

## **Ceremony 1**

**Thursday, 10 December 2015**

**09:30**

**Vodacom NMMU Indoor Sport Centre, South Campus, Summerstrand**

***Faculty of Arts***

***Faculty of Business and Economic Sciences***

***Faculty of Law***





## **CONGRATULATORY MESSAGE**

Graduation is a momentous occasion, representing the crowning moment of all your hard work and the many sacrifices that you and your loved ones made to reach this milestone.

For us, graduation is the highlight of the university year as we witness successful students cross this stage to be capped and enter a new chapter in their lives. Each of you has a unique story to tell.

We salute and applaud your achievement and wish you all the best in your future endeavours, since your time here at the Nelson Mandela Metropolitan University (NMMU) was but a stepping stone towards your tomorrow.

We trust that NMMU has equipped you not only with an excellent academic qualification for the many challenges of life and work, but also with life-changing experiences to shape your future.

It is our wish that you will leave here today as proud NMMU graduates who will continue to champion social justice and equality, and be change agents in building a better society and a better world.

Thank you for offering us the privilege of making NMMU a part of your life. Your success is our success, and as an NMMU alumnus, we look forward to watching your story unfold.

**Congratulations!**

Ms Santie Botha  
**Chancellor**



Prof Derrick Swartz  
**Vice-Chancellor**



## ABOUT NMMU

Nelson Mandela Metropolitan University (NMMU) is a new generation university, distinguished by a wide range of study options and access routes open to students. With 380 programmes from certificate through to doctoral level across 200 different career fields, NMMU truly is a comprehensive university.

Founded on more than a century of quality higher education, NMMU nurtures innovation, fosters creativity, embraces technology and develops people to meet the challenges of tomorrow. NMMU is a product of a merger of the University of Port Elizabeth and the PE Technikon in 2005. Prior to such a merger, the Vista University campus of Port Elizabeth was incorporated into the former University of Port Elizabeth. The university has a strong track record of research, working extensively in partnership with business and industry, making NMMU a valued contributor to the socioeconomic development of the region and beyond.

In 2015, the university had 26 347 students and close to 4300 permanent and contract staff, based on six campuses in Nelson Mandela Bay and George.

### Leaders

NMMU's Vice-Chancellor is Professor Derrick Swartz, the Chancellor is Ms Santie Botha and the Chair of Council is Judge Ronnie Pillay.

### Location

Five of NMMU's campuses are in Nelson Mandela Bay and one is in George on the Garden Route. The six campuses are:

- South Campus in Summerstrand (within a 720-hectare private nature reserve)
- North Campus in Summerstrand
- Second Avenue Campus, home to the new "green" Business School, in Summerstrand
- Bird Street Campus which will be a new postgraduate arts hub in Central
- Missionvale Campus in Missionvale
- George Campus in George

### Facilities and supportive teaching and learning environment

NMMU is privileged to have outstanding facilities. All students have access to well-equipped laboratories, some of which are open 24/7, and free Wi-Fi throughout all its campuses. All the lecture halls are equipped with the latest technology and students have the opportunity of using additional e-learning tools online. The campus libraries and information services network offers a state-of-the-art integrated online system. There are cafeterias, food courts and coffee shops.

A range of opportunities are provided to enhance the academic success of students. These include a first-year orientation programme, peer-facilitated learning opportunities (eg, Supplemental Instruction, e-PAL, tutorials, practicals, mentor programmes, 'Keys to Success' workshops and online resources). NMMU also promotes both in and outside of the class learning to enhance holistic student development. To recognise the learning that takes place outside of the class, NMMU has developed an innovative, electronic co-curricular record system.

The University do also offers the finest sporting facilities in the Eastern Cape and numerous venues for conferences, meetings and other special events.

### Faculties

NMMU has seven faculties. They are:

- Arts
- Business and Economic Sciences
- Education
- Engineering, the Built Environment and Information Technology
- Health Sciences
- Law and
- Science

### Academic focus areas

Though NMMU prides itself on its vast range of programme offerings, it has a number of strategic areas in terms of its core business of teaching and learning, research and engagement. They are:

- Health and wellness
- Economic and business development with a focus on job creation and entrepreneurship
- Materials and process development for industry and manufacturing
- Emerging information and communications technology for development
- Environmental and natural resource management
- Culture, communication and language
- Leadership, governance, democracy and justice
- Educational development in support of excellence in teaching, learning and curriculum
- Infrastructure and human settlement development

### **Strategic research areas**

- Biodiversity conservation and restoration
- Coastal marine and shallow water ecosystems
- Cyber citizenship
- Democratisation, conflict and poverty
- Earth Stewardship Science
- Health and wellbeing
- Humanising pedagogies
- Manufacturing technology and engineering
- Nanoscale characterisation and development of strategic materials
- Science, Mathematics and Technology Education for Society
- Strategic energy technologies
- Sustainable human settlement development and management
- Sustainable local economic development

### **Research and Engagement entities**

NMMU has 30 focused institutes, centres and units that exist over and above the formal academic structures that are aimed at promoting research, technology transfer and innovation. They include the likes of InnoVenton, NMMU's Institute for Chemical Technology and Downstream Chemicals; eNtsa, an institute that focuses on seeking solutions through engineering and AEON - Earth Stewardship Science Research Institute (ESSRI) and an Institute for Coastal and Marine Research. Many are award-winning entities. The University also has a further 12 engagement institutes, centres and units and two clinics serving society in various initiatives.

### **'Green' endeavours**

In line with its value of respect for the natural environment, NMMU is involved in a large number of "green" initiatives that will not only reduce its own carbon footprint but is also assisting others in seeking renewable energy resource solutions. The university's new Business School, for example, was the first in the country to be awarded four-star "green" accreditation for a public and education building by the Green Building Council of South Africa in 2013. The "green" agenda is supported by the Centre for Renewable Energy, which is recognised as a research leader in the field.

### **International links**

Just over 8% of NMMU's student body comes from 64 different countries outside of South Africa. The Office for International Education fosters relationships and manages inter-institutional linkages to enrich both NMMU staff and students. These partnerships also foster our growing research. NMMU regularly sends students abroad.

### **Reasons to be proud:**

- NMMU's diversity and multiculturalism. Our African students alone come from 34 countries on the continent.
- The High Resolution Transmission Electron Microscopy (HRTEM) Centre, which opened in 2011, is the only place in Africa where scientists can view atoms in line with NMMU's growing prominence for nanoscience.
- More than 40% of NMMU academic staff have doctoral degrees when compared to the national average of 33%.
- New infrastructure like the iconic Engineering block on North Campus and the new Human Movement Science Building complete with a 100m research sprint track on South Campus.
- NMMU has excellent links with industry and business, particularly within the pharmacy, tourism and automotive industries.
- NMMU's ongoing education partnership with Fifa, as one of only two presenters in Africa of an international sports management programme through the Centre International d'Etude du Sport (CIES).
- The success of being the first student racing team from Africa to successfully compete in the Formula Student event in Germany. NMMU students designed and built a racing car to exacting specifications.
- The university was selected in 2012 to facilitate the country's first electric e-mobility programme and technical centre, called the uYilo e-mobility programme.
- NMMU has extensive expertise within the field of friction processing which has resulted in numerous national awards for the patented technology, WeldCore®. This technology has also aligned the strategic partnership between NMMU and Eskom.
- NMMU's accounting and pharmacy students who continue to produce top results in their national external examinations.
- NMMU's international award-winning choir which continues to perform around the globe to wide acclaim.

## **ACADEMIC DRESS**

Special academic attire was designed for office bearers at Nelson Mandela Metropolitan University to be worn at prestigious academic events like graduation.

Each outfit – from that of the Chancellor and Vice-Chancellor to those of the Executive Deans – has been especially selected to signify a particular office, in keeping with attire worn by academics at leading universities throughout the world.

The gowns, caps and hoods of NMMU graduates were similarly inspired and are explained in detail below.

### **Academic dress for graduates at NMMU is as follows:**

#### **Doctoral degrees**

- Gown:** Cardinal red polyester cashmere gown with long pointed sleeves pleated up with blue cord and button and lined with blue satin with 125mm facings and a blue collar.
- Hood:** Full shape hood in cardinal red polyester cashmere lined with faculty colour satin and edged around the cowl with 75mm faculty colour ribbon with 15mm blue ribbon overlaid central. 50mm wide straight neckband in cardinal red polyester cashmere, 25mm faculty colour ribbon in centre of neckband with 15mm blue ribbon overlaid central to faculty ribbon.
- Cap:** Round doctor's bonnet in black velvet with faculty colour cord and tassel.

#### **Master's degrees**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail is used.
- Hood:** Full shape blue hood lined faculty colour satin and edged around the outside of the cowl with 75mm faculty colour with ribbon. 50mm straight neckband in blue with 25mm faculty colour ribbon centred.
- Cap:** Black mortarboard with blue tassel.

#### **Postgraduate diplomas**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood lined silver grey satin. Straight neckband with 15mm faculty ribbon on top edge of neckband and around cowl. 15mm silver grey ribbon on bottom edge of neckband and around cowl spaced 20mm away from the faculty colour.
- Cap:** Black mortarboard with blue tassel.

#### **Bachelor honours degrees**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood lined silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside. 15mm silver grey ribbon runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.
- Cap:** Black mortarboard with blue tassel.

#### **Four-year bachelor's degrees (including Bachelor of Technology degrees)**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood lined silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside. Silver grey cord runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.
- Cap:** Black mortarboard with blue tassel.

#### **Three-year bachelor's degrees**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside.
- Cap:** Black mortarboard with blue tassel.

### **Advanced diploma**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband. 15mm faculty colour ribbon on top and bottom of neckband around cowl.
- Cap:** Black mortarboard with blue tassel.

### **Diploma**

- Gown:** Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.
- Hood:** Blue simple shape hood with 50mm wide straight neckband. 25mm faculty colour ribbon on centre of neckband.
- Cap:** Black mortarboard with blue tassel.

### **Faculty colours**

Arts:	Yellow
Business & Economic Sciences:	Plum
Health Sciences:	Apple green
Law:	Grey blue
Education:	Orange
Science:	Dark green
Engineering, the Built Environment and Information Technology:	Light blue
Business School	Black and magenta

**Messrs T. Birch & Co (Pty) Ltd and its subsidiary, Croft Magill & Watson (Pty) Ltd, have been appointed as official robe-makers to the University and as contracted suppliers of choice to students for graduation academic attire.**

The Image Factor has been appointed as the official photographer of the University.

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## **SUMMER GRADUATION CEREMONIES: DECEMBER 2015**

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### **Ceremony 1 – Thursday, 10 December 2015 at 09:30**

#### ***Faculty of Business and Economic Sciences***

Bachelor of Technology, Honours, Master's and Doctoral degrees

#### ***Faculty of Arts***

Master's and Doctoral degrees

#### ***Faculty of Law***

Master's and Doctoral degrees

### **Ceremony 2 – Thursday, 10 December 2015 at 14:30**

#### ***Faculty of Education***

Bachelor of Education, Bachelor of Education Honours degrees,  
Postgraduate Certificate in Education, Master's and Doctoral degrees

### **Ceremony 3 – Friday, 11 December 2015 at 09:30**

#### ***Faculty of Science***

Bachelor of Technology, Honours, Master's and Doctoral degrees

#### ***Faculty of Engineering, the Built Environment and Information Technology***

Bachelor of Technology, Master's and Doctoral degrees

#### ***Faculty of Health Sciences***

National Diplomas: Environmental Health; and Radiography (Diagnostics)

Bachelor of Technology degrees: Biomedical Technology; Environmental Health; and Radiography (Diagnostics)

Master's and Doctoral degrees

## **OFFICE-BEARERS OF THE UNIVERSITY**

### **CHANCELLOR**

MS S BOTHA: BEcon (Economics & Marketing), BEconHons (Marketing)(Stell)

### **CHAIRPERSON OF COUNCIL**

JUSTICE R PILLAY: BA, LLB(UDW)

### **VICE-CHANCELLOR**

PROF DI SWARTZ: BA(UWC), MA, DPhil, Doctor in Human Rights Law (hc)(Essex University, UK)

### **DEPUTY VICE-CHANCELLOR: INSTITUTIONAL SUPPORT**

DR SW MUTHWA: BA(SW)(Fort Hare), BA(SW)Hons(Wits), MSc(Social Policy and Planning in Developing Countries), PhD(London University, UK)

### **DEPUTY VICE-CHANCELLOR: RESEARCH AND ENGAGEMENT**

PROF AWR LEITCH: BSc, BScHons, MSc, PhD(UPE)

### **DEPUTY VICE-CHANCELLOR: TEACHING AND LEARNING**

PROF DM ZINN: BA, BAHons, HDE(UCT), MEd, DEd(Harvard, USA)

### **EXECUTIVE DIRECTOR: FINANCE**

MR MR MONAGHAN (ACTING): BCom(UPE), BComHons(UNISA), Professional Accountant(SA)

### **EXECUTIVE DIRECTOR: HUMAN RESOURCES**

DR GW PAUL: BA, HDE(UWC), BTech HRM (TSA), MTech HR, DTech HR(NMMU)

### **REGISTRAR**

DR F GOOLAM: BSc, HDE, BEd, MEd(UDW), PhD(UP)

### **PRESIDENT OF ALUMNI ASSOCIATION**

MR R JONAS: BA(UWC), HDE, BAHons(Unisa), MA(UPE)

### **EXECUTIVE DEANS OF FACULTIES:**

#### **ARTS**

PROF MJR BOSWELL: BSocSc, BSocSc(Hons), MSocSc (UCT), PhD (Vrije Universiteit, Amsterdam)

#### **BUSINESS AND ECONOMIC SCIENCES**

PROF NJ DORFLING: BCom, BComHons, BEd(Ter)(UPE), MBL(Unisa), PhD(Stell)

#### **EDUCATION**

DR SF MOENG: BA, HDE, BEd(Hons)(UPE), MSc in Curriculum and Instruction(St Cloud State University), DEd(NMMU)

#### **ENGINEERING, THE BUILT ENVIRONMENT AND INFORMATION TECHNOLOGY**

DR OSW FRANKS: BSc MechEng, MInd Admin(UCT), Hons (B&A)(US), PhD (Engineering Science) (USF - USA), GCC Mines & Works, Pr Eng

#### **HEALTH SCIENCES**

PROF HV EXNER: BChD(Pret), MSc Dent Sc(Stell), PhD(Medunsa), DHA(Dent)(Pret), EDP(Stell)

#### **LAW**

PROF A MUKHEIBIR (ACTING): BMus(UPE), HDE(UNISA), BA(Hons)(UNISA), BJuris(UPE), LLB(UPE), DJuris(Amsterdam)

#### **SCIENCE**

PROF CW McCLELAND (ACTING): BSc, BScHons, MSc, PhD (UPE)

#### **DEAN OF TEACHING AND LEARNING**

PROF CD FOXCROFT: BA, BAHons, MA, DPhil(UPE)

#### **DEAN OF STUDENTS**

MR M NCAPAYI (ACTING): BA, BA Hons (UFH), BAHons (UPE), MA (LR & HR) (NMMU)

## **ORDER OF PROCEEDINGS**

### **ENTRANCE OF ACADEMIC PROCESSION**

*(The congregation is requested to rise while the academic procession enters the hall)*

### **MOMENT OF SILENCE**

Director: Marketing and Corporate Relations  
*(The congregation is requested to remain standing)*

### **CONSTITUTION OF CONGREGATION AND WELCOME**

Vice-Chancellor  
*(The congregation is requested to be seated)*

### **AWARDING OF QUALIFICATIONS**

Vice-Chancellor

### **DISSOLUTION OF CONGREGATION**

Vice-Chancellor

### **NATIONAL ANTHEM**

*(The congregation is requested to stand for the singing of the National Anthem)*

### **DEPARTURE OF ACADEMIC PROCESSION**

*(The congregation is requested to remain standing until the academic procession has left the hall)*

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### **INFORMATION TO MEMBERS OF THE CONGREGATION**

*Members of the congregation are requested:*

- *To rise and remain standing while the academic procession enters and leaves the hall.*
- *Not to leave the hall before the end of the ceremony.*
- *To switch off cellular phones.*
- *Not to move around in the hall.*
- *Not to eat and drink in the hall.*
- *Not to get up and take photographs during the ceremony.*
- *To limit cheering and ululating to a minimum.*



**The words *Cum Laude* indicates in the text below that the diploma or degree is awarded with distinction to the candidate/s listed.**

## **FACULTY OF BUSINESS AND ECONOMIC SCIENCES**

### **BACHELOR OF TECHNOLOGY: BUSINESS ADMINISTRATION**

ABRAHAMS, Henri James  
LOMBARD, Theunis Christiaan  
OBERHAUSER, Erich Manfred  
PEARSON, Dean Warren  
SCHIMPER, Inge  
SPEELMAN, Lulama Theophilus

**CUM LAUDE**  
BADENHORST, Petri  
BASSON, Anna-Marie  
GOVENDER, Roxanne

### **BACHELOR OF TECHNOLOGY: COST AND MANAGEMENT ACCOUNTING**

ADAMS, Zikhona  
BOSMAN, Beresford  
GXAMZA, Ntobeko  
JULIE, Yorick Daniel  
KELEPU, Athenkosi  
MARELE, Vuyolwetu  
MKHIZE, Sindisiwe Nonhlanhla  
MTAKATI, Andisiwe Nomfundo

NTSUNDUSHE, Zintle  
NTUNGWA, Phumelela  
YEKELO, Zukisa Moses  
**CUM LAUDE**  
DYONASE, Onele  
SEROTE, Mpharaneng Rerekilwe

### **BACHELOR OF TECHNOLOGY: FINANCIAL INFORMATION SYSTEMS**

GOMO, Sinazo Nomfusi  
LILLAH, Abduraqeeb  
QUPE, Thandokazi Milisa  
SABANE, Sivuyisiwe Precious  
SOBANTU, Ntombozuko

**CUM LAUDE**  
LONI, Thembeuhle Olga

### **BACHELOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT**

BOOYSEN, Stephanie Davidene  
BULULU, Wendy Sibongile  
GOUWS, Janelle  
HLONITSHWAYO, Sibulele  
ISAACS, Nishaat  
KELLERMAN, Lohandi  
KOLISILE, Nandipha  
MACPHERSON, Wayne Elvison  
MADLWABINGA, Athembele Gloria  
MAPELA, Nonceba  
MATOMELA, Sibongile Maureen  
MBIKILI, Feziwe  
MBUKWANA, Viwe  
MDHLULI, Lebone Mildred  
MIGGELS, Ntombizandile  
MPAHLA, Sinesipho  
MQOTSI, Nwabisa  
MSIMANGO, Bulelwa  
MUNIZ, Claudia Carion  
NDZUZO, Lisa Ronica

NKELE, Bathobele  
RANCHOD, Sushil  
REDCLIFFE, Tamzyn Carol  
REED, Debbie Lana  
SEBIA, Olivia  
SLATER, Marisha Magdalene  
TAAI, Stephanie Lauren  
THOMSON, Chimondaly Roxanne  
TISO, Eyethu  
TIYO, Ayanda  
TOM, Siphosethu  
TSIBULANE, Thulani  
VENA, Sindile

**CUM LAUDE**  
MANYISANA, Sakhumzi Agreement  
MJO, Busisiwe Lorrel  
NDARALA, Banele Zandile  
RINQUEST, Chermondeley Zeran

### **BACHELOR OF TECHNOLOGY: INTERNAL AUDITING**

DINGISWAYO, Lwando  
DIYA, Khayelihle  
FOSTER, Feziwe  
JOHN, Hlumela Nondumiso  
JOHNSON, Mathabelo Cynthia  
LENTSOANE, Naledi  
MADLINGOZI, Zanele  
MAMOGALE, Mmakoma Confidence

MANGALISO, Sisa  
MDANA, Lwazi  
MOTLAGOMANG, Ntlotlang Sedwell  
MPEPO, Anelisa  
MVUNYISWA, Lavuma  
NGCAI, Mawande  
NOJIKA, Sihle  
RUGA, Siyanda

SAKATA, Neliswa  
SIBOZA, Thembelihle Nomisty

WEITZ, Lynse Ray

## **BACHELOR OF TECHNOLOGY: LOGISTICS**

ADAMS, Darren Keith  
ARKELDIEN, Imraan  
DAYIMANI, Nobathembu  
DOYLE, Charnay  
DUNA, Loyiso Sikhanyiselwe  
FULELA, Mihlali  
FUMBA, Nonkqubela  
GLADILE, Nosiphosethu  
GORGONZOLA, Kehly  
JONI, Siviwe  
KASIBE, Sinabo Alicia  
KHOZA, Zanele Nondumiso  
KLEINBOOI, Wendy Nomso  
LUCAS, Wallace Morne Timothy

MAVELA, Asisindise  
MAYI, Primrose Ntombetemba  
MEYER, Liza Barbara  
MSINDO, Thembekile Nicholas  
NONYONGO, Somila Qhama  
SETLHABANE, Simon  
SHUSHWANA, Asanda Portia  
ZOZO, Hlumile Jam-Jam

### ***CUM LAUDE***

KEITH-BANDATH, Ridhwaan  
NGCEBA, Sandisiwe  
SAJI, Maireva

## **BACHELOR OF TECHNOLOGY: MANAGEMENT**

AKOMOLAFE, Juanita Trutea Augustien  
AUGUSTUS, Janine Nyree  
BARNARDO, Deon Riaan  
BAWDEN, Leigh-Ann  
BONO, Enkosi  
CAMPODONICO, Stacy-Lee  
CANDASAMY, Kruven  
CESHEMBA, Siphuxolo  
DANSTER, Yandiswa  
DIKGANG, Cindy Lynn  
DOUBELL, Astrid  
DUBE, Nomangwane Phinda Grancantia  
GONGXEKA, Thabo Joey  
GXEKWA, Noxolo  
GXOTHISWA, Nikel Collen  
HALANA, Siphosihle  
HENDRICKS, Natasha  
HLISO-SQOKWANA, Kholiswa  
JANSEN, Taryn Leigh  
LEBENYA, Mbalenhle Noxolo  
MABIJA, Phumza  
MABOTHA, Kabelo  
MABULU, Nosimphiwe  
MADZIKANE, Sibulele  
MAGXIVA, Sisipho  
MANGENA, Siphwo Charles  
MARAMBANA, Nonkuthazo  
MATYANA, Anelisa  
MAXONGO, Asavela  
MAZITSHANA, Siphesihle  
MBOSO, Simamkele  
MDODANA, Siphosethu  
METELE, Sihlangule  
MEYER, Berthlynn  
MICHAEL, Christo Costa  
MJODO, Lunga  
MKHIZE, Khangelani Herald  
MKOSANA, Ntombothando Sharon

MTLOMELO, Busisa Sandiselo  
MTSELU, Juno Sidima  
MZIMKULU, Lebohang  
NAIDOO, Kaylen  
NAYANAH, Sune Natasha  
NDABENI, Sisipo Olwetu  
NKALANE, Vuyo  
NOMO, Nomawethu  
NTABA, Lerato Confidence  
NTSOMI, Yonela Yvonne  
NYENYEKU, Vuyisile  
QUAO, Dedei Krokro  
RALANE, Siphokazi Janet  
SEPTEMBER, Veronica Sindiswa  
SIDZATANE, Luthando  
SINUKA, Nomthetho  
SISHANGE, Thandeka  
STAFFORD, Mark Francis  
STUNGU, Aphiwe  
TSHAMLAMBO, Bukelwa Alicia  
TSHONGWE, Busisiwe  
VANI, Mninikhaya Patrick  
VENA, Ncumisa  
VUSANI, Siphokazi  
WHYTE, Garreth Theodore  
WILLIAMS, Thulisa  
ZONO, Unathi

### ***CUM LAUDE***

BEGG, Shanaaz Fa-Eeza  
GOUWS, Jarome  
HAMMOND, Donovan John  
MBOXO, Yongamela  
MOODALEY, Kohshlin  
OLIVIER, Lyle Tarquin  
REDDERING, Lucian  
VAN DEN BERG, Desmond Martin

## **BACHELOR OF TECHNOLOGY: MARKETING**

CANDA, Noncedo Babalwa  
ELLIOTT-GENTRY, Jamie-Lee  
FREDERICKS, Lucinda Irene  
GILLMER, Stuart Dudley  
GOVENDER, Christina  
JOKWANA, Philliso  
MATHABELA, Queen Ivy  
MAVUMENGWANA, Sonke

MCCARTHY, Stacey  
MZINDA, Sandisiwe  
NOBE, Sipehele  
SCANLEN, Richard Leigh

### ***CUM LAUDE***

GERBER, Siegfried Hendrik

## **BACHELOR OF TECHNOLOGY: TOURISM MANAGEMENT**

MAGXAKA, Gcobisa  
MOSOMANE, Manyaku Grace  
MTELELI, Siwaphiwe  
NDEMA, Siphamandla  
NKOSI, Nolthando Desiree Penelope

NONJINGANA, Ayanda  
SERFONTEIN, Jason Jerard  
THERON, Hercus Philippus  
TYOLO, Babalwa  
WITBOOI, Cashas Vbkar

## **BACHELOR OF ARTS HONOURS**

BANDAMA, Carol Tambudzai (*Business Management*)  
DIKO, Phindiwe Bridget  
(*Labour Relations and Human Resources*)  
HARTMANN, Ashley Alan  
(*Labour Relations and Human Resources*)  
LEBAMBO, Jeremiah Mpho  
(*Industrial and Organisational Psychology*)  
MAJOVA, Nakhane Charity Nela  
(*Industrial and Organisational Psychology*)  
MAKAMURE, Brian Danidzirai (*Business Management*)  
MUNETSI, Thabiso Charity  
(*Industrial and Organisational Psychology*)

NEILSON, Lisa Anne  
(*Labour Relations and Human Resources*)  
NKOSIBOMVU, Sisa  
(*Labour Relations and Human Resources*)  
NOKELE, Ntombozuko Muriel  
(*Labour Relations and Human Resources*)  
SIBANDA, Nicole  
(*Industrial and Organisational Psychology*)  
SKWEYIYA, Thoboza Sanelisiwe  
(*Industrial and Organisational Psychology*)

## **BACHELOR OF ARTS HONOURS IN DEVELOPMENT STUDIES**

ASH, Lauren Joan  
AUGUST, Babalwa  
BONI, Ntomboxolo  
BUDAZA, Silakhe  
DZINGWA, Andiswa Lawrelda  
KAGANDE, Albert Tafadzwa  
KANI, Chwayita  
KILI, Nombasa  
KOYO, Siyabulela  
KUNGUNE, Tamara Christinah  
MADIKIDA, Abongile Tinny  
MADLIKI, Siyanda Tuletu  
MAGWENYANE, Simanga Thulani  
MAKUBALO, Zukiswa  
MANI, Nontsikelelo Gloria  
MBATHA, Thamsanqa Wiseman  
MGUBO, Xolelwa  
MGUSHELO, Aphiwe  
MKETENI, Lindela  
MNUKWA, Luthando

MOKWATLO, Mareka Brenda  
MPITSHANE, Ntombizethu  
MTSILA, Mkhuseleli Justice  
NDALENI, Lwandile  
NGXEBA, Zimkhitha Pamela  
NKAWU, Ntombekhaya Yolanda  
NKWENKWEZI, Mandisa Kayakazi  
NOJAJA, Phindile  
NQEKETO, Siza  
NTLOKO, Nkqubela Aphiwe Jackson  
SAMATI, Rugare  
SETOKOE, Tshepiso Jonathan  
SMART, Emelder Rufaro  
STARBUCK, Katelyn Sue  
TABALAZA, Nomthetho  
TOTO, Vuyo Gideon  
TWALINGCA, Ndileka Xolisa  
UWUORUYA, Nosayaba Frederick  
WICOMB, Johan Robert  
ZITHO, Andiswa Samantha

## BACHELOR OF COMMERCE HONOURS

ADRIAN, Lauren Jade	(Business Management)	MANJO, Pindile Sanda	(Accounting)
ALLIE, Sharfaa	(Business Management)	MANTANA, Mzoxolo Alice	(Business Management)
ANDERSON, Justin Rory	(Accounting)	MAPHOTO, Kgabo Ephraim	(Business Management)
BARNARDO, Grant	(Accounting)	MARAIS, Willem Karel Nicolaas	(Accounting)
BARROW, Nathan	(Accounting)	MARITZ, Andries Wilhelmus Jacobus	(Business Management)
BERMAN, Candice Cassandra	(Accounting)	MATEMA, Travy	(Business Management)
BLIGNAUT, Denielle	(Industrial and Organisational Psychology)	MBATSANE, Philile Charlotte	(Business Management)
BLUMBERG, Jonathan	(Accounting)	MBONISWENI, Bongeka Sibusisiwe	(Accounting)
BOSMAN, Yolanda Zintle	(Accounting)	MDLETYE, Nomasongo Siphokazi Belinda	(Economics)
CHARALAMBOUS, Stelio Christo	(Accounting)	MDUZANA, Zinongo	(Business Management)
CHAUKE, Mukhethwa Matamela	(Industrial and Organisational Psychology)	MELLETT, Belinda Lee	(Business Management)
CHIJBABVU, Tafadzwa	(Accounting)	MGOQI, Inga	(Economics)
CHURCH, Andrew Lloyd	(Accounting)	MKALA, Nolukhanyo	(Accounting)
DABULA, Siyabonga	(Accounting)	MOSHOGOTLE, Tebogo Kagiso	(Accounting)
DAMONS, Kelly Helen	(Business Management)	MOULD, Ashleigh Jan	(Business Management)
DE VILLIERS, Natasha	(Accounting)	MSINGATA, Zuzole Yolisa	(Business Management)
DLAMBULA, Singobile	(Accounting)	MTHATHI, Zandile Penelope	(Accounting)
DLAMINI, Melchisedek Zamicebo	(Accounting)	MUSONZA, Tawanda Elliot	(Business Management)
DOYLE, Siobhan Michelle	(Accounting)	MWINE, Vanessa	(Business Management)
DUBE, Petronellah Thembelani	(Accounting)	MYBURGH, Wesley Keith	(Accounting)
DUDULA, Azola	(Accounting)	NCUBE, Velile Thandiwe	(Accounting)
ERASMUS, Adriaan Petrus Francois	(Business Management)	NDZULULEKA, Mava	(Economics)
FESI, Hlumelo Sinawo	(Business Management)	NELL, Anneke	(Industrial and Organisational Psychology)
FISCHER, Jason Michael	(Accounting)	NKUSHUBANA, Nombesho	(Accounting)
FOUCHE, Kirsty-Lee	(Accounting)	NOGAYA, Khanyisa Yolanda	(Economics)
GQOSHA, Sibusisiwe	(Accounting)	NSENGA, Dieu Donne Katamba	(Economics)
GRUNDLINGH, Anna-Mari	(Accounting)	OOSTHUIZEN, Jennilee Delray	(Accounting)
GWINH, Mnyaradzi	(Accounting)	PATO, Mkhusele	(Accounting)
HAASBROEK, Juan Gert Diedericks	(Business Management)	PIEDT, Lindze Martina	(Accounting)
HAPANYENGWI, Ruvimbo	(Accounting)	PORTER, Samantha Janet	(Business Management)
HARTZENBERG, Michelle Kathleen	(Accounting)	POTTS, Alexandra Laura	(Accounting)
HLUNGWANI, Kholofelo	(Economics)	PRETORIUS, Muller	(Accounting)
HUMAN, Mercia Heidi	(Accounting)	PULLEN, Talisa Leah	(Accounting)
HUSSEIN, Mohamed Amin	(Economics)	QHINA, Luxolo	(Business Management)
ILLENBERGER, Kirsten Claire	(Accounting)	RAS, Angelique	(Accounting)
JANSEN VAN RENSBURG, Bianca	(Tourism)	RIDDELL, Alexandra Jayne	(Accounting)
JAPPIE, Abdul Gasiep	(Business Management)	RIDGWAY, Shaun Owen	(Accounting)
JASSON, Nazle	(Business Management)	ROELOFSE, Robert Lee	(Accounting)
JONDAO, Steve	(Accounting)	RUZVIDZO, Elton Masimba	(Accounting)
JORDAAN, Michael James	(Accounting)	SANSOM, Hilton Dereck	(Accounting)
KADHIKWA, Panduleni Kadhikwa	(Accounting)	SHIBE, Mase Osborn	(Accounting)
KAFUMU, Edith	(Accounting)	SIMS, Quentin	(Accounting)
KALAZANI, Uviwe Xolisa	(Accounting)	SIRAYI, Zuko	(Accounting)
KANJERE, Rutendo	(Accounting)	SMALL, Caywill Benjamin Peter	(Accounting)
KENSLEY, Clayton	(Tourism)	SMITH, Simone	(Accounting)
KHOZA, Khayaletu Peace	(Accounting)	STEYN, Megan Amy	(Accounting)
KNOETZE, Daniel Johannes	(Accounting)	SWART, Nishkah Anne	(Business Management)
KOBAE, Thapelo	(Economics)	TADHUVANA, Nancy Wadzanai	(Accounting)
KOSSAR, Mikhail Otto	(Accounting)	TANEV, Alex Gueorguiev	(Accounting)
LAILVAUX, Devon James	(Business Management)	TARUVINGA, Ethel Tatenda	(Accounting)
LEKOLOANE, Phuti Jeffrey	(Accounting)	THAMBO, Sisandile Asanda	(Accounting)
LENTZ, Darren Ian	(Accounting)	TUSWA, Thandanani Eugene	(Accounting)
LETUBE, Keamogetswe	(Accounting)	VAN DER WESTHUIZEN, Elane	(Industrial and Organisational Psychology)
MABASO, Sizakele Miki	(Economics)	VAN DER WESTHUIZEN, Michael	(Accounting)
MADIKIZELA, Amanda Bulelwa	(Accounting)	VAN ROOYEN, Lynn Margaret	(Accounting)
MAGUNGXU, Noloyiso	(Accounting)	VAN ZYL, Fourie	(Accounting)
MAHLANGU, Mavis	(Accounting)	VAN ZYL, Russell Andrew	(Accounting)
MAKALIMA, Bulelwa	(Accounting)	VERWEY, Andre Johan	(Accounting)
MAKALUZA, Ndileka Phelela	(Accounting)	VITSHIMA, Sinethemba	(Economics)
MAKHADO, Fulufhelo	(Accounting)	WARD, Andrea Lynne	(Accounting)
MALUSI, Simthembile	(Accounting)	WHALE, Christopher James	(Accounting)
MANGCUNYANA, Anelisa	(Accounting)	WHITFIELD, Reece Bryden	(Accounting)
		WILKE, Jamie Robyn	(Accounting)

WOOD, Nathan James  
ZEELIE, Stefan Johannes  
ZIHLE, Pelisa Zola  
ZOKWE, Kholiswa

(Accounting)  
(Accounting)  
(Accounting)  
(Accounting)

**CUM LAUDE**

LAHNER, Kristen Marie (Business Management)  
MILLARD, Bronwyn Marlene (Business Management)  
RICHARDSON, Bianca (Business Management)  
SMITH, Tamryn Louise (Accounting)

**MASTER OF ARTS (DEVELOPMENT STUDIES) (COURSEWORK WITH A GUIDED RESEARCH REPORT)**

BANDILE, Unathi Cordelia  
CHARLES, Kidwell  
DIKO, Nomvuyo  
FADANA, Yanga Yolanda  
HANISI, Knowell Mtutuzeli  
MAFU, Nozipho Gillette  
MAKOTA, Gillian  
MAMOTHO, Mpho Bennett  
MGIJIMA, Busisiwe

NDLELENI, Nomthandazo  
NXOKO, Lloyd Chumani  
QENGWA, Viwe Keith  
RASI, Nondwe Yvonne  
SALUKAZANA, Temate Lucia  
SISHUBA, Busisiwe Shirley  
SWAZI, Sydney Makhosathini  
TWENTY, Isaac Lungisa  
YAMILE, Ntomboxolo Ronica

**MASTER OF ARTS (DEVELOPMENT STUDIES) (RESEARCH)**

KAMARA, Richard Douglas

Title of dissertation:

*CAPACITY BUILDING FOR LOCAL ECONOMIC DEVELOPMENT: AN EVALUATION OF TRAINING INITIATIVES IN THE CAPE WINELANDS DISTRICT*

Supervisor: Dr SL Leonard  
Co-supervisor: Prof RJ Haines

---

**MASTER OF BUSINESS ADMINISTRATION**

BARTON, Cayleigh Ann – **Cum Laude**

Title of treatise:

*SUSTAINABLE TRAINING SUPPORT FRAMEWORK FOR THE WIND POWER INDUSTRY IN SOUTH AFRICA*

Supervisor: Prof CM Adendorff  
Co-supervisor: Dr J Retief

---

GWADISO, Nomangesi

Title of treatise:

*THE (UN)PREPAREDNESS OF STUDY LEAVERS IN THE FOUR YEAR NURSING DIPLOMA AT LILITHA COLLEGE, EAST LONDON*

Supervisor: Dr AJ Greyling

---

HASTIE, Dean Marc

Title of treatise:

*BUSINESS EVENTS FOR THE CITIZENS OF THE NELSON MANDELA BAY*

Supervisor: Prof MDM Cullen

---

MAHER, Theresa

Title of treatise:

*A FRAMEWORK TO MEASURE EMPLOYEE ENGAGEMENT AT STEFANUTTI STOCKS RPM BUSINESS UNIT*

Supervisor: Prof P Poisat

NCOYO, Nosiphiwo

Title of treatise:

*CHALLENGES FACING SMME's IN THE FILM INDUSTRY IN THE NELSON MANDELA BAY MUNICIPALITY*

Supervisor: Dr LM Njomo

---

NTILE, Zukiswa

Title of treatise:

*ASSESSING THE PERSONAL DEVELOPMENT OF EMPLOYEES IN A MUNICIPAL ENVIRONMENT*

Supervisor: Dr AG Weimann

---

RAMOHAI, Thakane Thabitha

Title of treatise:

*THE BEHAVIOURAL AND ATTITUDINAL OUTCOMES OF OUTSOURCING*

Supervisor: Prof CA Arnolds

---

SAKI, Nomachule Theodor

Title of treatise:

*ANALYSIS OF THE PERFORMANCE MANAGEMENT SYSTEM IN THE DETECTIVE SERVICE OF THE MOTHERWELL CLUSTER IN PORT ELIZABETH*

Supervisor: Prof P Poisat

---

SNYDERS, Curtis Danzil

Title of treatise:

*EVALUATING RECRUITMENT PRACTICES AT THE AUDITOR GENERAL OF SOUTH AFRICA*

Supervisor: Prof W Fox

---

ZAMBONINI, Scott John – **Cum Laude**

Title of treatise:

*INCORPORATING SOCIO-ECONOMIC DEVELOPMENT INITIATIVES FOR COMMUNITY DEVELOPMENT AS PART OF WIND FARM MANAGEMENT IN COOKHOUSE*

Supervisor: Prof CM Adendorff  
Co-supervisor: Dr J Retief

---

## **MASTER OF COMMERCE (RESEARCH)**

KLAAS, Sinxolo  
(*Economics*)

Title of dissertation:

*FORECASTING VOLATILITY ON THE RAND FOREIGN EXCHANGE MARKET*

Supervisor: Prof MK Ocran

---

TUMWEBAZE, Vivian Jane  
(*Economics*)

Title of dissertation:

*THE IMPACT OF MONETARY POLICY ON ECONOMIC GROWTH IN UGANDA*

Supervisor: Prof MR Ncwadi

---

## **MASTER OF COMMERCE IN ECONOMICS (RESEARCH)**

GUEI, Kore Marc Antoine Soucaud

Title of dissertation:

*THE IMPACT OF THE SOUTH AFRICA - EU FREE TRADE AGREEMENT*

Supervisor: Dr G Mugano

ZUKA, Mawethu

Title of dissertation:

*STALKING BLACK SWANS, DRAGON KINGS, AND MARKET CRASHES ON THE JSE*

Supervisor: Prof P le Roux

## **MASTER OF PHILOSOPHY IN DEVELOPMENT FINANCE (RESEARCH)**

RUZIVE, Tafadzwa Mutsvedu

Title of dissertation:

*THE INFLUENCE OF FINANCIAL MARKET DEVELOPMENT ON ECONOMIC GROWTH IN BRICS COUNTRIES*

Supervisor: Prof CVR Wait

## **FACULTY OF ARTS**

### **MASTER OF ARTS IN MEDIA STUDIES (COURSEWORK)**

POW CHONG, Sandra

Title of treatise:

*POLITICAL COMMUNICATION: A CASE STUDY OF THE DEMOCRATIC ALLIANCE AND ITS USE OF DIGITAL MEDIA IN THE 2014 SOUTH AFRICAN GENERAL ELECTIONS*

Supervisor: Ms BS Mangolothi

### **MASTER OF PUBLIC ADMINISTRATION (COURSEWORK)**

MKENTANE, Sabelo Livingstone

Title of treatise:

*AN EVALUATION OF THE LOCAL GOVERNMENT TURNAROUND STRATEGY AND WATER PROVISION: THE CASE OF THE O.R. TAMBO DISTRICT MUNICIPALITY*

Supervisor: Prof JD Taylor

MNIKI, Siculo

Title of treatise:

*AN ASSESSMENT OF EMPLOYEE PERCEPTIONS TOWARDS PERFORMANCE APPRAISAL WITH SPECIAL REFERENCE TO STATISTICS SOUTH AFRICA, EASTERN CAPE*

Supervisor: Prof TV Mayekiso

MPONDO, Siphokazi Cleopatra

Title of treatise:

*PERCEPTIONS AND LEVELS OF AWARENESS OF EASTERN CAPE DEPARTMENT OF TRANSPORT EMPLOYEES ABOUT EMPLOYEE HEALTH AND WELLNESS PROGRAMMES*

Supervisor: Prof TV Mayekiso

NED, Samora Mphooso

Title of treatise:

*AN ASSESSMENT OF COMMUNITY PARTICIPATION IN STRATEGIC DECISION – MAKING: THE CASE OF AMATHOLE DISTRICT MUNICIPALITY*

Supervisor: Prof JD Taylor

---

## **FACULTY OF LAW**

### **MASTER OF LAWS (COURSEWORK)**

BRAND, Hugo  
(*Labour Law*)

Title of treatise:

*UNFAIR DISCRIMINATION IN RECRUITMENT PRACTICES*

Supervisor: Prof JA van der Walt

---

LE ROUX, Andre  
(*Labour Law*)

Title of treatise:

*INHERENT REQUIREMENTS OF A JOB AS A DEFENCE TO UNFAIR DISCRIMINATION*

Supervisor: Prof JA van der Walt

---

### **MASTER OF LAWS (RESEARCH)**

MASSAMBA-ANIMBO, Stephane  
(*Public Law*)

Title of dissertation:

*A COMPARISON OF THE PETROLEUM LEGISLATION OF GABON AND SOUTH AFRICA AS INSTRUMENTS OF DEVELOPMENT*

Supervisor: Prof PHG Vrancken  
Co-supervisor: Prof PJ Badenhorst

---

NTOLA, Siqhamo Yamkela  
(*Public Law*)

Title of dissertation:

*EXPLOITATION OF NON-LIVING MARINE RESOURCES WITHIN NATIONAL JURISDICTION IN EAST AFRICA*

Supervisor: Prof PHG Vrancken

---

## **FACULTY OF ARTS**

### **DOCTOR OF PHILOSOPHY**

CLOETE, Erna Petronella  
(*Music*)

Title of thesis:

*ASSISTING IN-SERVICE GRADE R TEACHERS TO NURTURE THE HOLISTIC DEVELOPMENT OF THE FIVE TO SEVEN YEAR OLD CHILD THROUGH MUSIC: A PARTICIPATORY APPROACH*

Supervisor: Dr AC de Villiers

---

## **FACULTY OF BUSINESS AND ECONOMIC SCIENCES**

### **DOCTOR OF BUSINESS ADMINISTRATION**

GOLDMAN, Lester Mark

Title of thesis:

*STRATEGIES TO IMPROVE THE EFFECTIVENESS OF SOUTH AFRICAN PROFESSIONAL ASSOCIATIONS*

Supervisor: Prof B Eksteen

Co-supervisor: Prof CA Arnolds

---

KAMAU, George Michugu

Title of thesis:

*FACTORS AFFECTING SUPPLY CHAIN MANAGEMENT INTEGRATION IN PUBLIC HOSPITAL PHARMACIES IN KENYA*

Supervisor: Dr EHB van Biljon  
Co-supervisor: Prof CA Arnolds

---

SUKHDEO, Beverley Amanda Faith

Title of thesis:

*A CONSCIOUS LEADERSHIP MODEL TO ACHIEVE SUSTAINABLE BUSINESS PRACTICES*

Supervisor: Prof CA Arnolds

---

### **DOCTOR OF COMMERCE**

KAVILA, William  
(*Economics*)

Title of thesis:

*A DYNAMIC ANALYSIS OF THE INFLUENCE OF MONETARY POLICY ON THE GENERAL PRICE LEVEL IN ZIMBABWE UNDER PERIODS OF HYPERINFLATION AND DOLLARIZATION*

Supervisor: Prof P le Roux

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### **DOCTOR OF PHILOSOPHY**

RAMUKUMBA, Takalani  
(*Development Studies*)

Title of thesis:

*THE CONTRIBUTION OF GUEST HOUSES TO ECONOMIC GROWTH AND EMPLOYMENT AS KEY COMPONENTS OF LOCAL ECONOMIC DEVELOPMENT IN THE EDEN DISTRICT AREA*

Supervisor: Prof IW Ferreira

---

VAN ZYL, Shireen Rosemary  
(*Development Studies*)

Title of thesis:

*A CRITICAL ASSESSMENT OF RESPONSIBLE TOURISM PRACTICES: A CASE STUDY OF STORMSRIVER ADVENTURES*

Supervisor: Prof HR Lloyd

---

## **DOCTOR OF PHILOSOPHY IN COMMERCE**

DALMEYER, Johannes Paulus Franciscus  
(*Business Management*)

Title of thesis:

*A BUSINESS MODEL FOR MEDICAL SUBSPECIALTY TRAINING IN SOUTH AFRICA*

Supervisor: Prof FW Struwig  
Co-supervisor: Prof TF Kruger

---

RENARD, Michelle  
(*Industrial Psychology*)

Title of thesis:

*AN INTERNATIONAL STUDY ON THE INFLUENCE OF INTRINSIC REWARDS ON THE INTRINSIC MOTIVATION, WORK ENGAGEMENT AND RETENTION OF EMPLOYEES IN NON-PROFIT ORGANISATIONS*

Supervisor: Prof RJ Snelgar

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## **DOCTORAL DEGREE CITATIONS**

# **THE DEGREE OF DOCTOR OF PHILOSOPHY (MUSIC)**

## **ERNA PETRONELLA CLOETE**

### **Previous qualifications:**

1981 BMus

University of Port Elizabeth

1989 MMus (*Cum Laude*)

University of Port Elizabeth

### **Thesis:**

*ASSISTING IN-SERVICE GRADE R TEACHERS TO NURTURE THE HOLISTIC DEVELOPMENT OF THE FIVE TO SEVEN YEAR OLD CHILD THROUGH MUSIC: A PARTICIPATORY APPROACH*

The contribution of music to the holistic development of the young learner is uncontested and is confirmed by the views of prominent music scholars. Music education supports the basic values of self-growth, self-knowledge and enjoyment. In this study Erna Cloete argues for the vital importance of the inclusion of music education in the Reception year (Grade R) within the South African schooling system.

In post-apartheid South Africa music education in Grade R is the sole responsibility of the generalist Grade R teacher. Owing to inadequate pre-service and in-service training, the majority of Grade R teachers are not able to teach music education in a manner that can enhance the holistic development of their learners.

This study acknowledges that the Grade R teacher needs to develop the competences to teach music with confidence. In this thesis, Erna Cloete reports on an intervention strategy aimed at enabling three Grade R practitioners at one peri-urban township school in Port Elizabeth to improve their music competences.

In this research, Erna Cloete adopted a Participatory Action Learning and Action Research (PALAR) approach. With the PALAR approach, the teachers were actively-involved in identifying challenges and creating solutions. Findings from the study indicated that the teachers were transformed on both a professional and personal level as they tapped into their innate musical competences. Likewise, the learners experienced social cohesion in a multicultural classroom and developed physically, cognitively, emotionally, socially and musically.

Research on professional development in music education for Grade R teachers has been neglected. In this respect, the study makes an original contribution to the field of professional development in music education for Grade R teachers.

# **THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION**

**LESTER MARK GOLDMAN**

## **Previous qualifications:**

1994	Diploma in Business Management	Damelin Management School
2001	BCom	University of Port Elizabeth
2005	Certificate in Applied International Management	AF Consulting-Stockholm Sweden
2006	MBA	Business School Netherlands
2008	Professional Accountant (SA)	

## **Thesis:**

*STRATEGIES TO IMPROVE THE EFFECTIVENESS OF SOUTH AFRICAN PROFESSIONAL ASSOCIATIONS*

In a complex and volatile global environment, operational conditions for organisations and governments are by no means easy. In addition, international competition has significantly increased in recent times. Both traditional and more recently-established professions face increasing demands in rendering their key expertise and services to all sectors of society in the midst of the current turbulent age. Hence, higher demands are also placed on the professional associations in respect of the support and services they provide to their members. It is, therefore, necessary for professional associations to conduct their business at optimum levels of effectiveness.

As a member of a profession, having been exposed to how professional associations function, the candidate investigated means to improve the effectiveness of such associations. The study embraced a general review of the functions and responsibilities of the professions and their related associations and also identified various models for evaluating the effectiveness of organisations. From these models, a set of variables emerged which led to the formulation of a hypothesised model of factors that affected organisational effectiveness.

A survey was conducted using a suitable sample of recognised professional associations, yielding qualitative and quantitative data related to the variables identified. Demographic and quantitative data relating to the independent variables were analysed, first, in terms of descriptive statistics, and, second, qualitative data by means of content analysis. Further statistical processing of quantitative data, including exploratory factor analyses, analyses of variance and calculation of Pearson correlations, revealed that more complex relationships existed between the dependent and independent variables than had previously been envisaged.

The most important among several significant findings resulting from the study was that being an effective learning organisation was an indicator of a professional association's effectiveness. This related to being at the forefront of generating and disseminating to members new knowledge regarding its operational sector. The second important finding was that membership growth was a measure of organisational effectiveness. Other findings related to the influence of promoting a professional image, financing models, transformation, communication, competitiveness and operating environment on organisational effectiveness.

The study contributes to the body of knowledge on professional associations, inter alia by identifying and evaluating the effects of a number of factors on the operational effectiveness of such associations, recommending means to improve operational effectiveness and proposing a framework for doing so.

The results of the study are being disseminated among professional associations.

# **THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION**

**GEORGE MICHUGU KAMAU**

**Previous qualifications:**

1998 BCom Hons (Management Science)  
2007 MBA (Entrepreneurship Management)

University of Nairobi  
Kenyatta University

**Thesis:**

*FACTORS AFFECTING SUPPLY CHAIN MANAGEMENT INTEGRATION IN PUBLIC HOSPITAL PHARMACIES IN KENYA*

The pharmaceutical product supply chain in developing countries face numerous challenges associated with the effective and efficient supply of medicines to clinics, hospitals and healthcare centres. This is particularly evident in public hospitals in Kenya where the availability of patient medication fluctuates between acute shortage and product expiry, a symptom of poor planning and ineffective supply chain practices. This situation has a severe impact on healthcare provision in Kenya. The main objective of this study was to investigate the factors affecting supply chain integration in public hospital pharmacies in Kenya. This investigation served as a basis for developing a framework to address the inefficiencies experienced in the supply chains of pharmaceutical products in these pharmacies.

Kamau conducted a survey amongst procurement officers, pharmacists, medical doctors and senior management in district, county and national hospitals in the public healthcare system. He also collected data from Kenya Medical Supplies Authority (KEMSA) and pharmaceutical supply chain practitioners. From the supply chain integration framework developed by Kamau, the relationship between customer order fulfilment, supplier collaboration and dedicated supply chain management as elements of supply chain integration (dependent variable) was tested against the following independent variables: supply chain integration initiatives, performance improvement, organisational environmental factors, workforce and management support, financial factors, regulatory framework as well as information sharing and technology adoption. The empirical findings identified factors that would contribute to the improvement in supply chain integration in Kenyan public hospital pharmacies. A suitable measuring instrument and framework now exist for pharmaceutical supply chain integration improvement in other developing countries, which would give direction and assistance in policymaking matters related to healthcare provision in African countries, in particular.

The findings of the study and recommendations made by Kamau make a significant contribution to the management of pharmaceutical supply chains in Sub-Saharan Africa, a region that accounts for twenty-five percent (25%) of the global disease burden.

# **THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION**

## **BEVERLEY AMANDA FAITH SUKHDEO**

### **Previous qualifications:**

1989 BSc  
2003 MBA

University of Natal  
Henley Management College

### **Thesis:**

*A CONSCIOUS LEADERSHIP MODEL TO ACHIEVE SUSTAINABLE BUSINESS PRACTICES*

There is an increased focus on sustainable business practices because of the perceived contribution of businesses to undesirable conditions such as environmental and social degradation, including global warming and the global financial crises.

This study suggests that, to achieve the goal of sustainable business practices, a conscious leadership style needs to be explored. The primary objective of this study was, therefore, to contribute to the achievement of sustainable business practices by investigating the importance of conscious leadership in achieving this objective.

The sample consisted mainly of JSE listed companies (167 listed and 54 unlisted) and included 371 senior managers and directors from these companies.

The study investigated whether conscious leadership would lead to increased sustainability competencies and more effective sustainability-related corporate governance and whether these in turn would increase sustainability behaviours, which would generate sustainable business practices as measured by financial, social and environmental performance. Regression and Pearson correlation analyses were conducted to investigate the hypothesised relationships amongst these variables.

The results revealed that respondents in this study regarded conscious leadership, not as a separate construct, but as the way in which they were currently governing their businesses. The results indicated that corporate governance and systems thinking competency were positively-related to employee relations, equal opportunities and workforce diversity.

The results, however, also showed that corporate governance was negatively-related to profitability. After additional analyses on high versus low conscious leadership sub-samples, the present study could not argue for the discouragement of corporate governance, as measured in this study, because reduced corporate governance would decrease healthy employee relations and the achievement of equal opportunities and workforce diversity in these firms. A decrease in healthy employee relations would also decrease the profitability of these firms. An external examiner of the study commented that the study brought "some critical debate to the fore on the role and style of leadership in the current profit-driven business society" and that the study could "make a significant contribution to leadership development and application/ practice in business".

# **THE DEGREE OF DOCTOR OF COMMERCE (ECONOMICS)**

**WILLIAM KAVILA**

**Previous qualifications:**

1988 BSc Honours (Economics)  
1997 MSc (Economics)

University of Zimbabwe  
University of Zimbabwe

**Thesis:**

*A DYNAMIC ANALYSIS OF THE INFLUENCE OF MONETARY POLICY ON THE GENERAL PRICE LEVEL IN ZIMBABWE UNDER PERIODS OF HYPERINFLATION AND DOLLARISATION*

The uniqueness of Zimbabwe's hyperinflation episode and the country's abrupt return to macro-economic stability underscored the importance of a comprehensive analysis of the factors underlying the causes and effects of macro-economic stability. Kavila empirically examines the factors that led to hyperinflation in Zimbabwe, paying particular attention to the role of monetary policy as well as determining the factors that influenced price formation in the dollarised Zimbabwean economy. An important development in Zimbabwe's dollarised economy, which also contributed to the relevance of the study, was the loss of the monetary policy autonomy of the central bank.

Kavila assessed the influence of monetary policy in Zimbabwe's hyperinflation episode using the Autoregressive Distributed Lag (ARDL) and the Error Correction Model (ECM) approaches and concluded that hyperinflation was caused by expansionary monetary policy and inflation expectations for both the short- and long-term. Zimbabwe's hyperinflation episode, as noted by Kavila, brings to the fore the importance of ensuring that the central bank is independent in executing its mandate of influencing the monetary policy process in a manner that ensured price stability. The main drivers of inflation under the multi-currency system were found to be the United States of America dollar/South African rand exchange rate, international oil prices, inflation expectations and the South African inflation rate. The policy implication from the analysis was the need for policy makers to promote policies aggressively that ensured increased productivity of the economy, to reduce reliance on imported goods.

The first contribution of Kavila's study was the finding that hyperinflation in Zimbabwe was caused by expansionary monetary policy as a result of the activities of an unrestrained and unaccountable central bank. The second contribution was the empirical finding that in the fully-dollarised economy, inflation was largely determined by external factors. This implied that the Zimbabwean authorities did not have control over domestic inflation developments and in this regard should formulate appropriate economic policies to respond to the impact of external shocks on domestic price formation.

# THE DEGREE OF DOCTOR OF PHILOSOPHY

## TAKALANI RAMUKUMBA

### Previous qualifications:

2002	BTech (Tourism Management)	Port Elizabeth Technikon
2010	MTech (Tourism and Hospitality Management)	Tshwane University of Technology
2013	MA (Development Studies)	Nelson Mandela Metropolitan University

### Thesis:

*THE CONTRIBUTION OF GUEST HOUSES TO ECONOMIC GROWTH AND EMPLOYMENT AS KEY COMPONENTS OF LOCAL ECONOMIC DEVELOPMENT IN THE EDEN DISTRICT AREA*

Tourism is a key driver for local economic development (LED) and employment creation in South Africa. Globally, the challenges of confronting unemployment continue to dominate the developmental agendas.

South Africa is faced with the challenge to achieve a more equitable and sustainable economy. Adopting a developmental approach often reduces poverty and unemployment, which are two key objectives of LED. Within this context, the South African government has incorporated LED into its economic development framework through the decentralisation of development planning and control at local government level.

The research has revealed that guesthouses occupy a key role in the development of the local economy in the Eden district region. Guesthouses provide employment opportunities to the local residents both on a full- and part-time basis. In addition, guesthouses often purchase locally-produced products and services.

The study also found that a number of guesthouse managers in the area were not aware of available government incentives and few of them had made use of such incentives. This state of affairs needs to be addressed if guesthouses are to continue to strengthen the local economy and provide employment opportunities in a sustainable manner.

The study further revealed that the majority of guest houses were operating in an environmentally-friendly manner, among other variables. This would facilitate their future sustainability.

The study makes a substantial contribution to existing knowledge and understanding of the contribution of guesthouses, not only as a contributor to local economic development in the Eden District, but to guesthouses nationally and internationally.

# THE DEGREE OF DOCTOR OF PHILOSOPHY

## SHIREEN ROSEMARY VAN ZYL

### Previous qualifications:

1994	BA	University of Port Elizabeth
1995	HDE	University of Port Elizabeth
2001	MSc (Tourism Management and Development)	Buckinghamshire-Chilterns UK

### Thesis:

*A CRITICAL ASSESSMENT OF RESPONSIBLE TOURISM PRACTICES: A CASE STUDY OF STORMSRIVER ADVENTURES*

The study explores the issue of responsibility in tourism-community relationships between three main role-players: government, private sector and the community. Responsible tourism, as promoted by the Government of South Africa, encompasses a particular vision for the sustainable development of communities and tourism destinations.

The main aim of this study to assess Stormsriver Adventures' implementation of responsible tourism practices. Stormsriver Adventures, an eco-adventure tourism business situated in the Tsitsikamma region in the Eastern Cape, is reputed to be business best practice in its implementation of Responsible Tourism, having won several awards to this effect and is consequently the recipient of extensive media publicity. Stormsriver Adventures considers itself to be successful in its implementation of responsible tourism. The value of this study is evident in the manner in which SRA's responsible tourism practices are perceived by the community wherein it operates. There is a lack of effective connectivity between legal requirements, private-sector interpretation and implementation of responsible tourism and the expectations and perspectives of the community. The thesis also indicates how superficially perspectives are formed and recommends that dysfunctional linkages between policy, business activities and community expectations be addressed. The need for a paradigm shift is identified in lieu of claims made about the ability of responsible tourism to achieve the goals of sustainable development despite the private-sector's challenges in the implementation of Responsible Tourism, within the South African context.

The study furthermore explores the shortcomings identified in the nature of research conducted about tourism and communities as well as the methodologies used. This thesis makes an original contribution in terms of the application of Stake's single, qualitative, instrumental case study approach to an in-depth analysis of responsible tourism implementation by the private sector and through the application of tourism-community relationships theory to Responsible Tourism. A multi-perspective and triangulated research approach is achieved.

# **THE DEGREE OF DOCTOR OF PHILOSOPHY IN COMMERCE (BUSINESS MANAGEMENT)**

## **JOHANNES PAULUS FRANCISCUS DALMEYER**

### **Previous qualifications:**

1975	MBChB	University of Pretoria
1983	FCOG (SA)	University of Cape Town
2000	CCD - IOF	International Society for Clinical Densitometry
2004	Menopause Health Practitioner	North American Menopause Society (NAMS)
2005	Fellowship - Reproductive Medicine	Health Professional Council of South Africa (HPCSA)

### **Thesis:**

*A BUSINESS MODEL FOR MEDICAL SUBSPECIALTY TRAINING IN SOUTH AFRICA*

The ever-increasing demand for medical expertise is driven by the exponential growth of medical knowledge and technology, as well as the demand for excellence from stakeholders. The public and the private sector are increasingly experiencing shortages of both specialists and subspecialists. In South Africa, higher education has reached a turning point, and medical education, in particular, needs to adapt to accommodate the changes of subspecialty training and education. South Africa needs to increase the number and quality of higher-educated clinicians to serve this rapidly-developing country.

A trial programme for training subspecialists in reproductive medicine was developed as a first attempt to address the threatening medical-expertise shortages and training duration. This trial programme is the basis of this research that used a two-phased process to collect data. In Phase 1, data was collected from stakeholder groups. The results of this survey assisted in generating variables to include in the measuring instrument for the survey in Phase 2. In Phase 2, the perceptions and expectations of reproductive subspecialists and cardiologists regarding subspecialty training was collected. From these results, a business model for the training of medical subspecialists is proposed. This proposed business model could complement the existing state-controlled system and form the bases of Public Private Partnerships (PPP) in medical training. The proposed business model suits a developing country where the focus is on primary healthcare, with financial and capacity constraints.

The proposed model would require role players to bring about changes to accommodate a larger scale Public Private Partnership (PPP) to ensure the implementation of the training model. The proposed decentralised business model for training subspecialists would allow the trainee subspecialist to practise as a specialist thus maintaining an acceptable income. It would also enable an expedited completion of medical subspecialist training, leading to a wider dissemination of medical expertise that could be delivered to widen the national medical foot print. Further, it would offer a structured Public Private Partnership.

# **THE DEGREE OF DOCTOR OF PHILOSOPHY IN COMMERCE (INDUSTRIAL PSYCHOLOGY)**

**MICHELLE RENARD**

**Previous qualifications:**

2008	BA (HRM)	Nelson Mandela Metropolitan University
2009	BA (Honours)	Nelson Mandela Metropolitan University
2011	MA (Industrial Psychology)	Nelson Mandela Metropolitan University

**Thesis:**

*AN INTERNATIONAL STUDY ON THE INFLUENCE OF INTRINSIC REWARDS ON THE INTRINSIC MOTIVATION, WORK ENGAGEMENT AND RETENTION OF EMPLOYEES IN NON-PROFIT ORGANISATIONS*

The primary objective of this research was to investigate whether intrinsic rewards play a role in the intrinsic motivation, work engagement and retention of employees working within non-profit organisations in Australia, Belgium, South Africa and the United States of America. It, therefore, served to form a cross-cultural comparison between employees from these four geographically dispersed countries. A further aim was to determine whether demographic differences occurred across the four constructs studied. In order to achieve these objectives, a theoretical model was constructed to highlight the relationships between these constructs.

The study made use of both qualitative and quantitative research to achieve these objectives. As a result of the data obtained from 15 qualitative interviews conducted with non-profit employees in Belgium and South Africa, two measuring instruments were developed to assess intrinsic rewards and intrinsic motivation respectively. Once these instruments had been refined, they were combined with instruments to measure work engagement and intention to quit to form a composite questionnaire. This questionnaire was completed electronically by 587 non-profit employees from the four countries under study.

The quantitative findings showed that intrinsic rewards lead to higher levels of intrinsic motivation, which in turn caused higher levels of work engagement and lower levels of intention to quit. Intrinsic rewards and work engagement were also found to predict directly a reduction in employees' intentions to quit their non-profit organisations.

From a cross-cultural perspective, practically significant inter-country differences were discovered across the intrinsic rewards of meaningful work and challenging work; across intrinsic motivation and its three dimensions (personal connection to one's work, personal desire to make a difference, and personal desire to perform); and across work engagement and its three factors (absorption, dedication and vigour). In addition to these inter-country results, age and job-level differences were discovered across the four constructs under study, together with significant correlations between the four constructs.

These results theoretically contribute to literature pertaining to intrinsic rewards and intrinsic motivation globally in that they provide evidence for causal relationships between the four constructs not previously tested empirically. Consequently, this study's results hold important implications for the management of non-profit employees worldwide.



## **VISION**

**To be a dynamic African university, recognised for its leadership in generating cutting-edge knowledge for a sustainable future.**

## **MISSION**

**To offer a diverse range of quality educational opportunities that will make a critical and constructive contribution to regional, national and global sustainability.**

To achieve our vision and mission, we will ensure that:

- Our values inform and define our institutional ethos and distinctive educational purpose and philosophy.
- We are committed to promoting equity of access and opportunities so as to give students the best chance of success in their pursuit of lifelong learning and diverse educational goals.
- We provide a vibrant, stimulating and richly diverse environment that enables staff and students to reach their full potential.
- We develop graduates and diplomates to be responsible global citizens capable of critical reasoning, innovation, and adaptability.
- We create and sustain an environment that encourages and supports a vibrant research, scholarship and innovation culture.
- We engage in mutually beneficial partnerships locally, nationally and globally to enhance social, economic, and ecological sustainability.

## **VALUES**

### **i. Respect for diversity**

- We reflect and serve diverse regional, national and global communities
- We promote an open society where critical scholarship and the expression of a multiplicity of opinions and experiences are actively encouraged
- We foster an environment in which diversity is appreciated, respected and celebrated
- We are committed to accessibility, inclusivity and social justice

### **ii. Excellence**

- We promote, recognise and reward excellence in our teaching, learning, research and engagement
- We promote, recognise and reward excellent service delivery to all our stakeholders
- We provide a supportive and affirming environment that enables students and staff to reach their full potential
- We adopt innovative approaches to promote excellence in our institutional policies, structures, processes and systems

### **iii. Ubuntu**

- We are a people-centred university
- We respect the dignity of others
- We recognise our mutual interdependence
- We promote compassionate and responsible citizenship

### **iv. Integrity**

- We act with integrity and accept responsibility for our actions
- We behave in an ethical and professional manner
- We conduct our activities in an accountable and transparent manner
- We ensure the integrity of our information, systems and processes

**v. Respect for the natural environment**

- We care about the environment and recognise our responsibility to conserve, protect and properly manage natural resources for ourselves and future generations
- We promote the integration of sustainability principles into our academic practices, institutional operations and design of physical infrastructure
- We encourage mutually beneficial and sustainable approaches to community service and engagement
- We inspire students and staff to embrace environmentally friendly practices

**vi. Taking responsibility**

- We acknowledge our personal responsibility for ethical behaviour towards others
- We assume responsibility for the achievement of personal and institutional goals
- We accept responsibility for our actions and the consequences thereof
- We provide an environment that encourages students and staff to take responsibility for their academic and professional endeavours

**EDUCATIONAL PURPOSE AND PHILOSOPHY**

- We provide transformational leadership in the service of society through our teaching and learning, research and engagement activities.
  - To achieve this we are committed to developing the human potential of our staff and students in the full spectrum of its cognitive, economic, social, cultural, aesthetic and personal dimensions in the pursuit of democratic citizenship.
- We adopt a humanising pedagogical approach that respects and acknowledges diverse knowledge traditions and engages them in critical dialogue in order to nurture a participative approach to problem-posing and -solving, and the ability to contribute to a multi-cultural society.
- We inspire our stakeholders to be passionate about and respectful of an ecologically diverse and sustainable natural environment.
- We will be known for our people-centred, caring, values-driven organisational culture that will allow all members of the university community to contribute optimally to its life.

## **CONGRATULATORY MESSAGE FROM THE ALUMNI ASSOCIATION**

Congratulations on your achievement! You are now an alumnus of NMMU. We would like to take this opportunity to introduce you to the NMMU Alumni Association.

Once you have obtained your NMMU certificate, diploma or degree you become an alumnus of the university and a member of the NMMU Alumni Association. The Association is recognised by the NMMU Council as a structure of the University. The Association supports and enhances the realisation of the University's vision and mission through maintaining and expanding positive relationships with its members.

The University can be supported in a variety of ways including sharing news, expertise, skills, networks and contributions in cash and kind. Cash donations to the Alumni Fund are used to fund bursaries, projects and the NMMU Capital and Endowment Campaign. Every contribution makes a difference. Donations can be made online as well.

Join our existing alumni chapters nationally and internationally or help establish new ones to maintain and build our networks. We encourage you to remain active NMMU ambassadors.

### **The role of the Alumni Relations Office**

The Alumni Relations Office is responsible for the day-to-day management and running of the Alumni Association, the University Shop and all matters related to alumni relationship building.

We kindly request all alumni to ensure that we have your latest contact details to invite you to chapter socials and networking events as well as provide you with information regarding alumni and NMMU achievements. You are also requested to send us news regarding your or fellow alumni achievements and interesting experiences for publication in our newsletters and on the website.

Please visit our website for more information <http://alumni.nmmu.ac.za> or e-mail us at [alumni@nmmu.ac.za](mailto:alumni@nmmu.ac.za) or join our Facebook page **NMMU Alumni**. Other contact details include tel. +27 41 504 3935 and fax +27 41 504 1417. You are also most welcome to visit the Alumni Relations Centre on the North Campus in Port Elizabeth.

Remember to buy your memorabilia from the University Shop during graduation.

**We look forward to hearing from you. Stay connected to your *alma mater!***

## **NATIONAL ANTHEM**

**Nkosi Sikelel'i-Afrika,  
Maluphakanyisw'uphondo lwayo,  
Yizwa imithandazo yethu,  
Nkosi Sikelela, thina lusapho lwayo.**

**Morena boloka setjhaba sa heso,  
O fedise dintwa le matshwenyeho.  
O se boloke, O se boloke setjhaba sa heso,  
Setjhaba sa South Africa.**

**South Africa.**

**Uit die blou van onse hemel,  
Uit die diepte van ons see.  
Oor ons ewige gebergtes  
Waar die kranse antwoord gee.**

**Sounds the call to come together,  
And united we shall stand.  
Let us live and strive for freedom,  
In South Africa our land.**

