

-Engineering and Maintenance Manager / Coach at CMT Verdun Business unit.

• In charge of the 'Engineering et Maintenance' department; and

• Managed all issues of the department and participated in the management of the CMT Verdun Business unit.

07 June 2022 till now

01 August 2018 to 31 July 2020

February 2025 till now  
September 2013 to July 2018

19 April 2004 till now  
2011 and 2012

20 June 2008 till now

22 and 29 March 2025  
21 and 28 June 2025

October-November 2022

13 February 2024 till now

July 2021

13 June 2006 till now

December 2002 to 06 April 2004

- <b>Plant Engineer</b> at CMT Phoenix. • Managed engineering workshop; and • Highly involved in the store re-organization and maintenance work at the Phoenix unit.	August 2002 to November 2002
- <b>Plant Engineer</b> at CMT La Tour Koenig (LTK). • In charge of the maintenance crew of the LTK dyehouse; • Active participation in the extension of the LTK dyehouse; and • Coordination of all engineering work for the building and construction of the new knitting plant.	15 June 2000 to August 2002
<u><b>F.U.E.L. Steam &amp; Power Generation Co. Ltd. (01 July 1999 to 31 May 2000 - nearly 1 year)</b></u>	
- <b>Power Generation Assistant.</b> Responsibilities and functions include: • Production, maintenance & optimization; • Engineering resources & human resource management; and • Budget preparation & follow-up.	01 July 1999 to 31 May 2000
<u><b>Ferney Spinning Mills Ltd. (FSM) (July to December 1997)</b></u>	
-Industrial training.	July to December 1997
<u><b>F.U.E.L. Sugar Estate (1994 - 1999 - intermittent)</b></u>	
- <b>Migale, G.H.</b> 1999. Assessing and optimizing the ash-water system at F.U.E.L. Steam & Power Generation Co. Ltd. BEng (Hons) Final year project. Redit: University of Mauritius.	July 1998 to March 1999
-Industrial training. -Industrial training at F.U.E.L during all my university holidays in the Factory, Power Station, Workshop, Garage, Field and Human Resources Department.	January to June 1998 1994 to 1999
<u><b>Family learning</b></u>	
-Since very young, I have acquired a good knowledge and know-how of woodwork, metal work, plumber and electrical work thanks to my Dad and Uncle who are both professional workers in these fields. I also learnt about practical leadership and management from the latter.	1986 till now

### 3 PROFESSIONAL AFFILIATIONS

- Eligibility certificate from the Council of Registered Professional Engineers, 22 September 1999.
- American Society of Mechanical Engineers (ASME): Associate member (June 1999 to July 2000) and Student member (01 October 1996 to June 1999).

### 4 PEDAGOGICAL ACTIVITIES

- Courses lectured and students guided in:
  - Social and Environmental Responsibility; Personal and Professional Development;
  - Engineering Leadership and Management, Engineering Economics and Finance, Entrepreneurship, Engineering Total Quality Management (TQM), Engineering Project Management; and
  - Energy Audit, Steam Engineering for power plants, Thermodynamics, Heat Transfer, Metrology and Quality Control, Mechanics, Electricity, Electro-technology, Maintenance.
- Participated in faculty boards and academic committees for the award of Udm and UNILIM degrees at Diploma, Bachelor and Master levels.
- Guided students in several Social and Environmental Responsibility group projects, enabling the latter to develop their ethical leadership and ethical management skills.
- Represented the Udm in several forums, ensuring the visibility of the university and contributing to the University Social Responsibility.
- Preparation and review of several academic programs at Diploma, Bachelor and Master levels.
- Supervision of several final year projects at Diploma, Bachelor and Master levels. For the Master in Energy Efficiency and Sustainable Development (Efficacité Énergétique et Développement Durable Master), I supervised the following projects:
  - **Beche, P.A.E.** 2022. Utilisation d'un modèle énergétique pour prédire la consommation d'énergie dans l'enveloppe du bâtiment (Bloc D) de l'Université des Mascareignes. Master's thesis. Mauritius: Université de Limoges, France, Université des Mascareignes, Mauritius, Université de la Réunion, France;
  - **Beche, P.A.E.** 2020. Réalisation d'un Bilan Carbone pour le Campus de Rose-Hill de l'Université des Mascareignes. Master1 Final Year Project. Mauritius: Université de Limoges, France and Université des Mascareignes, Mauritius, Université de la Réunion, France;
  - **Beche, P.A.E.** 2020. Audit énergétique à l'Université des Mascareignes. Master1 Semester1 Project. Mauritius: Université de Limoges, France and Université des Mascareignes, Mauritius, Université de la Réunion, France;
  - **Ebrahim Saib, I.** 2020. Etude Sur La Production d'Eau Chaude Sanitaire au Club Med De La Plantation d'Albion. Master1 Final Year Project. Mauritius: Université de Limoges, France and Université des Mascareignes, Mauritius, Université de la Réunion, France; and
  - **Ebrahim Saib, I.** 2020. Etude de Conception du Réseau d'Eau Chaude Sanitaire au Club Med De La Plantation d'Albion, Master1 Semester1 Project. Mauritius: Université de Limoges, France and Université des Mascareignes, Mauritius, Université de la Réunion, France.

## 5 RESEARCH INTERESTS AND ACTIVITIES

### Research interests

- *Responsibility and Governance of Universities within their Territories/Responsabilité et Gouvernance des Universités sur leurs Territoires*, Social and Environmental Responsibility, Environmental Sustainability, Sustainable Hotel, Engineering Management, and Systemic Approach for Strategy Execution in Hotels, Higher Education Institutions (HEIs), and other profit and non-profit organizations.

### Reviewer

- Review a manuscript for the Technological Sustainability (TechS) [Emerald Publishing] research journal in October-November 2022.

### Research Qualification

- MEng (Research) Engineering Management with distinction (**cum laude**), University of Stellenbosch, April 2022.  
Several visits and interactions since 2016 with the Industrial Engineering Department, Faculty of Engineering, University of Stellenbosch (SUN).

### Research Laboratory internship and visit

- Laboratory internship under the supervision of Prof. Gervais Thenet of the **Institut de Gestion de Rennes / Institut Administration des Entreprises (IGR/IAE) of Université de Rennes 1** and the Centre de Recherche en Economie et Management (CREM) [Laboratoire UMR6211 du CNRS], 15 to 19 December 2014.
- Visit of the Research Laboratory Institut Pprime de l'**Université de Poitiers** [Laboratoire UPR 3346 du CNRS] in December 2014. Institut Pprime is an engineering research laboratory with research focussed on materials, mechanics and energetics.

### Institut Administration des Entreprises (IAE) visit

- Visit of the Institut Administration des Entreprises (IAE) de l'**Université de Poitiers** in December 2014.

### Research Conferences : Organization and Participation

- Organising committee member of the **International Conference on Renewable Energy Sources and Sustainability 2015** which was held from 03 to 05 March 2015 at the Université des Mascareignes. I also provided administrative support to the scientific committee of that international conference.
- Organising committee member of the **International Conference on Informational System Design and Intelligent Applications 2018** which was held from 19 to 20 July 2018.
- Participation in the **Renewable Energies Conference on Solar and bio energies: solutions for the future**, organized by the Chambre Franco - Allemande de Commerce et d'Industrie and the Mauritius Chamber of Commerce and Industry, 23 October 2006.
- Tertiary Education and Research: **Introduction to opportunities for cooperation with the l'Agence Universitaire de la Francophonie (AUF)**, 8 to 9 June 2009.

### Call for Project

- Project submitted in 2013 for the Udm call for project. The title of project proposed is 'Optimization of Energy through Building Management System'.

### Journal publishers

- Participation in several workshops organized by research journal publishers.

## 6 PUBLICATIONS AND CONFERENCE PRESENTATIONS

- Migale, G.H.** 2022a. A systemic approach to the prevention and management of the causes of Hotel Environmental Sustainability Strategy Execution Failure (HESSEF). Master's thesis. Stellenbosch: Stellenbosch University.
- Migale, G.H., Stimie, J.E. and Brent, A.C.** 2019. Sustainable Hotel Strategy Execution: A review and way forward. *South African Journal of Industrial Engineering (SAJIE)*, 30(4), pp. 102-117.
- Migale, G.H.** 2022b. Conceptual model for the integration of Social Responsibility Studies in Higher Education, in 19th International Conference on Corporate Social Responsibility (ICCSR) and 10th Organizational Governance Conference (OGC). Mauritius: Université des Mascareignes (UdM) and Social Responsibility Research Network (SRRNet).
- Migale, G.H.** 2022c. Contextualization and operationalization of the Higher Education Institution Social Responsibility Studies (HEISRS) conceptual model in University des Mascareignes, Mauritius, in 19th International Conference on Corporate Social Responsibility (ICCSR) and 10th Organizational Governance Conference (OGC). Mauritius: Université des Mascareignes (UdM) and Social Responsibility Research Network (SRRNet).
- Migale, G.H.** 2022d. Implementation of Social and Environmental Responsibility Studies in University des Mascareignes, Mauritius. Keynote speech delivered at the Udm Research Week, 7<sup>th</sup> to 9<sup>th</sup> November 2022, Pamplemousses, Mauritius.
- Migale, G.H.** 2023. Individual and Collective Social Responsibility during the COVID-19 pandemic: Analysis and lessons (Responsabilité Sociale, individuelle et collective, durant la pandémie COVID-19: Analyse et enseignements), delivered at the Conférence on Whether the COVID-19 pandemic is redefining the health challenges? (La pandémie de la COVID-19 redéfinit-elle les enjeux de santé ?). 15 September 2023, Rose-Hill: Institut Français de Maurice (IFM), Université des Mascareignes (UdM), Université de Limoges (UL) and RÉSEAU Surveillance Épidémiologique et Gestion des Alertes (SEGA) - One Health.

## 7 RESEARCH COURSES AND PROFESSIONAL TRAINING

Courses followed include:

- Research (Research Methodology including Ethics in Research, Train the Trainers on Information Technology for the Management of online Research Writings and Publications (Gestion de la Rédaction et Publication Scientifique en ligne), Basic course on Writing Skills for Research Journals);
- Business and Entrepreneurship (Train the Trainers, Know About Business (KAB) Facilitator Training Course, Train the Trainers on Mentoring and Coaching Skills for SMEs, Professional Training (Formation Professionnelle) in Graphics Design, Train the Trainers on Effective intellectual property asset management by Small & Medium Enterprises [SMEs], Training on Productivity on the theme Mauritius Unlimited: Create, Share, Enjoy, Young Executive Development Program, Human Resource Management);
- Facilitator (Train the Trainers on Mindset and attitude, Project management, Organization, Ethics, and Critical thinking and design thinking);
- Climate Fresk (Training for facilitator of Climate Fresk workshop)
- Maintenance (Part-time course on Principles of Maintenance Management, Training on Total Productive Maintenance);
- Metrology (Training on Metrology in laboratory and industry: a common approach ('Métrologie en laboratoire ou dans l'industrie: une démarche commune'));
- Building energy audit and Refrigeration (Training on 'Mauritius Building Energy Audit, Continuous Professional Development on Delivering sustainable built environments, Training on 'Good Practices in Refrigeration; Safe use of Ammonia (R717) and Carbon Dioxide (R744) Refrigerants; Design, Installation and Operation of a Carbon Dioxide Refrigeration System');
- Information Technology (Train the Trainers on Information Technology for the Creation and Management of dynamic website (Création et Gestion de site web dynamique), Train the Trainers on Information Technology for the Installation and running of an operating system under Linux (Installation d'un système d'exploitation sous Linux), Train the Trainers on Information Technology for the Administration of a network under GNU/Linux (Administration d'un réseau sous GNU/Linux));
- Analytics and Synthetics (Exact & metaheuristic single-objective optimization, Statistics & multi-objective optimization and Agent-based modelling); and
- First Aid and Fire Fighting (Training on First Aid, Training and simulation group activities on fire fighting).

## 8 COLLABORATIONS, SEMINARS AND WORKSHOPS WITH ENTERPRISES, INDUSTRIES AND AUTHORITIES

Collaborations, seminars and workshops are classified and include:

- Business and Entrepreneurship (Franchising and opportunities for business growth & SME development and Sparkling Creations & Capturing your Market, Global Quality Management);
- Sustainable Development (Wave Energy, Education for Sustainable Development (ESD), Formulating Mauritius Intended Nationally Determined Contributions (INDCs) for United Nations Framework Convention on Climate Change (UNFCCC) Paris Conference of Parties (COP 21, Exploring the feasibility for producing Electricity from Bamboo Pellets in Mauritius using a novel technology developed by Zeta Pellet, Development of a Carbon Management Framework for Tertiary Education Sector in Mauritius: Carbon Footprint Measurement and Employee Sensitization);
- Climate Fresk;
- Building energy audit and Refrigeration (Mauritian law Building Control Act 2012, Draft International Standard ISO DIS 50002 on Energy Audits);
- Science and Technology Promotion (Mauritius National Policy on Science and Technology Promotion);
- Short course, consultancy and supervision of students' final year projects and industrial placements with local enterprises (including hotels, buildings, manufacturing, engineering service providers and power stations); and
- Social and environmental responsibility with ethical leadership and ethical management through guidance of students' group projects.

## 9 EXTRA-PROFESSIONAL ACTIVITIES

Highly active in sports and social activities since adolescence. Selected activities include:

- Organizing committee member of the Youth Encounter Spirit (YES), the Mauritius Association of Students (MAS), my College Student Council, the National Edin Award Team (N.E.A.T.) of the town of Beau-Bassin / Rose-Hill, the Flying Star Sporting Club, Notre Dame des Victoires primary school Parent-Teachers Association (PTA) and St. Andrew's School secondary school PTA;
- 1<sup>st</sup> in essay competition on the Republic of Mauritius in 1992;
- Leader of my group for the Lonrho Award in 1993;
- Participated in the **WORLD Youth Day or Journée MONDIALE de la Jeunesse (JMJ)** in Canada in 2003;
- Participated with my wife in **Evenings for engaged couples (Soirées pour Fiancés)** and **Marriage Encounter**; and
- Training followed on **Great religions** in Mauritius (Les grandes religions à Maurice), Training for Trainers on Education on **Life and Love** (Education à la Vie et à l'Amour [EVA]), and **Family**: its dynamic relations and some issues (La famille: sa dynamique relationnelle et certaines problématiques).