

CONGRATULATORY MESSAGE

Graduation is a milestone event deserving of celebration. It is the culmination of an academic journey over many years in which you worked hard, persevered and no doubt overcame many challenges. You and your loved ones have made many sacrifices in pursuit of your qualification. You have acquired new knowledge in your chosen field, and grappled with matters deserving of our collective attention, like sustainability, poverty and social injustice.

Yes, such a crowning moment in your life must be acknowledged and celebrated with pride and joy.

This joy is ours too, for graduation is the highlight of our University calendar as we witness successful students cross the stage to be capped and enter a new chapter of their lives. Each of you has a unique story to tell and an exciting journey ahead.

While we are confident that Mandela University has equipped you with an excellent academic qualification for the challenges of life and work to come, we are equally hopeful that you will live the legacy of our namesake.

With the honour of being the only University in the world to bear the name of one of the world's greatest icons, Nelson Mandela, comes huge responsibilities. Nothing less than adhering and advancing the efforts of our former President will suffice. You are encouraged to continue his and our quest towards a more just, healthy and equal society.

Regardless of your chosen career, use your new-found qualification as a force for good, strive to serve a cause larger than yourself and endeavour to change the world for the better. As in the words of Nelson Rolihlahla Mandela himself "education is the most powerful weapon which you can use to change the world".

We thank you for entrusting your dreams with us. It's you who make us want to do better, for it's you, our students, who give our institution a human face. It's you who will live his and our legacy.

We applaud and salute your achievement and wish you all the best in your future endeavours. As Nelson Mandela University alumni, we look forward to watching your story unfold.

Congratulations!

Dr Geraldine Fraser-Moleketi
Chancellor



Prof Sibongile Muthwa
Vice-Chancellor



ABOUT NELSON MANDELA UNIVERSITY

Nelson Mandela University is a new generation university, distinguished by a wide range of study options and access routes open to students. With 470 programmes from certificate through to doctoral level across 200 different career fields, Nelson Mandela University truly is a comprehensive university.

Founded on more than a century of quality higher education, Nelson Mandela University nurtures innovation, fosters creativity, embraces technology and develops people towards changing the world for the better. The University was previously known as Nelson Mandela Metropolitan University (NMMU), but on 20 July 2017 it was officially re-launched as Nelson Mandela University – the only university in the world to have been given this privilege. Our alumni also come from the University of Port Elizabeth, the PE Technikon and Port Elizabeth campus of Vista University, as these three institutions were combined to form NMMU in 2005.

The University has a strong record of research, working extensively in partnership with business and industry, and has an even more exciting future ahead of it, especially in terms of its contribution to the socio-economic development of the metro, region, country and continent of Africa.

This is due, among other new and growing ventures, to Nelson Mandela University's bold journey towards becoming the leading destination for all Ocean Sciences postgraduate teaching, learning, research and engagement in Africa with the launch of its dedicated campus in September 2017.

Our campuses

The launch of the Ocean Sciences Campus means Nelson Mandela University now has seven campuses and about 27 000 students.

Six of Nelson Mandela University's campuses are in Nelson Mandela Bay and one is in George on the Garden Route. The seven campuses are:

- South Campus in Summerstrand (within a 720-hectare private nature reserve)
- North Campus in Summerstrand
- Ocean Sciences Campus, adjacent to North and South campuses in Summerstrand
- Second Avenue Campus, home to our "green" Business School, in Summerstrand
- Bird Street Campus, a growing postgraduate arts hub in Central
- Missionvale Campus in Missionvale
- George Campus in George

Facilities and supportive teaching and learning environment

Nelson Mandela University 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 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 is 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). The University also promotes learning and development beyond the classroom towards enhancing holistic student development. To recognise this learning, Nelson Mandela University has developed an innovative, electronic co-curricular record system. This record complements the students' academic record.

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

Faculties

Nelson Mandela University has seven faculties. They are:

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

Academic focus areas

Though the University 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. These 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

Nelson Mandela University has more than 30 focused institutes, centres and units that exist over and above the formal academic structures. These are aimed at promoting research, technology transfer and innovation. They include the likes of InnoVenton, the University's go-getting Institute for Chemical Technology and Downstream Chemicals; eNtsha, an institute that focuses on seeking solutions through engineering; Earth Stewardship Science Research Institute (ESSRI); and the Institute for Coastal and Marine Research. Many are award-winning entities. The University also has many more engagement institutes, centres and units and two clinics serving society in various initiatives. Its mobile Zanemphilo health platform, for example, serves both indigent communities and its Health Sciences students with practical experience. The latter forms part of the growing Interprofessional Education (IPE) that will undergird the University's Health Science qualifications as it moves towards the formalisation of its Medical School.

'Green' endeavours

In line with its value of respect for the natural environment, Nelson Mandela University 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 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, and the University's overriding strategic priority towards all-round environmental economic and environmental sustainability.

International links

About 8% of the University's student body comes from 84 different countries outside of South Africa. The Office for International Education fosters relationships and manages inter-institutional linkages to enrich both Nelson Mandela University staff and students. These partnerships also foster our growing research.

Reasons to be proud:

- Nelson Mandela University is the only University in the world to be named after the global icon Nelson Mandela.
- Nelson Mandela University's diversity and multiculturalism. Our African students come from 32 countries on the continent.
- The Centre for High Resolution Transmission Electron Microscopy (CHRTEM) is the only place in Africa where scientists can view atoms in line with the University's growing prominence for nanoscience.
- The University was chosen to host the country's 10th Medical School, and hopes to welcome its first cohort of medical students from 2020.
- 43% of our academic staff have doctoral degrees, which is above the national average.
- New infrastructure like the second iconic Engineering block on North Campus, the High Performance Complex complete with a 100m research sprint track, and the Science building on South Campus.
- The University has the only dedicated Ocean Sciences campus in South Africa and is working together across disciplines – from the Arts through to Zoology – to find innovative, sustainably solutions in growing the country's blue economy.
- Nelson Mandela University has excellent links with industry and business, particularly within the pharmacy, tourism, the automotive industries and now with all Ocean Sciences-related partners.
- Nelson Mandela University's ongoing education partnership of ten years 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).
- In 2012 the University was selected to facilitate the country's first electric e-mobility programme and technical centre, called the uYilo e-mobility programme.
- The University has extensive expertise within the field of friction processing which has resulted in numerous national awards for the patented technology, WeldCore®. This technology has saved industry vast sums of money.
- Nelson Mandela University's accounting and pharmacy students who continue to produce top results in their national external examinations.
- The University'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 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 meticulously selected to signify a particular office; this is a tradition that is consistent with leading universities throughout the world.

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

Academic dress for graduates at Nelson Mandela University 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-maker 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.

RE-IMAGINING GRADUATION AT NELSON MANDELA UNIVERSITY

Our new name, evolving identity and institutional vision offers us an ideal opportunity to collectively explore how we would like to celebrate graduation at Nelson Mandela University.

What should an African university graduation associated with one of the world's most iconic leaders, the late Nelson Mandela, look and feel like?

It is this question that is presently being asked of Nelson Mandela University alumni, staff and students via surveys, focus groups and informal discussions.

We want our graduation ceremonies to offer an authentic expression of who we are ... one that embraces our rich multi-cultural diversity.

Examining all parts

To do so, the focus groups and surveys have examined our new identity, why we celebrate and how we should celebrate – particularly graduation, which is the apex of the academic journey of commitment, sacrifice and an affirmation of our intellectual ability.

What is the best format of our ceremonies? How do we visually express our success? How do we celebrate within socially acceptable norms – norms that embrace all cultures with dignity and pride? How should we dress?

Feedback

The input received to date from the university's key stakeholders in painting a picture of our future graduation ceremonies, has been consistently shared, in a parallel process, with a design team which won a tender to design new academic gowns for office bearers. This does not include gowns worn by graduates, but rather those worn by the likes of our Chancellor, Vice-Chancellor and Chairperson of Council, our deans, the Registrar and other key academic staff.

Interestingly, there has been overwhelming support to retain the academic gowns but in a manner befitting of our vision as a "dynamic African" university.

The new gowns, along with other agreed-upon aspects of our graduation ceremonies – from their size through to the supporting cultural performances – will hopefully be finalised in time for our 2018 Summer Graduation

AUTUMN GRADUATION CEREMONIES APRIL 2018

Friday, 13 April 2018	
Ceremony 1	10:00 George Campus All Programmes
Wednesday, 18 April 2018	
Ceremony 2	09:30 Faculty of Business and Economic Sciences (School of Industrial Psychology & Human Resources, Graduate School and others) Faculty of Law Two Honorary doctoral degrees
Ceremony 3	14:30 Faculty of Business and Economic Sciences (School of Management Sciences) One Honorary doctoral degree
Thursday, 19 April 2018	
Ceremony 4	09:30 Faculty of Science (School of Computing Sciences, Mathematics, Physics & Statistics and School of Biomolecular & Chemical Sciences)
Ceremony 5	14:30 Faculty of Science (School of Environmental Sciences)
Friday, 20 April 2018	
Ceremony 6	09:30 Faculty of Engineering, the Built Environment and Information Technology (School of the Built Environment and School of Information & Communication Technology)
Ceremony 7	14:30 Faculty of Engineering, the Built Environment and Information Technology (School of Engineering)
Saturday, 21 April 2018	
Ceremony 8	09:30 Faculty of Arts (School of Architecture; School of Music, Art & Design and School of Language, Media & Culture)
Ceremony 9	14:30 Faculty of Arts (School of Governmental & Social Sciences) Faculty of Education
Monday, 23 April 2018	
Ceremony 10	09:30 Faculty of Business and Economic Sciences (School of Accounting)
Ceremony 11	14:30 Faculty of Business and Economic Sciences (School of Economics, Development & Tourism)
Tuesday, 24 April 2018	
Ceremony 12	09:30 Faculty of Health Sciences (School of Clinical Care Sciences and School of Medicinal Sciences)
Ceremony 13	14:30 Faculty of Health Sciences (School of Behavioural Sciences and School of Lifestyle Sciences)

OFFICE-BEARERS OF THE UNIVERSITY

CHANCELLOR

DR GJ FRASER-MOLEKETI: MAdmin (UP), DPhil (hc) (NMMU)

CHAIRPERSON OF COUNCIL

MS NP JANUARY-BARDILL: Cert in Ed (UBL), Dip HR Mgt (Damelin), BA (UBL), MA (Essex, UK)

VICE-CHANCELLOR

PROF SW MUTHWA: BA(SW)(Fort Hare), BA(SW)Hons(Wits), MSc, PhD(London University, UK)

DEPUTY VICE-CHANCELLOR: INSTITUTIONAL SUPPORT

MR LE HASHATSE (ACTING): B (Journ & Media Studies), BAHons (RU), MA (Edith Cowan, Australia)

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 University, USA)

EXECUTIVE DIRECTOR: FINANCE

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

EXECUTIVE DIRECTOR: HUMAN RESOURCES

MS VN BAM: BSocSc(UCT), PGDip(UFH), MBL(UNISA)

REGISTRAR

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

PRESIDENT OF ALUMNI ASSOCIATION

DR R JONAS: BA(UWC), HDE, BAHons(Unisa), MA(UPE), PhD(NMMU)

EXECUTIVE DEANS OF FACULTIES:

ARTS

PROF MJR BOSWELL: BSocSc, BSocScHons, MSocSc(UCT), PhD(Vrije Universiteit, Netherlands)

BUSINESS AND ECONOMIC SCIENCES

PROF HR LLOYD (ACTING): Bcom, BcomHons, Mcom, DCom (UPE)

EDUCATION

DR SF MOENG: BA, HDE, BEdHons(UPE), MSc(St Cloud State University, USA), 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), Pr Eng

HEALTH SCIENCES

PROF L PEPETA: MBChB (Unitra), FCPAED(SA), DCH(SA), MMed (Wits)

LAW

PROF A GOVINDJEE: BA, LLB(RU), LLM(UPE), LLD(NMMU)

SCIENCE

PROF A MURONGA: BSc, UED(UNIVEN), BScHons, MSc(UCT), PhD (University of Minnesota, USA)

DEAN OF TEACHING AND LEARNING

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

DEAN OF STUDENTS

MR LP JACK: NDip(PMA)(EC Technikon), BTech(PM)(PET), BPhil(US), MCom(UKZN)

ORDER OF PROCEEDINGS

ENTRANCE OF ACADEMIC PROCESSION

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

MOMENT OF SILENCE

(The congregation is requested to remain standing)

CONSTITUTION OF CONGREGATION AND WELCOME

Chancellor

(The congregation is requested to be seated)

CHORAL ITEM

Nelson Mandela University Choir

CONFERRING OF HONORARY DOCTORAL DEGREES

Chancellor

AWARDING OF QUALIFICATIONS

Chancellor

DISSOLUTION OF CONGREGATION

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)

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 or turn them on silent mode.*
- *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 keep 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

NATIONAL DIPLOMA: HUMAN RESOURCES MANAGEMENT

BABA, Amanda
BELL, Yoliswa Michelle
BLAAUW, Yoliswa
BLOEM, Ilandrie
CONA, Abigail Carin
DABULA, Siyabonga Sanelisiwe
DANIELS, Sibongile
DANISO, Zikhona
DAYI, Athenkosi
DE KLERK, Constance Michelle
DENNIS, Ronald John
DINDI, Vuyani David
DOLLEY, Nishaad
DU PLESSIS, Tiffany Ceolan
ESSOP, Chivandre
FAKU, Xabisa Portia
FESTILE, Babalwa
GABUZA, Malibongwe Daniel
GOBE, Siphosabangcwele Sibusiso
GROOTBOOM, Luvuyo Mccollen
GXOWA, Thinasonke
HINI, Sinethemba Sandisiwe
HLASA, Mpontsheng Lady-Bride
HLOAHLOA, Nkemeleng
HLUKUHLA, Ntombizanele
HODGSON, Steven Drew
JACOBS, Charnelle Jonice
JOKA, Nonceba Khanyisa
KALOLO, Mzikabawo Camagu
KHABELITSHA, Xolela
LOBESE, Etta Sinazo
MABHUNGUZA, Avuyile
MADUBEDUBE, Nasiphi Siphesihle Babongile
MAHLANGABEZA, Ngedolwethu
MAINS, Caren Tonia
MAJALI, Zamajola
MAKASI, Ntombizodidi Sylvia
MAKHUNGA, Sizwe
MAKUBALO, Siphokuhle
MALOTANA, Odwa
MAQUNGO, Ngawethu
MASETI, Ibonga
MASWANA, Phumelele Irvin
MATYEDI, Siphosethu Patricia
MBANGI, Sonele
MBONDE, Mahlapane Tesia
MBOZANA, Siviwe
MCONTSI, Wonga lethu
MCUBA, Liyema
MDAYI, Unathi Emanuel
MGELE, Thandiswa
MKUNGEKA, Mnonopheli
MOLEMA, Samantha Edith Pabalelo
MTSHISELWA, Chuma
MTYA, Loyiso Macdonald
MURPHY, Tazneem Tezlynn
NDINDWA, Yolanda
NDYAWA, Zukhanye
NETI-KASE, Nontsikelelo Aretha
NGOMANE, Sindy Sonto
NGXISHE, Khanyisa

NKAU, Angeline
NKONTSOBA, Nasiphina
NQUMKA, Asive
NTSEOANE, Signoria Noxolo
NYAMAKAZI, Sandiswa Sweetness
PADAYACHEE, Rasheeda
PLAATJIE, Athini
POTGIETER, Janice Judite
QAMBATA, Sibulele Lindokuhle
QUZA, Andiswa
RITSHURI, Babalwa Leticia
SEKOTLO, Khotso Ernest
SITHOLE, Siphokazi Sheilla
SMITH, Maylene Mary
SOKATSHA, Siyahluma
SONWABO, Luvo
THETHANI, Luvuyo Immanuel
TSHIKILA, Siphosethu Thinasimamkele
VAN DEVENTER, Lisa Mari
VAN ROOYEN, Candice
WILLIAMS, Andiswa
WILLIAMS, Siphokazi Aretha
WILTSHIRE, Callin Yaughan
WITBOOI, Nicole Melanie Nombulelo
XALUVA, Nokukhanya Euodia
XHALI, Nomvuyo Quennie
XOZA, Siphesihle Yibanathi
ZATALA, Landile
ZIKHALI, Nodumo

CUM LAUDE

ANDREWS, Adriaan Kevin
LORGAT, Naseeha
NELSON, Meagan Carly
NGCAMU, Syethaba
NGQEZA, Simamkele
RICHINGS, Nicole

BACHELOR OF ARTS (HUMAN RECOURCES MANAGEMENT)

ABRAHAMS, Cathlynn Lee
BARNARD, Leandre
BARTLETT, Whitney Rachel
CEBISO, Nontutuzelo Zizo
CHAPUMA, Chimwemwe
DE KLERK, Amore
DIXON, Shernice Dixon
EKSTEEN, Courteney Leeva
HELM, Heather Andrea
HUMAN, Tamryn Ashlyn
JASSAT, Ishaan
KILIAN, Lizelle
KUZWAYO, Sipiwe
LEWIS, Chanae Eden
LJOEKELSOEY, Hilde
MAREE, Nathan Anthony
MCCAY, Sasha-Lee
MOKAILA, Refilwe Dimpho
MPEHLO, Joy Ziyanda
MQUBULI, Nonceba
MTHETHWA, Nhlakanipho Riddick
NKOSI, Nothando Agreneth
O'BRIEN, Nadene

OREILLY, Mathew Eric
ORLEYN, Mpho Lekgotlile
PLAATJIE, Sihle
RALAWE, Milisa Mohapi
RANCHOD, Milan
SCOTT, Amber Kim
SOBEDE, Mongi
XOFA, Sinazo

BACHELOR OF COMMERCE

ABRAHAMS, Aaishah
(Industrial Psychology and Human Resource)
ANDERSON, Tanielle
(Law)
BHOXOZA, Ntando
(Statistics)
BIKA, Kholisa
(Information Systems and Business Management)
BOOYSEN, Arden Claire
(Law)
BOTH, Kerry Lee
(Information Systems and Accounting)
DE VILLIERS, Melissa
(Information Systems and Accounting)
DUBE, Oprah Nothando
(Industrial Psychology and Human Resource)
DYASON, Charles
(Computer Science and Information Systems)
FENI, Onelisa Lizile
(Law)
FOURIE, Jako
(Law)
GODANA, Kwezilomso
(Law)
GOUWS, Donrice
(Law)
HAMS, Nambitha Mampho
(Law)
HASSAN, Share
(Law)
HOLTZHAUSEN, Wernich Govré
(Law)
JAFTHA, Emmanuel Che Jeffrey
(Information Systems and Business Management)
JOHNSTON, Bianca Alida
(Law)
KAPA, Sisiphosethu
(Information Systems and Accounting)
KOLI, Chandre Sharonese
(Industrial Psychology and Human Resource)
KOTZE, Zelda
(Law)
LOOKWHY, Chad Wilfred
(Information Systems and Business Management)
LUREME, Nasipi
(Information Systems and Auditing)
MADAVO, Tawanda Kuzivashe
(Information Systems and Business Management)
MADLINGOZI, Yolanda
(Information Systems and Business Management)
MALAN, Charl Wynand
(Information Systems and Business Management)
MALGAS, Khanyisa
(Information Systems and Accounting)
MAPAKATI, Bonginkosi Matthew
(Law)
MATSHOBA, Sikhulule
(Law)
MBVUNDULA, Mfundo
(Information Systems and Business Management)
MDLADLAMBA, Kwezi Braaia
(Law)
MGIJIMA, Sivuyise
(Industrial Psychology and Human Resource)
MOOLMAN, Carla
(Industrial Psychology and Human Resource)

MUSHAVI, Tichafa
(Information Systems and Accounting)
MYAMBO, Howard
(Information Systems and Business Management)
NETHANANI, Rinaemukundi
(Information Systems and Auditing)
NGWENYA, Moreblessing Tafadzwa
(Computer Science and Information Systems)
NKALA, Mcebo Junior
(Law)
NONYANA, Basia Pascal
(Information Systems and Business Management)
NTULI, Olwethu Chulumanco
(Industrial Psychology and Human Resource)
NTUNGO, Samandla
(Information Systems)
NUAKO, Anning Francis
(Information Systems and Accounting)
OSBORNE, Kate
(Law)
PETSE, Phuthuma
(Computer Science and Information Systems)
REDDY, Chantal
(Industrial Psychology and Human Resource)
RUTERANA, Ezra Philip Emmanuel
(Computer Science and Information Systems)
RWEXWANA, Thembela
(Information Systems and Accounting)
SMITH, Danielle Erica
(Law)
VAN DER MERWE, Jared
(Information Systems and Business Management)
VAN DER MERWE, Marla
(Computer Science and Information Systems)
VAN ROOYEN, Wesley John
(Information Systems and Business Management)
VILJOEN, Michael William Heugh
(Law)
WHITE, David John
(Human Movement Science: Sport and Recreation)

BACHELOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT

AGHERDIEN, Tauriq
JONAS, Tarryn Christel
KENTE, Ntombizandile Catherine
MATINISE, Sindisile Welcome
MATYOLWENI, Mfundo Norman
MBANGI, Mvuzo Isithandile
MQHAYI, Nokubonga
NDAKAI, Yamkela
PEARCE, Warren David
SIQABU, Masibulele
TOM, Xhanti Avuyisiwe Skhomo

BACHELOR OF ARTS HONOURS

INDONGO, lipumbu
(Labour Relations and Human Resources)

BACHELOR OF ARTS HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

JANKOO, C.B. Yash T

BACHELOR OF ARTS HONOURS IN LABOUR RELATIONS AND HUMAN RESOURCES

GALA, Mandisa Unica
MWADIWA, Mutsa

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POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION

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FORD, Ross Anthony
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RIKHOTSO, Venessa Nsuku
SETSHEDI, Bokamoso
YOUNG, Kate Ruth

CUM LAUDE

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BAATJES, Chante Jade
BANGANI, Aviwe Amanda
BARLOW, Callum Peter
BOSHIELO, Bontsi Dean
BOWDEN, Susan Edna
CAIN, Mikhael Joshua
CHABO, Godsent
CHINGWENA, Tapiwa Anesu
CHITENGU, Abigail Zvanyadza
CILLIERS, Brandon
CILLIERS, Franschesca
CLOETE, Arno
CONJWA, Siviwe
DARRIES, Share-Leigh
DE LANGE, Ruaan Corrin
DECEMBER, Nicole Lauren
DUBE, Langalibalele Sisekelo
DUBE, Mthokozisi Shepherd
DUBE, Thembelihle

DYANTYI, Mhlobo Cuan
EDWARDS, Joshua Liam
EVANGELELLIS, Maria
FADANE, Amamkele Mvumikazi
FERREIRA, Simantha
FOURIE, Etienne
GAFOOR, Aden Sakoor
GAMNCA-MATINISE, Vuyiswa Princess
GARDINER, Daron
GEBEDA, Mavatha Sanelisiwe
GOKOVA, Kudzwai Janice
GOVENDER, Sandrisha
GROENEWALD, Lee-Ann Lucille
GUNDA, Tatenda Mabel
HLONGWANE, Andrea Happiness Zamangwane
HOSANEEA, Bibi Zahra
JALI, Bongani Sipo
JELLY, Nathaniel Dokubo
JERE, Sipiwe
JONAS, Juan Frederick
KANI, Busisiwe Bianca
KAPP, Tasmin Storm Mari
KEKANA, Lerato Caroline
KEROMENG, Thobela Vincent
KLEE, Jonathan Michael
LABASE, Mhlali
LEO, Aloshea Doreen
LOEST, Gary
LOTTERING, Fenlin Ruwan Danwin
LOUW, Micah Lucius
LUCKMAN, Matthew Andrew Morton
MABLEKISI, Lucy Tatenda
MADLONGOLWANA, Thembu
MADZVAMUSE, Rutendo
MAECHTLE, Jordan Alfred
MAFA, Bonolo Kathleen Lerato
MAJIZA, Mabaso Sobantu
MAJOLA, Tando
MANASSE, Kaitlin
MANTSHIYOSE, Aphenulwe Fezekile
MASHAMBA, Emmanuel Unarine
MASHIANE, Thobeka
MASIYE-MOYO, Nomakhosi Michelle
MASIYE-MOYO, Nomasango Melissa
MATANGAZI, Getrude Tinotenda
MAZIBUKO, Aubrey Bongani
MBOTHO, Simile
MC ALLISTER, Cleo Lois
MDODANA, Avuyile
MGIJIMA, Ongezwa
MHLAWULI, Sibulele
MKORONGO, Michelle
MNGUNYANA, Luvuyo James
MOCHADI, Machego Thalita
MOEKETSI, Boitumelo
MOKGWETSI, Mmusho Kgalalelo
MOKOU, Karabo Linah
MTWESI, Naledi
MWATUNGA, Liblen
MXOLI, Langelihle
NAIDOO, Duran Ravi
NASSAKA, Nancy Anna
NCUBE, Lethubuhle Geraldine
NETSHIPISE, Divhanani
NGANGA, Lewis
NJANIKE, Admiral Ndanaka

NKONTSO, Siviwe
NOMTSHONGWANA, Bathandwa Bonke
NONGOGO, Sinoyolo
NOTUNUNU, Thandile Nomandla
NTOMBINI, Sihle
NYIRONGO, Rachael
OOSTHUIZEN, Ivan
PHUDUHUDU, Gotsilemotho Winnie
PILLAY, Natasha
RIZZO, Lorenzo Dominico
RODGERS, Stefan
SADIKI, Mulalo Valentia
SALIONGA, Sally Lungowe
SAVAGE, Laurissa
SCHEEPERS, Dylan
SCHOLTZ, Nicole Jessica
SIKO, Vuyina
SNYDER, Alicea
SPANDEEL, Kirchna Nicole
SPILKIN, Nicholas Charles
SWANEPOEL, Charlene Sonja
TANTSU, Philela
TENKUMOR, Kelly Tamaraetuwami
TEO, Keabetswe
TERBLANCHE, Kyla
THILIVHALI, Vhukhudo
TINORWA, Munashe Blessing
TJIUEZA, Kanoono Sharirove
TSHIRANGWANA, Muvhulala Pretty
TUTANI, Mandla
VAN WYK, Faren Hezonia
VAN WYK, Kevin Coenraad
VELKERS, Rochelle
VENGADAJILLUM, Romario
VILAKAZI, Bathobile Thandazile Unittah
VILANE, Phumzile Sethabile
VUNDAMINA, Molya Ndapilila Daisy
WAGENER, Udo Wentzel
WILLIAMS, Asheeq
WILSON, Matthew Bryan
YELANI, Chumisa

CUM LAUDE

BOTES, Dione
DU TOIT, Chante Marelize
FRASER, John Paul
GOVENDER, Nikita
KAROMO, Adelaide Aquiline
KARUAIHE, Janee Raahua Sigfried
KUNTAMBILA, Nellie
MARAIS, Michael
MISKIN, Grant Keith Alfred
MOYO, Priscilla Tariro
OKUNUYI, Omorinsola Cynthia
PUTIGNA, Roberto
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**POSTGRADUATE DIPLOMA IN LABOUR LAW
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FACULTY OF BUSINESS AND ECONOMIC SCIENCES

MASTER OF ARTS (COURSEWORK)

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THE CAREER DEVELOPMENT OF GARY PLAYER: A PSYCHOBIOGRAPHY

Supervisor: Prof R Van Niekerk

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Title of treatise:

MORAL INDIVIDUALISM IN SOUTH AFRICAN EMERGING ADULTS

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WORKER PARTICIPATION AND INVOLVEMENT IN A ZIMBABWEAN MINING ENVIRONMENT

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Title of treatise:

SELF-ESTEEM AND TRAUMATIC STRESS SEVERITY IN INDIVIDUALS FROM INDIVIDUALISTS AND COLLECTIVISTS PERSPECTIVES

Supervisor: Prof R Van Niekerk

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THE PERSONAL DEVELOPMENT OF STEVE JOBS: A PSYCHOBIOGRAPHICAL STUDY

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Title of treatise:

THE SCALABILITY OF SMALL AND MEDIUM ENTERPRISES WITHIN SOUTH AFRICA

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Title of treatise:

THE IMPACT OF THE LRA AMENDMENTS 2015 SECTION 198 ON THE LABOUR FLEXIBILTY IN THE NELSON MANDELA BAY AUTOMOTIVE COMPONENT MANUFACTURING INDUSTRY

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THE DETERMINANTS OF WASTE SEPARATION BEHAVIOUR IN UITENHAGE, SOUTH AFRICA

Supervisor: Dr H Janse Van Rensburg

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Title of treatise:

FACTORS AFFECTING FEMALE STUDENTS STUDYING ENGINEERING AT A HIGHER EDUCATION INSTITUTION

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Title of treatise:

THE DEVELOPMENT OF A WORLD CLASS OPERATOR FRAMEWORK FOR THE EASTERN CAPE AUTOMOTIVE COMPONENT INDUSTRY

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THE EXTERNAL FACTORS USED TO DEFINE THE PERCEIVED SUCCESS OF SOFTWARE PROJECTS

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A CRITICAL ANALYSIS OF THE SERVICE QUALITY DIMENSIONS OF A MOBILE TELECOMMUNICATION SERVICE PROVIDER

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Supervisor: Prof MS Bayat

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CHARACTERISTICS AND KEY-SUCCESS FACTORS OF FUTURE SOUGHT-AFTER RETIREMENT VILLAGES IN GEORGE, SOUTH AFRICA

Supervisor: Prof CM Adendorff

FISHER, Theo Andre

Title of treatise:

FACTORS THAT INFLUENCE BUSINESS SUCCESS IN THE SCHAUDERVILLE, KORSTEN AND GELVANDALE TOWNSHIP AREAS OF THE NELSON MANDELA BAY

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A RISK BASED ENGINEERING MAINTENANCE AND SPARE PARTS PLANNING MODEL FOR A GENERIC PHARMACEUTICAL COMPANY IN THE EASTERN CAPE

Supervisor: Dr WJ Du Toit

GALADA, Unathi Luthando

Title of treatise:

AN INVESTIGATION INTO THE EFFECTIVENESS OF FINANCIAL MANAGEMENT SYSTEMS IN THE PUBLIC SERVICE: A CASE STUDY OF THE DEPARTMENT OF HEALTH, EASTERN CAPE PROVINCE

Supervisor: Mr C Ndhlovu

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THE INFLUENCE OF TRANSFORMATIONAL AND TRANSCENDENTAL LEADERSHIP ON THE ENGAGEMENT AND JOB PERFORMANCE OF EMPLOYEES IN SMMES

Supervisor: Prof MS Bayat

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FACTORS INFLUENCING CUSTOMER RELATIONSHIP MANAGEMENT AT AN AUTOMOTIVE COMPONENT MANUFACTURER IN EAST LONDON

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WHY MUNICIPALITIES DO NOT COMPLY AND IMPLEMENT EXPANDED PUBLIC WORKS PROGRAMMES: A CASE STUDY OF THE BUFFALO CITY METROPOLITAN MUNICIPALITY IN SOUTH AFRICA

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THE FOURTH INDUSTRIAL REVOLUTION: ASSESSING THE INTELLIGENCES OF ENGINEERS IN THE SOUTH AFRICAN AUTOMOTIVE INDUSTRY

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POSSIBLE FUTURE JOBS IN THE REPUBLIC OF SOUTH AFRICA BY 2030

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A MODEL FOR SMART FACTORIES IN THE AUTOMOTIVE SECTOR

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JOB EMBEDDEDNESS, EMPLOYEE RETENTION AND INNOVATIVE WORK BEHAVIOURS AT A SELECTED MUNICIPALITY

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CRITICAL SUCCESS FACTORS OF A ROUTE TO MARKET STRATEGY IN THE SOUTH AFRICAN BEVERAGE INDUSTRY

Supervisor: Prof CM Adendorff

MAGQAZA, Thomakazi Thobeka

Title of treatise:

PERFORMANCE ASSESSMENT OF INFRASTRUCTURE AND HOUSING CONTRACTORS IN BUFFALO CITY

Supervisor: Prof GPJ Pelser

MAHLATI, Mphenduli Mncedi

Title of treatise:

A SERVICE DELIVERY FRAMEWORK TO UNLOCK THE REVENUE POTENTIAL OF THE SME SEGMENTS OF COMMERCIAL BANKS IN SOUTH AFRICA

Supervisor: Dr C Oberholster

MAKGATO, Noko Leonard

Title of treatise:

SUCCESS FACTORS OF SOCIAL ENTERPRISES IN THE EDUCATION SECTOR

Supervisor: Prof W Fox

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IS CRAFT BREWING A THREAT TO THE SALES OF MAINSTREAM BRANDS IN SOUTH AFRICA?

Supervisor: Dr JFE Fraser

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Title of treatise:

ESCALATING DEBT IN MUNICIPALITIES: A CASE STUDY OF FINANCIAL SUSTAINABILITY IN THE AMAHLATHI MUNICIPALITY

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MAXONGO-BANZANA, Ayanda

Title of treatise:

AN INTEGRATED TALENT - MANAGEMENT APPROACH FOR COMPETITIVE ADVANTAGE AT A SELECTED COMPANY

Supervisor: Prof W Fox

MBHELE, Dadewabo Babongile Pearl

Title of treatise:

THE KEY DRIVERS OF GRAIN COMMODITY PRICES IN SOUTH AFRICA: A MARKET INTELLIGENCE APPROACH

Supervisor: Dr KA Ayankoya

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Title of treatise:

INVESTIGATING THE LEVELS OF MANAGEMENT AND LEADERSHIP DEVELOPMENT AMONG MEDICAL DOCTORS

Supervisor: Prof MS Bayat

MESSIAHS, Avril

Title of treatise:

PERCEPTIONS, KNOWLEDGE AND ATTITUDE OF PRIMARY HEALTH CARE STAFF ON THE IMPLEMENTATION OF AN IDEAL CLINIC STRATEGY

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PRODUCTION AND SAFETY, HEALTH, ENVIRONMENT AND QUALITY PERFORMANCE: INVESTIGATING THE CORPORATE SUSTAINABILITY OF NGQURA CONTAINER TERMINAL

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A FRAMEWORK FOR ALIGNING ICT SERVICE PROVIDERS' PRODUCTS AND SERVICES TO THE NEEDS OF SME CUSTOMERS

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Title of treatise:

THE RELATIONSHIP BETWEEN OPERATIONAL RISK MANAGEMENT AND BUSINESS CONTINUITY MANAGEMENT: A CASE STUDY OF A SELECTED FINANCIAL INSTITUTION IN SOUTH AFRICA

Supervisor: Dr VM Msuthwana

MLOTYWA, Nosiphiwo Grace

Title of treatise:

DETERMINANTS OF SERVICE DELIVERY SUCCESS AT LOCAL GOVERNMENT: THE CASE OF BUFFALO CITY METROPOLITAN MUNICIPALITY

Supervisor: Prof CA Arnolds

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Title of treatise:

POSSIBLE FUTURES FOR TRANSPORT IN SOUTH AFRICA TOWARDS 2035

Supervisor: Prof CM Adendorff

MOKOENA, Lehlohonolo Edward

Title of treatise:

THE EFFECTIVENESS OF CORPORATE SOCIAL INVESTMENT IN ADDRESSING SOCIAL CHALLENGES IN THE NELSON MANDELA BAY METROPOLITAN AREA

Supervisor: Dr BMK Robinson

MULAUDZI, Marubini David

Title of treatise:

EVALUATING THE BUSINESS IMPROVEMENT STRATEGIES, PRACTICES AND CHALLENGES IN THE PLATINUM MINING INDUSTRY

Supervisor: Prof GPJ Pelser

NEWBORN, Ryan Oscar

Title of treatise:

THE DEVELOPMENT OF A POST - SETTLEMENT SUPPORT FRAMEWORK FOR AGRICULTURAL LAND REFORM PROJECTS IN SOUTH AFRICA

Supervisor: Prof CM Adendorff

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Title of treatise:

DEVELOPING AN INTEGRATED MODEL TO IMPROVE EFFECTIVENESS OF ASSET MAINTENANCE MANAGEMENT SYSTEMS FOR FMCG ORGANISATIONS IN SOUTH AFRICA

Supervisor: Dr WJ Du Toit

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Title of treatise:

A FRAMEWORK FOR FINANCING PUBLIC TRANSPORT INFRASTRUCTURE IN SOUTH AFRICA

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Title of treatise:

IMPROVING TAX COMPLIANCE OF SMALL BUSINESSES THROUGH EFFECTIVE COMMUNICATION

Supervisor: Prof CM Adendorff

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IMPROVING THE IMPLEMENTATION AND SUSTAINABILITY OF CORPORATE PERFORMANCE MANAGEMENT AT AMATOLA WATER BOARD

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Title of treatise:

THE ROLE OF ENTERPRISE RISK MANAGEMENT IN THE SUCCESS OF SOUTH AFRICAN SHORT-TERM INSURANCE COMPANIES

Supervisor: Prof GPJ Pelser

NZIMANDE, Prosper Thelumusa

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AN ASSESSMENT OF ORGANISATIONAL CULTURE AT AN INFORMATION AND TECHNOLOGY COMPANY DURING A PERIOD OF CHANGE

Supervisor: Dr A Werner

OLIVIER, Ezra Jacobus

Title of treatise:

EXPLORING AN OPERATIONAL STRATEGY FOR SOUTH AFRICAN ELECTRON MICROSCOPY FACILITIES

Supervisor: Prof CM Adendorff

PARSONS, Paul Benjamin

Title of treatise:

A FRAMEWORK TO ENHANCE THE APPRECIATION AND MOTIVATION OF EMPLOYEES IN AN AUTOMOTIVE FACTORY

Supervisor: Mr KB Heather

PEARSON, Dean Warren

Title of treatise:

THE IMPACT OF THE ISO 9001:2015 ON ORGANISATIONAL CHANGE IN SOUTH AFRICAN ORGANISATIONS

Supervisor: Dr KR Van Der Merwe

PIETERSEN, Nolitha

Title of treatise:

THE SUSTAINABILITY OF EMERGING BLACK CONSTRUCTION COMPANIES: POTENTIAL THREATS

Supervisor: Prof MS Bayat

POORUN, Andrew – (Posthumous)

Title of treatise:

HAPPINESS IN THE SOUTH AFRICAN ENGINEERING INDUSTRY

Supervisor: Prof AP Calitz

PRINS, Alveno

Title of treatise:

ESPOUSED AND ACTUAL EMPLOYEE VALUE PROPOSITIONS (EVP) AT THE SPAR GROUP - EASTERN CAPE (SPAR

Supervisor: Prof MR Mey

PUTZIER, Mark Ludwig - **Cum Laude**

Title of treatise:

THE READINESS OF THE SOUTH AFRICAN PRIVATE AND PUBLIC SECTOR FOR THE FOURTH INDUSTRIAL REVOLUTION

Supervisor: Prof CM Adendorff

RIPPON, Marion Magdelyn

Title of treatise:

AN ASSESSMENT OF FEMALE AND MANAGEMENT PERCEPTIONS OF FACTORS MODERATING LEADERSHIP MOBILITY AT LOGISTIC (PTY) LTD

Supervisor: Prof P Poisat

SAVENIJE, Maryke Aletta - **Cum Laude**

Title of treatise:

REQUISITE ELEMENTS OF A PUBLIC SECTOR PERFORMANCE PLANNING AND REPORTING FRAMEWORK WHICH SUPPORTS ACCOUNTABILITY

Supervisor: Prof HG Trollip

SILINGA, Zukiswa

Title of treatise:

ANALYSING THE ROLE OF ENTERPRISE AND SUPPLIER DEVELOPMENT WITHIN MERCEDES BENZ SOUTH AFRICA IN IMPROVING THEIR B-BBEE SCORECARD

Supervisor: Dr AG Weimann

SIPUKA, Siphokazi

Title of treatise:

CRADLE-TO-GRAVE LIFE CYCLE ASSESSMENT OF PACKAGING MATERIAL FOR A PHARMACEUTICAL COMPANY

Supervisor: Dr V Msuthwana

SONTI, Yolisa Wendy

Title of treatise:

URBAN AGRICULTURE AND STOKVELS

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Title of treatise:

ENHANCING EMPLOYEE ENGAGEMENT WITHIN EXPONENTIAL ORGANISATIONS

Supervisor: Prof P Poisat

SWARTZ, Alberto Asiscio

Title of treatise:

FACTORS INFLUENCING A CULTURE OF CONTINUOUS IMPROVEMENT IN THE PHARMACEUTICAL ENVIRONMENT

Supervisor: Dr A Werner

VAN ROOYEN, Jason Leigh

Title of treatise:

THE FUTURE OF THE AUTOMOTIVE DESIGNS AND THE MATERIALS USED TO REALISE THOSE DESIGNS FROM NOW TO THE YEAR 2025 AND BEYOND

Supervisor: Mr C Ndhlovu

VAN STADEN, Stefanus Gerhardus

Title of treatise:

THE QUEST FOR DECENTRALIZED CREDIT ASSESSMENT FOR SMALL BUSINESSES

Supervisor: Prof JJ Pieterse

VENTER, Cordene Adrienne - **Cum Laude**

Title of treatise:

HAPPINESS LEVELS AMONGST SOUTH AFRICAN VETERINARIANS

Supervisor: Prof MDM Cullen

VERMEULEN, Robert Stanley

Title of treatise:

THE UTILITY OF VERTICAL FARMING FOR URBAN RENEWAL: AN INTEGRATED BUSINESS MODEL FOR PROFITABLE AND SUSTAINABLE VEGETATION PRODUCTION

Supervisor: Prof P Poisat

WEBB, Theresa

Title of treatise:

FACTORS INFLUENCING NON-COMPLETION OF FINAL YEAR UNDERGRADUATE UNIVERSITY STUDIES: IMPLICATIONS FOR MANAGEMENT

Supervisor: Prof CD Foxcroft
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WILLIAMS, Rita Christine

Title of treatise:

ISOLATING THE CONSUMER DETERMINANTS OF CHOICE WHEN MAKING A PURCHASING DECISION IN A SUPPLIER COMPANY

Supervisor: Dr JM Burger

XAWUKA, Asanda - **Cum Laude**

Title of treatise:

LEADERSHIP INFLUENCE ON ORGANISATIONAL PERFORMANCE AT ESKOM

Supervisor: Dr AG Weimann

ZULU, Zwelibanzi Charles

Title of treatise:

A FRAMEWORK FOR THE ADOPTION AND OPTIMIZATION OF TECHNOLOGY WITHIN COEGA BUSINESS CENTRE

Supervisor: Prof MS Bayat

ZUZILE, Zikhona Siviwe

Title of treatise:

IMPROVING LEADERSHIP DEVELOPMENT IN THE EASTERN CAPE TREASURY: A SUCCESSION PLANNING AND LEADERSHIP DEVELOPMENT STUDY

Supervisor: Dr AG Weimann

ZWANE, Reuben Mabutho

Title of treatise:

HOUSING PRICE VOLATILITY: EXPLORING METROPOLITAN PROPERTY MARKETS IN SOUTH AFRICA

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MASTER OF COMMERCE (COURSEWORK)

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THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND WORK ENGAGEMENT WITHIN THE WORKPLACE

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Title of treatise:

BREAKING THE POVERTY CYCLE: EXPLORING FARMERS' STRATEGIES TO EMPOWER EMPLOYEES IN THE AGRICULTURAL SECTOR

Supervisor: Ms J Bowler

MASTER OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT (RESEARCH)

JACOBS, Petronella

Title of dissertation:

HUMAN RESOURCES STRATEGIES FOR CREATING A GREEN ORGANISATIONAL CULTURE

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THE CONCEPT OF EQUAL PAY FOR EQUAL WORK

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THE EFFECT OF THE AMENDMENTS TO THE LABOUR RELATIONS ACT ON COLLECTIVE LABOUR LAW AND PROLIFERATION OF THE UNIONS

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SUBSTANTIVE FAIRNESS IN THE CONTEXT OF DISMISSAL FOR TEAM MISCONDUCT

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Title of treatise:

THE CRIMINALIZATION OF CONSENSUAL SEXUAL ACTS BETWEEN CHILDREN

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CAPITAL VS REVENUE: THE INCOME TAX TEST OF INTENTION

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Title of treatise:

DISCRIMINATION AND DISMISSALS BASED ON AGE

Supervisor: Mr T Qotoyi

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Title of treatise:

SUBSTANTIVE FAIRNESS IN DISMISSALS FOR OPERATIONAL REQUIREMENTS

Supervisor: Prof JA Van Der Walt

Co-supervisor: Mr T Qotoyi

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Title of treatise:

AUTOMATIC UNFAIR DISMISSALS WITH REFERENCE TO SECTION 187(1) (C) OF THE LABOUR RELATIONS ACT

Supervisor: Prof JA Van Der Walt
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EMPLOYEE PENSION AND PROVIDENT FUND RIGHTS

Supervisor: Prof JA Van Der Walt

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Title of treatise:

THE UNFAIR LABOUR PRACTICE RELATING TO SUSPENSION

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UNFAIR DISCRIMINATION AND AFFIRMATIVE ACTION IN THE WORKPLACE

Supervisor: Prof JA Van Der Walt

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Title of treatise:

THE EFFECTIVE USE OF LEGAL PROTECTION TO COMBAT STIGMA AND DISCRIMINATION RELATED TO HIV AND AIDS IN A WORKPLACE: A CASE STUDY IN KWAZULU NATAL

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NONGOGO, Nqabisa Thandazile

(Labour Law)

Title of treatise:

MECHANISMS FOR IMPLEMENTING AFFIRMATIVE ACTION

Supervisor: Mr JK Gathongo
Co-supervisor: Prof JA Van Der Walt

PILLAY, Prushothman Subramoney

(Labour Law)

Title of treatise:

BALANCING THE INTERESTS OF EMPLOYER AND EMPLOYEE IN DISMISSAL FOR MISCONDUCT

Supervisor: Prof JA Van Der Walt

ZAMA, Ntokozo Patrick

(Labour Law)

Title of treatise:

REGULATING ESSENTIAL SERVICES, MAINTENANCE SERVICES AND MINIMUM SERVICES AGREEMENTS

Supervisor: Mr MJ Boyens

MASTER OF LAWS (RESEARCH)

CHASAKARA, Rachael Sharon

(Public Law)

Title of dissertation:

CONSTITUTIONAL AND HUMAN-RIGHTS ASPECTS OF MARINE SPATIAL PLANNING

Supervisor: Prof PHG Vrancken
Co-Supervisor: Prof A Lombard

HAMUKUAYA, Nghililewanga Hashali

(Mercantile Law)

Title of dissertation:

LABOUR RIGHTS OF FISHERS IN NAMIBIA

Supervisor: Prof PHG Vrancken
Co-supervisor: Prof JA Van Der Walt

HLAZO, Nonhlanhla Irene Pindiwe

(Mercantile Law)

Title of dissertation:

THE LEGAL REMEDIES TO PROTECT MINORS AGAINST CYBERBULLYING IN SOTUH AFRICA

Supervisor: Prof FE Marx

FACULTY OF LAW

DOCTOR OF LAWS

GATHONGO, Johana Kambo
(Mercantile Law)

Title of thesis:

LABOUR DISPUTE RESOLUTION IN KENYA: COMPLIANCE WITH INTERNATIONAL STANDARDS AND A COMPARISON WITH SOUTH AFRICA

Supervisor: Prof JA Van Der Walt
Co-supervisor: Mr T Qotoyi

JOKANI, Mkhusele Christopher
(Public Law)

Title of thesis:

THE CUSTOMARY LAW PRACTICE OF UKUTHWALA - AN ANTITHESIS IN THE SOUTH AFRICAN CONSTITUTIONAL ORDER

Supervisor: Prof E Knoetze
Co-supervisor: Prof D Erasmus

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

DOCTOR OF BUSINESS ADMINISTRATION

BASSON, Kenneth Mervyn

Title of thesis:

THE DEVELOPMENT OF AN OPTIMISED DECISION BASED METHODOLOGY FOR THE REPLACEMENT TIMING OF FRONTLINE EQUIPMENT UTILISED WITHIN THE QUARRYING INDUSTRY

Supervisor: Prof P Le Roux

BOSHOFF, Ryno

Title of thesis:

AN ADAPTIVE INTERNET MANAGEMENT MODEL FOR HIGHER EDUCATION INSTITUTIONS IN SOUTH AFRICA

Supervisor: Prof AP Calitz
Co-supervisor: Prof MDM Cullen

DOCTORAL DEGREE CITATIONS

THE DEGREE OF DOCTOR OF LAWS (MERCANTILE LAW)

JOHANA KAMBO GATHONGO

Previous qualifications:

2012 LLB
2014 LLM

Nelson Mandela Metropolitan University
Nelson Mandela Metropolitan University

Thesis:

LABOUR DISPUTE RESOLUTION IN KENYA: COMPLIANCE WITH INTERNATIONAL STANDARDS AND A COMPARISON WITH SOUTH AFRICA

This thesis examined the current statutory labour-dispute resolution system in Kenya. The study highlighted critical problems in the system of labour dispute resolution which does not adequately respond to the needs of parties in labour disputes. Besides protracted referral time-frames for disputes, a core concern is that the responsibility of resolving statutory labour disputes in Kenya is still under the control of the state through the Ministry of Labour. Consequently, the Kenyan dispute-resolution system lacks impartiality leading to unresolved labour disputes and labour unrest. The study adopted a comparative approach with South Africa and international jurisprudence with a view to adapting the Kenyan system to establish independent institutions such as The Commission for Conciliation, Mediation and Arbitration (CCMA) and specialised labour courts which can lead to effective dispute resolution in Kenya. The results came at the opportune time when labour-law reforms are considered in Kenya.

THE DEGREE OF DOCTOR OF LAWS (PUBLIC LAW)

MKHUSELI CHRISTOPHER JOKANI

Previous qualifications:

1997 B Proc
2011 LLM (Criminal Justice)
2015 Higher Certificate in Management

University of Fort Hare
Nelson Mandela Metropolitan University
Foundation for Professional Development

Thesis:

THE CUSTOMARY LAW PRACTICE OF UKUTHWALA – AN ANTITHESIS IN THE SOUTH AFRICAN CONSTITUTIONAL ORDER

The subject matter of the research involves customary and criminal law. The thesis interrogates the difficulties associated with the continued existence of customary practices in an essentially Western legal system. The practice affects a vulnerable group of women and children, especially in rural areas. This study illustrates that the incidence of *ukuthwala* is more than just a theoretical phenomenon by incorporating case studies from the Lusikisiki area in the Eastern Cape Province. In this regard, the thesis can be described as both sympathetic and probing. Ultimately, from the study an important text on decolonisation analysis is produced.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

KENNETH MERVYN BASSON

Previous qualifications:

1989	ND (Mechanical Engineering)	Port Elizabeth Technikon
1990	NHD (Mechanical Engineering)	Port Elizabeth Technikon
2000	M Tech (Mechanical Engineering)	Port Elizabeth Technikon
2008	MBA	Business School Netherlands

Thesis:

THE DEVELOPMENT OF AN OPTIMISED DECISION BASED METHODOLOGY FOR THE REPLACEMENT TIMING OF FRONTLINE EQUIPMENT UTILISED WITHIN THE QUARRYING INDUSTRY

Optimal replacement timing of earthmoving equipment employed within the quarrying industry is regarded as being an imperative capital budgeting requirement in order to ensure overall cost competitiveness and future business sustainability. This study investigated numerous capital budgeting approaches adopted within the industry and concluded that the widely-accepted static deterministic based Net Present Value (NPV) approach exhibited fundamental shortcomings in that, both uncertainty and managerial flexibility was not recognised. In order to address these limitations, a Monte Carlo Simulation (MCS) based replacement methodological framework that incorporates a stochastic modelling approach was developed, to ensure optimal replacement timing of earthmoving equipment.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

RYNO BSHOFF

Previous qualifications:

2005	National Diploma: IT	Nelson Mandela Metropolitan University
2010	BTech: IT	Nelson Mandela Metropolitan University
2013	MTech: IT	Nelson Mandela Metropolitan University
2016	MBA (<i>Cum Laude</i>)	Nelson Mandela Metropolitan University

Thesis:

AN ADAPTIVE INTERNET MANAGEMENT MODEL FOR HIGHER EDUCATION INSTITUTIONS IN SOUTH AFRICA

In this study an adaptive Internet Management Model for Higher Education Institutions (HEIs) was developed. The Nelson Mandela University Internet usage patterns were evaluated by means of a survey and compared with the actual University Firewall data. The results indicate that the Internet is not used as staff and specifically students indicated in the survey. More than 60% of the Internet usage at the University is spent on cyberloafing, i.e. users using the Internet for non-work or study related purposes. The thesis will assist with the effective and efficient management of Internet resources at HEIs. Three research papers have been submitted as a result of this research study.

**HONORARY DOCTORAL
DEGREE CITATIONS**

MANDISA MURIEL LINDELWA MAYA **DOCTOR OF LAWS (*HONORIS CAUSA*)**



Mandisa Maya was born on the 20th of March 1964 in the Eastern Cape town of Tsolo and grew up in King William's Town and Mthatha. She matriculated from St Johns College in Mthatha and graduated from the former University of the Transkei with a BProc degree in 1986. She went on to complete her LLB from the University of Natal in 1988 and in 1990, received her LLM from Duke University in the USA on a Fulbright scholarship.

She began her legal career as an Assistant State Law Adviser in Mthatha in 1991 and in 1994, was admitted to the Transkei Bar.

Since 1999, she has served as a member of the judiciary in various capacities and in May 2006, she was appointed as a member of the Bench in the Supreme Court of Appeal. Justice Maya served as an acting judge of the Constitutional Court and was appointed as Deputy President of the Supreme Court of Appeal in 2015 and served as Acting President in 2016. In May 2017, Justice Maya became the first woman President of the Supreme Court of Appeal.

She has served as a member of the Black Lawyers Association, the National Association of Democratic Lawyers and the Commonwealth Association of Law Reform Agencies. In 2004, she founded the South African Chapter of the International Association of Women Judges and remains an active member. She holds various leadership and advisory roles in organisations such as Lawyers against Violence, the SA Institute for Advanced Constitutional; Public; Human Rights and International Law. She serves as a Commissioner on the Judicial Service Commission and as a council member on the SA Judicial Education Institute. She has served as a member and as Chairperson of the South African Law Reform Commission since 2013 and as a board member of the South African Journal on Human rights.

In 2012, Justice Maya was the recipient of the South African Women Lawyers Icon Award – honoured for the role she plays in empowering and mentoring women in both the judiciary and the broader legal profession. She has delivered 114 reported High Court judgments and 43 reported judgments in the Supreme Court of Appeal during her judicial career. These judgments span wide ranging and intricate legal issues and demonstrate her comprehensive knowledge of the law. She is held in high esteem by the legal fraternity and has a reputation for integrity and independence along with a sensitivity to the implications of gender-based violence and socio-economic inequalities in South African society.

The advocates who have appeared before her have commended her “fine grasp of a broad spectrum of the law”. According to the General Council of the Bar, Justice Maya has demonstrated a “consistent understanding of the need to balance the enforcement of constitutional rights against the need for government to be able to perform its functions efficiently”.

Justice Maya has been involved in many community-based organisation, including the Transkei Women's Zenzele Association and the Women's Economic Advancement Group (Pty) Ltd. In so doing, she makes a valuable and substantial contribution to the promotion of women's rights.

Throughout her career, she has demonstrated a clear commitment to transformation and to the promotion of gender equality – taking active steps to promote gender transformation in the judiciary and in the broader legal profession. Her extra-curricular activities and particularly her community activism, reflect a deep commitment to the values of the Constitution. Through her appointment as President of the Supreme Court of Appeal, she has become a symbol of gender transformation and is an important role-player in the promotion of cultural and gender rights.

Mandisa Maya is married to Dabulamanzi Mlokoti and has three children.

For her significant contribution to the development of law in South Africa, the promotion of constitutional democracy and the protection of human rights, it is an honour for Nelson Mandela University to confer the degree of **Doctor of Laws (*honoris causa*)** on **Justice Mandisa Maya**.

MARINA VN XABA-MOKOENA

DOCTOR OF PHILOSOPHY (*HONORIS CAUSA*)



Professor Marina Xaba-Mokoena was born in Willowvale in the Eastern Cape in 1938. She matriculated from Healdtown Missionary Institution at the young age of 15 after which she attended Fort Hare College where she did a BSc degree.

A few years later, she began training as a nurse at King Edward VIII Hospital in Durban, passing her final exams with Honours, receiving the South African Nursing Council gold medal for achieving the highest marks in the country.

In 1964 and 1965, she underwent orthopaedic nursing training in London, where she obtained the highest marks in the whole of England and Wales. Thereafter, she received a scholarship to study medicine in Sweden and after six months of intensive courses in the Swedish language, she began her medical studies.

In 1973, she graduated as a Med.Lic (Medicine Licentiat) from Stockholm University and was registered as a medical practitioner. She went on to specialise in lung diseases, qualifying as a Pulmonologist.

Returning to Southern Africa, she worked as a Physician in Lesotho and then in 1980, became Senior Medical Superintendent at Umtata General Hospital. A year later she was appointed as Deputy Chief Medical Superintendent at the same hospital and in 1982, was promoted to Principal Specialist. In 1983, the International Union against Tuberculosis appointed Prof Xaba-Mokoena as a member of the Scientific Committee on Respiratory Diseases.

Moving into academia in 1984, Prof Xaba-Mokoena became the founding Dean of the Faculty of Medicine and Health Sciences at the former University of the Transkei, establishing the country's 8th medical school with her new ideas and policies of community orientated and community based medical education with the emphasis on primary health care. This was an enormous task and required encouraging staff and students to prioritise service to the community and instilling a philosophy of producing doctors with skills and attitudes to work in the community. Her first pioneer doctors qualified in 1990. During her tenure as Dean, she continued to practice as a Clinician.

After a major back operation in 1993, she resigned from the University and retired to East London where she later worked part-time as District Surgeon before accepting an appointment as both Medical Superintendent and Specialist Chest Physician at the Duncan Village Day Hospital.

In 2003, she returned to Sweden where she worked as a Chief Physician for a year before coming home to join the East London Hospital Complex as a consulting Principal Specialist where she worked until 2013. She retired professionally at the age of 75.

Prof Xaba-Mokoena is the author of many articles and papers on Tuberculosis and anti-smoking, and as President of the International Union against TB and Lung Diseases, successfully organised an international conference of the Africa region in 2002. Among many other positions of service, she has served as Vice-President of SANTA (the South African National Tuberculosis Association), Chairman of the Board of the East London Hospice and as a member of Council at MEDUNSA (the Medical University of South Africa) and the former Border Technikon.

Passing on encouragement to the youth and particularly those in the field of medicine, Prof Xaba-Mokoena recently wrote a book of memoirs entitled "*Dreams Fulfilled*". She is involved in the work of the Methodist Church of Southern Africa and is a lay-preacher and a Mother's Union member. From 1996 to 1998 she served as an Executive Member of the South African Council of Churches and from 2015 to date, serves on the Governing Council of the Seth Mokitimi Methodist Seminary training ministers of religion.

Prof Xaba-Mokoena is married to economist PE Mokoena and has a daughter, a son and three grandchildren. For her incredible advocacy in involving communities in the training of health practitioners that would later serve them and addressing inequalities in our society, it is an honour for Nelson Mandela University to confer the degree of **Doctor of Philosophy (*honoris causa*) on Marina Xaba-Mokoena.**

VISION, MISSION, VALUES, EDUCATIONAL PURPOSE AND PHILOSOPHY

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 life-changing educational experiences for a better world.

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

- Diversity
- Excellence
- Ubuntu
- Social justice and equality
- Integrity
- Environmental stewardship

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 academic achievement! Welcome to the Nelson Mandela University family. You are now a Nelson Mandela University alumnus.

We would like to take this opportunity to introduce you to the Nelson Mandela University Alumni Association. Once you have obtained your Nelson Mandela University certificate, diploma or degree you become an alumnus of the University and a member of the Nelson Mandela University Alumni Association. The Association is recognised by the University 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 role of the Alumni Association Office

The Alumni Association Office is a public relations and projects department responsible for the day-to-day management and running of the Alumni Association, the University Shop and all matters related to alumni engagement. Primarily, we build relationships and maintain strong links with graduates, parents, friends and supporters of the University through events, networks, services, communications and community engagement.

The role of Nelson Mandela University Graduate

We encourage you to attend the alumni engagement events, be an active alumni ambassador, support your alma mater in a variety of ways including sharing news, expertise, skills, and contributions in cash and kind. We encourage a culture of giving back especially for student bursaries, which can be accessed on our alumni website.

University Shop

Visit the University Shop situated at the Sanlam Student Village on University Way, Summerstrand, for all Nelson Mandela University branded clothing, corporate gifts, bags and memorabilia!

More info,  041 504 4371  www.shop.mandela.ac.za  shop@mandela.ac.za

Lifetime connection with Nelson Mandela University

We are proud of our alumni and value your connection.

We encourage you to stay in touch by updating your graduate profile. We will keep you informed with University developments and graduate news through our event invitations, project and campaign updates, regular e-newsletters via our website and social media channels.

Your Graduate profile link <https://mandela.devman.co.za/Devman/alumni/findme/>

We welcome your visit to the Alumni Associates Centre on the North Campus in Port Elizabeth.

More info,  041 504 3935  www.alumni.mandela.ac.za  alumni@mandela.ac.za

Join us,  Nelson Mandela University Alumni  Nelson Mandela University Alumni  @MandelaUni

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.**