



GRADUATION CEREMONY

Faculty of Commerce (Ceremony 3)

SARAH BAARTMAN HALL

10 September 2025

FACULTY OF COMMERCE (CEREMONY 3)

ORDER OF PROCEEDINGS

Academic Procession.

(The congregation is requested to stand as the procession enters the hall)

The Presiding Officer will constitute the congregation.

The National Anthem.

Welcome by the Master of Ceremonies.

Musical Item.

The graduands will be presented to the Presiding Officer by the Dean of the faculty.

The Presiding Officer will congratulate the new graduates.

The Master of Ceremonies will make closing announcements and invite the congregation to stand.

The Presiding Officer will dissolve the congregation.

The procession, including the new graduates, will leave the hall.

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

NATIONAL ANTHEM

Nkosi sikelel' iAfrika
Maluphakanyisw' uphondolwayo,
Yizwa imithandazo yethu,
Nkosi sikelela, thina lusapho lwayo.

Morena boloka etjhaba sa heso,
O fedise dintwa la matshwenyeho,
O se boloke,
O se boloke setjhaba sa heso,
Setjhaba sa South Afrika – South Afrika.

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.

NAMES OF GRADUANDS

FACULTY OF COMMERCE

Dean: Professor S Goodman

DEGREE OF MASTER OF BUSINESS ADMINISTRATION

Abbott, Carla Margaret
Adao, Carlos Gika Vieira
Alberto, Hilka Kandali
Basson, Gerrit Cornelis (with distinction)
Buthelezi, Nonkululeko Verity
Chauke, Kutloano Nicodemus
Chigome, Joshua Covenant
Chitera, Rosemary Limbani
Da Cruz, Cassandra (with distinction)
De Villiers, Nico-Ben
Direko, Dikeledi Rosemary
Fourie, David Johannes
Fu, Xiaolin (with distinction)
Gachie, James Mukuna
Gate, David Shingirai (with distinction)
Geduld, Alison
George, Jeremy Charles
Gibbs, Bruce William
Green-Thompson, Lionel Patrick
Hlahla, Kgabo Hlalefi
Hove, Takudzwa Tanyaradzwa (with distinction)
Ismail, Zulaigha
Jaghlashian, Hagop
Jansen, Chanel
Javangwe, Kudakwashe Zvitarise
Jordan, Desmond
Kader, Mohammed Azim
Kamsesa, Kondana Edith
Khanye, Tsepo Monde Thulani
Klopper Johnson, Calvin Dirk
Kostova, Jeni Ulieva (with distinction)
Kruger, Louis Cornelius
Leaner, Joy Jaqueline
Le Grange, Willem Louis
Lungu, Mbamwabi Ntheye Malani
Maharaj, Rakhee
Mambwe, Kubwensu Mwanshukisha
Mangalparsad, Jiten
Masakona, Ndamulelo
Mathabatha, Lerato Jane
Matlou, Itumeleng Peace
Matthee, Gavin
Mongwe, Tana Tsakani
Moodley, Trishen (with distinction)
Moolman, Benjamin Stephanus
Moosa, Raziya (with distinction)

Motlogelwa, Onkutlwile
Mpongoshe, Vuyokazi
Mtanda, Ntombizine Nicoline
Mthethwa, Siphamandla Dennis
Mthimunye, Pogiso Glen
Myburgh, Jan Sebastiaan
Naidoo, Beven
Ngcobo, Glory Nomvula (with distinction)
Ngunjiri, Besky Peresila (with distinction)
Ngwenya, Mavis
Nkosi, Amos Mefika
Parker, Mohammed Ashraf
Pather, Nivaan (with distinction)
Pelser, Durand
Pereira, Matthew Patrick
Phoku, Zanele Elizabeth (with distinction)
Power, Michael Jan
Rajah, Casandra Mishca (with distinction)
Rakwena, Saul Letsoko
Ramaboea, Ngoako Martin
Ranta, Raymond William
Seale, Tina (with distinction)
Sedupane, Boitumelo Glevrose
Seganyi, Ronald
Singh, Prasun (with distinction)
Starr, Heide Jeanine (with distinction)
Tamenti, Tiro
Tennent, Carryn Lee (with distinction)
Tigere, Chiedza Claris
Tshehla, Maashutha Samuel
van der Merwe, Nadia (with distinction)
Van Neel, Warren John
Weber, Melissa (with distinction)
Weeks, Adam Michael
Williamson, Iain Steven Melville
Wright, Wilbur Gabriel (with distinction)
Zeeman, Morne (with distinction)
Zhu, Han

DEGREE OF MASTER OF BUSINESS SCIENCE

Johnson, Alexandra Shelley
Wahl, Kathryn Nicole

DEGREE OF MASTER OF COMMERCE

Akobe, David Tobi (with distinction in the dissertation)
Batwa, Lindile Matthews
Cedras, Joshua Samuel

Chakurira, Melinda Nyaradzo
Chihota, Tapiwa Thembinkosi
Davidson, Bronwyn
Earl, Gemma Jane (with distinction in the dissertation and the degree with distinction)
Ekstein, Joe Donald
Fatch, Martha
Ganesh, Shivaal
Gauldie, Nicola Claire
Gichanga, John Mwati
Goddard, Ianthe Sameera (with distinction)
Gouws, Janke
Green, Allistair
Iyamu, Augustine
Kanyama, Victor Amedzo
Kumandan, Zeenat (with distinction in the dissertation and the degree with distinction)
Le Roux, Ewayne
Liang, Yanni
Louw, Gerhard
Maape, Neto
Malatjie, Phaswana Mokebe
Malaza, Thokozile Zandile (with distinction)
Maritz, Christopher
Mbali, Asisipo
Modise, Keletso
Mohale, Khotso Clement
Moloi, Tumelo Shaun
Motlhasedi, Phenyio Dire
Mrubata-Mhlebi, Nomahlubi
Muir, Cameron James
Mvelase, Ziyandiswa Nethezeko
Myendeki, Sive
Naamdhe, Akira
Ngwadla, Sinethemba
Nkwe, Boitumelo Cynthia Anastacia
Nteso, Ntsane
Ntika, Nomfezeko
Nuunyango, Anna Nambahu Panduleni
Nxumalo, Lwazi Mbaliyewe Jnr
Okello Ayai, Charles
Petersen, Achmad
Radebe, Mlungisi Nkululeko
Reed, Joshua Matthew (with distinction)
Runge, Kurt Carl
Sebola, Peter Mokoko
Selaledi, Manneheng Florry
Sewraj, Ayushi
Stellenboom, Terri Lauren (with distinction)
Swan, Jurie Jacobus Kobus
Tatham, Claire Marie-Leone (with distinction in the dissertation and the degree with distinction)

Thomas, Bradley Sheldon
Tshilenge, Henry Bukasa (with distinction in the dissertation and the degree with distinction)
Tyutyu, Anelisa Bathandwa
Van Der Merwe, Leslie Tamara
Van Schoor, Jacinda
Zimba, Towani Mnyagala
Zulu, Zibuyile Nomfundo

DEGREE OF MASTER OF COMMERCE IN APPLIED FINANCE

Mafulako, Kutlwano

DEGREE OF MASTER OF COMMERCE IN DEVELOPMENT FINANCE

Bwanya, Mudavanhu Richard (with distinction in the coursework component)
Davids, Saarah
Doko, Nkosindiphile
Dube, Siyabonga Remegius
Dyushu, Mphumleli
Hove, Rumbidzai
Jack, Jonita Phatheka
Jenala, Chikondi
Keseabetswe, Lorato Pearl (with distinction in the dissertation)
Kolwane, Pearl Nokubonga
Mahlake, Sign Lenslord
Mahwai, Matseba Johanna (with distinction in the coursework component)
Malandu, Vimbai Melissa
Malatji, Charity Tumisho
Mali, Nwabisa
Mavundla, Busisiwe Mathoto
Mbalo, Usiphile Masibonge
Mbatha, Michael Mfanafuthi
Mokalake, Lemphane Andrew
Mokwena, Thapelo Veronica
Mollagee, Shuaib
Mpai, Mapule Abygale
Mushori, Roosevelt
Mwachande, Mkhuzo
Nakani, Akona
Nongalo, Philiswa
Orwothwun, Noel Ocaya
Padayachee, Bradley Nicolan
Ramathuba, Vivian Vhonani
Selowa, Gloria Boitumelo
Skirving, Ryan Bonny (with distinction in the coursework component)

Tarimo, Asha (with distinction in the coursework component)
Tshangela, Somezeze Noxolo (with distinction in the dissertation)
Tshehla, Kgaogelo Faith Masame
Tsoai, Unathi Lindelwa (with distinction in the dissertation)
Wangalachi, Anne Pauline

DEGREE OF MASTER OF COMMERCE IN RISK MANAGEMENT OF FINANCIAL MARKETS

Alison, Joshua Callum (with distinction)
Bradfield, Keighan
Brakspear, Bianca Kia
Dama, Oratile Muofhe
Gigaba, Sonwabo
Kadhila, Albertina Nakadhilu
Khetsi, Relebohile
Ko, Junho
Koyo, Apelele
Maharaj, Mahima
Malcomess, Tara Hannah
Manyosi, Lloyd
Mayosi, Hlonela
Mdleleni, Muzi-Sibabalwe
Mhatiwa, Chidochashe
Mohlamme, Lerato
Mtambekwana, Athabile
Poole, Sean Royden
Rakopo, Koketso Robert (with distinction)
Seseane, Lebogang
Siavhe, Andani Wanga
Tikiso, Mlanjeni
Zulu, Mcabangomuhle

DEGREE OF MASTER OF DEVELOPMENT POLICY AND PRACTICE

Agyir, Kenneth Paa Kwesi
Ali, Mohamed Hassan
Chauke, Michael Mekateko
Gcelu, Sabelo Sweetboy
Husein, Abdulhakim Mumin Salih
Khadir, Imaan
Lande, Sinalo Cinga
Magooa, Agisanang Tsholofelo
Malama, Meebello (with distinction)
Manjati, Musawenkosi
Mashaphu, Ayanda Mapaseka
Mlobane, Ntandoyenkosi
Mwagomba, Blessings Kaomba

Nganga, Nalucha
Nkhoma, Dolika Mutoba
Phillips, Cheryl Margaret
Ramsahar, Felina
Richards, Leslie Ruben
Shikoyeni, Ndamono Uilika
Tshalanga, Monde Morris

DEGREE OF MASTER OF FINANCIAL ENGINEERING

Abiodun, Emmanuel Ifeoluwaposimi
Arendse, Zoë Louise
Boden, Nicholas Bryce
Davis, Christopher Malcolm
Dlamini, Ande Nsika
Gqolana, Mandilakhe Nathan
Kahanovitz, Benjamin Howard
Khoza, Fortune
Kruger, Johannes Lodewicus Jacobus
Lesuthu, Lesedi Dawson
Naidu, Ria Bela
Raney, Andrew D'arcy (with distinction)
Sparks, Damian John
van Wyk, Mila

DEGREE OF MASTER OF INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

Acheampong, Nadine Borkor (with distinction in the dissertation and the degree with distinction)
Buley, Stella Riva Nova
Cronje, Jacobus Fouche (with distinction in the dissertation and the degree with distinction)
Groenewald, Johan Abraham (with distinction in the dissertation and the degree with distinction)
Jordan, Emma Claire
Larney, Ammaarah (with distinction in the dissertation)
Leclercq, Colleen Shona
Leon, Nicholas Michael
Nkqayana, Siziphiwe Ayabulela
Ntombana, Sixolile
Samuels, Huyaam (with distinction in the dissertation)
Schroeder, Callum Dorio (with distinction in the dissertation)
Somo, Moletlo (with distinction in the dissertation and the degree with distinction)
Walters, Alexandra Penelope

DEGREE OF MASTER OF MANAGEMENT

Chambers, Hannah Jean (with distinction)
Chasenski, Daniella Jade
Corgnier, Julien Luca (with distinction)
Gopolang, Neelo
Grand, Savannah
Klein, Lena
Löwentraut, Sarah Ines
Schütze, Sophia Viktoria
Van Der Poel, Stefan
Weits, Elkin Patrick

DEGREE OF MASTER OF PHILOSOPHY

Adotey, Sampson Kofi (with distinction)
Araujo Lacerda Nobre, Pedro
Arendse, Beth Angela
Chihambakwe, Mufudzi (with distinction)
Chilwesa, Mambwe Paul
Chirwa, Memory Bwalya
Cooksey, Cayla Christine
Da Silva, Ayrton (with distinction)
Dodge, Catherine Patricia Murray
Everts, Charl Jan
Goetze, Lauren (with distinction)
Haffajee, Natasha Nadia (with distinction)
Haingura, Pascalius
Hendry, Stuart
Kamenjono, Nguvitjita (with distinction)
Kanyuchi, Amantle Onalenna Pearl (with distinction)
Keating, Carlynn Nicole (with distinction)
Kubheka, Zanele Ntombenhle
Mailovich, Annami
Maponga, Innocent Nyararayi
Modise, Tshwanelo
Modubi, Ngoakwana Nkakga
Mokgesi-Seling, Masabata Gloria (with distinction)
Mukanza, Patrick William (with distinction)
Nchachi, Lebo
Ndamase, Nozuko
Ngaleka, Tshepo
Nikiwe, Nontuthuzelo Nomxolisi
Ocholla, Diana Atieno
Onyango, Kevin Rombo
Pastor, Amiena
Ramarumo, Thanyani Mercy (with distinction)
Rampersad, Prashana

Richter, Nicolaas
Rossouw, Christine
Seyuba, Samukumba Mbanje
Siwundla, Lundi
Smith, Gail Colleen (with distinction)
Stewart, Celeste
Swingler, Andrew James (with distinction in the dissertation and the degree with distinction)
Thanjan, Shari Mikaela
Van Wyk, Olga
Van Zyl, Danielle
Zheng, Wenbo (with distinction)

DEGREE OF DOCTOR OF PHILOSOPHY

Adjei, Naa Adjekai
Thesis Title: *Africa's Red Lantern: An assessment of Chinese-supported power generation projects in Sub-Saharan Africa*

Naa Adjekai Adjei holds a Master of Laws (LLM) in Commercial Law with distinction from the University of Cape Town. She has practised as an attorney at top international law firms and has engaged in energy research and policy, focusing on power generation investments in sub-Saharan Africa.

Naa Adjekai Adjei's research examines the investment and pricing outcomes of Chinese-supported power projects (CSPs) in sub-Saharan Africa, specifically in Ghana, Uganda, and Zambia. Using semi-structured interviews and document analysis, the study investigates the elements contributing to the success of CSPs. Findings highlight the critical role of host state agency, technical capacity, relationship management, and procurement practices, in shaping CSP outcomes. The study presents a nuanced framework integrating host state agency with the existing framework of contributing elements of success for independent power producers. It underscores the need for African states to enhance their exercise of agency to secure balanced and sustainable power investments.

Supervisor: Dr JL Kruger (Graduate School of Business)
Co-Supervisor: Professor A Eberhard (Graduate School of Business)

Akin-Adetoro, Adedolapo
Oluwabukunola

Thesis Title: *The performance of information systems implementation outcomes: the case of an enterprise system implementation in a South African University*

Adedolapo Akin-Adetoro holds a BSc degree in Computer Science and Information Technology from Bowen University, Nigeria and a master's degree in Information Systems from UCT.

Enterprise systems offer many organisational benefits, yet negative and negligible outcomes have been recorded for many implementations. Adedolapo Akin-Adetoro's thesis focuses on the performance of information systems implementation outcomes in organisations. He investigates the implementation of an enterprise system in a South African University. The findings challenge the dominant representational view of IS assessment which describes outcomes as static and singular. The findings indicate that information systems outcomes can be dynamic and plural and an implementation can concurrently be a success and a failure. The thesis contributes to the ongoing theorising of IS implementation outcomes.

Supervisor: Professor L Seymour (Information Systems)

Gawaxab, Johannes

Thesis Title: *Assessing the optimality of the Common Monetary Area in Southern Africa: A case study of Namibia's membership*

Johannes Gawaxab holds a BA and an MBL from the University of South Africa, an MA from Kingston University, London, United Kingdom, an AMP from Harvard Business School, and began his PhD studies in February 2021.

Johannes Gawaxab's thesis critically examines whether the Common Monetary Area in Southern Africa meets the criteria of an optimum currency area (OCA), with particular focus on Namibia's economic growth and development. By employing a mixed-methods sequential explanatory research design, Johannes Gawaxab analyses

the costs and benefits of Namibia's membership in the monetary union. His study concludes that, while the CMA approximates an OCA, it does not meet all the conditions of an optimum currency area. Additionally, the study finds that benefits of Namibia's membership in the Common Monetary Area outweigh the costs. However, Namibia's long-term economic transformation—driven by recent oil and gas discoveries and renewable energy initiatives—may challenge the sustainability of the current fixed exchange rate arrangement over the next ten years.

Supervisor: Professor C Lopes (Nelson Mandela School of Public Governance)
Co-Supervisor: A/Professor R Govender (Nelson Mandela School of Public Governance)

Gross, Eden Ben Michael
 Thesis Title: *Banking Regulation: A Bayesian network approach to risk management*

Eden holds a BSc, a BCom (Honours), MCom (Investment Management), and MCom (Actuarial Science) from UCT, and is a qualified investments actuary. Eden first registered for his PhD in 2021.

Eden's thesis introduces the machine learning technique of Bayesian networks to banks' regulatory framework by using various algorithms to calculate market risk metrics, using US financial and economic data. In addition, Eden develops a novel methodology combining forecasting abilities and Bayesian networks and autoregressive models to produce said market risk metrics. While the performances of the Bayesian network approach were mixed, Eden's thesis highlights the potential advantages in using forward-looking forecasting techniques in the banking industry.

Supervisor: A/Professor R Kruger (Finance and Tax)
Co-supervisor: A/Professor F Toerien (Finance and Tax)

Hanslo, Ridewaan
 Thesis Title: *Critical success factors influencing agile software development projects: a theoretical and empirical investigation*

Ridewaan Hanslo is a Lecturer at the Academy of Computer Science and Software Engineering, University of Johannesburg, South Africa. He has more than 20 years of industry experience and has been an Agile practitioner for more than a decade. His research interests lie in software engineering and artificial intelligence.

Ridewaan Hanslo's thesis investigates the critical success factors influencing Agile software development project success. Through a positivist approach using a systematic literature review and a quantitative survey, the research identifies key factors contributing to project success. The findings indicate that skilled Agile teams and effective project management practices positively influence stakeholder satisfaction and project outcomes. This research contributes a novel model for evaluating Agile project success and provides practical guidance for organisations to improve their Agile implementations.

Supervisor: Professor Maureen Tanner (Information Systems)

Littlewood, Kerry
 Thesis Title: *The social media value framework: development and validation of a conceptual framework for social media engagement and value creation*

Kerry Littlewood completed her BCom (Hons) qualification at the University of Natal, her MBA at UCT and MBA Exchange at ESADE in Barcelona. She started her PhD journey in 2017, while working full-time in digital transformation consulting.

Kerry Littlewood's thesis expands on her prior social media research to develop and validate a conceptual framework for social media engagement with brands. The study looks to behavioural theories to develop a multidimensional conceptual framework, which is validated using Structural

Equation Modelling (SEM). The findings of the study reveal a shift in social media engagement from pure enjoyment to perceived usefulness post COVID-19 as well as the influence of satisfaction intent driving increased trust and loyalty. Further to this, the findings highlight an increase in paradoxical behaviour with greater use despite negative factors such as privacy concerns and social media fatigue.

Supervisor: Emeritus Professor G Bick (Graduate School of Business)

Ongaro, Patrizia
 Thesis Title: *How social change leaders practise reflexivity in an integrated way and realise its emancipatory aim*

Patrizia Ongaro completed her BA (Hons) Psychology at the University of Johannesburg and a diploma in coaching at The Coaching Centre. In 2018 she began her research project leading to her doctoral thesis at the University of Cape Town Graduate School of Business.

Patrizia Ongaro's dissertation focuses on how reflexivity is practiced by leaders within social change organisations. Reflexivity is understood to be an emancipatory endeavour enacted to question assumptions, to relate with others and with the Other, to interrogate power relations and to live with heart. The extant literature largely focuses on the siloed and usually discursive practice of reflexivity, despite its multi-faceted and embodied nature, and there is little explanation of how reflexivity achieves its emancipatory aim. Based on her empirical study of leaders in two social change organisations, Patrizia explains how these leaders enact a synergistic constellation of discursive and body-based reflexive practices, and how this enables participants' empowerment.

Supervisor: Associate Professor Warren Nilsson (Graduate School of Business, Faculty of Commerce)

Pashapa, Tapfuma

Thesis Title: *Rurality and the people-centric approach to public service delivery in the digital age—a study of South African rurality as a proxy for low- and middle-income country contexts*

Tapfuma Pashapa holds a BSc (Hons) degree in Mathematics from Midlands State University in Zimbabwe. He completed an MPhil. In Demography at UCT in 2009. He began his studies for a PhD in Information Systems at UCT in 2016.

Tapfuma Pashapa's study investigates the value of information communication technology for people-centric service delivery models in low- and middle-income countries. With a case study of South Africa, he finds that affordable, user-friendly, and traditional technologies provide opportunities for inclusionary service delivery. However, he finds that information asymmetry between service users and service providers in service delivery processes tends to favour the service providers and consumers who are already socioeconomically advantaged. New technologies perpetuate existing service divides as they mainly facilitate information delivery to marginalised population groups, although there are advantages in overcoming distance barriers in also delivering intangible services, mainly in telehealth and eLearning. Through his study, Tapfuma develops rurality indexes for South Africa, considering the impact of ICTs

Supervisor: Professor U Rivett (School of Information Technology)

Pekane, Ayanda

Thesis Title: *The dynamic processes of the adoption and use of cloud computing by small, medium enterprises in South Africa*

Ayanda Pekane holds a BTech in Project management and MTech in Information Technology from CPUT. She has worked for the South African Navy and the railway signalling industry. She is currently an academic in Information Systems at UCT.

Ayanda Pekane's thesis investigates organizational dynamics associated with the adoption and use of

cloud computing services by small and medium enterprises (SME) in South Africa. Her PhD follows 'a thesis by publication' approach consisting of three empirical studies. The first study investigates the challenges of cloud computing adoption and use encountered by SMEs. The findings show the main challenges are substandard cloud computing service provision and lack of knowledge. The second study, which focuses on organisational learning, showed that SMEs use a combination of innovative techniques to successfully learn about cloud computing services. The last study investigates organisational dynamics and changes that emerge during cloud computing adoption and use. The findings reveal key changes in organization learning culture and communication structures. The research provide insights into information technology adoption and use and is of importance to the goals of digitalization for growth and transformation of the SME sector.

Supervisor: Emeritus Professor O Ngwenyama (Information Systems)

Phaswana, Malilimalo

Thesis Title: *Black tax – stories of family financial socialisation in the context of familial financial support in South Africa*

Malilimalo Phaswana completed his BBusSc, BCom (Honours), and MCom qualifications at UCT. He completed his articles at PwC, where he qualified as a Chartered Accountant before joining UCT as a lecturer in 2021 and beginning his PhD in 2022.

Through interviews and observations of five families, Malilimalo Phaswana's thesis investigates how families socialise with each other to provide financial support and what the outcomes of that socialisation are. The results show that broad family networks, gender roles, poverty, parental financial modelling and experiential learning are key socialising agents within the home. The financial socialisation outcomes of familial financial socialisation are financial attitudes that encourage giving to the family, provision behaviours and an overall increase in financial wellbeing

for individuals in families where familial financial support occurs.

Supervisor: Professor Gizelle D. Willows (Accounting)

Sangham, Mehul Anilrai

Thesis Title: *The emergent information of complex systems: a dissertation in three studies exploring the nature of information in Information Systems research, through a posthuman lens*

Mehul Sangham completed his MPhil in Inclusive Innovation at the Graduate school of Business, UCT and began work towards his PhD in 2019.

Mehul Sangham's dissertation investigates the nature of information in Information Systems (IS) through a posthuman, process-based lens. Framing information as emergent and relational rather than static, the research introduces the concept of difference-in-information to ground a discipline-native theory of information. The dissertation comprises three interlinked studies: the first maps epistemic communities in IS and reveals the field's fragmented causal assumptions; the second analyzes how truth and power are configured on digital platforms; and the third models information systems as autopoietic semantic networks. Across these studies, Sangham develops a methodological approach called drawing neomaterialist cartographies and concludes with a new theory of action termed Posthuman Phronetic Inquiry.

Supervisor: Professor O Ngwenyama (Information Systems)

Schweer, Cynthia Diane

Thesis Title: *Staying together while learning: Relational work & the construction of collective institutional agency*

Cynthia Schweer Rayner holds a BA from Georgetown University and an MBA from INSEAD. She joined the Graduate School of Business as a PhD student in 2018. Prior to joining UCT, she worked in nonprofit organizations in South Africa and was a management consultant

in the United States and Europe.

Cynthia Schweer Rayner's thesis explores how collective agency develops among organizations from different sectors working collaboratively to address grand challenges. This qualitative, inductive, and exploratory study draws upon a single case study of Catalyst 2030, a large, global network of nearly 3,000 organizational actors addressing the Sustainable Development Goals (SDGs). The findings from the study are three-fold: first, organizational actors experience grand challenges in similar ways, which provides the impetus for collective action; second, actors bring a diverse set of expectations when initiating a collective effort, which both frustrates and animates collective organizing; and third, actors perform relational work on an ongoing basis to maintain a balance between reflection and action that sustains collaboration. The study concludes with a process model describing how organizational actors construct a sense of collective agency to address complex and uncertain social problems.

Supervisor: A/Professor W Nilsson
(Graduate School of Business)

Tibanywana, Julieth Julius
Thesis Title: *Addressing water scarcity in urban Tanzania: household preferences, behavioural interventions, and technological adoption*

Julieth Tibanywana holds a bachelor's and a master's degree in Economics from the University of Dar es Salaam (UDSM) in Tanzania. She began her PhD studies at the School of Economics, University of Cape Town (UCT), in 2020. Prior to joining UCT, she worked as an Assistant Lecturer at UDSM.

Julieth Tibanywana's thesis comprises three studies investigating household preferences for reliable water supply, the adoption of water-saving technologies, and the impact of water-saving information campaigns. The first two studies use choice experiments, based on a survey of 962 households. The first study explores the willingness to pay for a reliable water supply, revealing a strong preference for high-quality

water with good pressure. Her second study highlights that socioeconomic factors significantly influencing the adoption of water-saving technologies, with households' marginal willingness to pay for greywater technology ranging from 72% to 100% of the sample's average monthly income. To assess the impact of water-saving information, the third study conducted a randomized controlled trial involving 1,600 households, demonstrating a 7.65% reduction in water consumption during the intervention, with further reductions over the following five months. The study recommends improving water supply reliability, promoting greywater technology, and using information campaigns to encourage water-saving behaviours.

Supervisor: Professor E Muchapondwa
(Economics)

Co-supervisor: Professor E Robinson
(The London School of Economics and Political Science, Grantham Research Institute on Climate Change and the Environment)

Tinyinondi, Grace Ainomugisha
Thesis Title: *Financial development and economic growth – the role of mobile money: empirical evidence from sub-Saharan Africa and a comparative study of Kenya and Uganda*

Grace Tinyinondi holds a BSc in Economics from Makerere University and an MA in Policy Economics from Williams College, USA. She joined the UCT School of Economics in 2020 for her PhD studies. Before joining UCT, she worked in the statistics department of the Central Bank of Uganda.

Grace Tinyinondi's thesis focuses on the relationship between financial development and economic growth, paying particular attention to the role of financial inclusion, proxied by mobile money, in influencing this relationship in Sub-Saharan Africa (SSA) and comparing Kenya and Uganda, two leading mobile money users. Using a number of financial development indicators and indices as well as mobile money data, the study concludes that economic growth is higher when mobile

money is included in the measure of financial development. This may be due to the important role mobile money plays in improving financial inclusion in SSA. However, findings also showed that mobile money indicators had negative or no effect on the level of economic growth. This points to the potential risks of mobile money financial innovation (ie entry of risky borrowers) and also suggests that despite its significant growth, financial inclusion in SSA is still relatively low.

Supervisor: Professor E Nikolaidou
(Economics)

Toefy, Rashid
Thesis Title: *Context-relevant strategic decision-making by leaders under crisis conditions*

Rashid Toefy holds a BSc and an Executive MBA degree from the University of Cape Town and currently works in Economic Development within the Western Cape Government.

Rashid Toefy's thesis examines the influence of diverse contexts on strategic decision-making behaviours of leaders during crises. The research explores how 32 senior executives from 18 countries navigated challenges such as natural disasters, pandemics, and geopolitical conflicts. Using an inductive, qualitative approach with semi-structured interviews, the study investigates the lived experiences of these leaders through the lens of Rational Choice Theory and Stakeholder Theory. The research expands upon four primary strands of literature: crisis leadership, context-dependent strategic decision-making, critical leadership behaviours, and the role of gender and diversity in crisis conditions. The study contributes to the existing literature by exploring leadership nuances in crisis situations, emphasising the importance of context and inclusive leadership. It proposes a Crisis Decision-Making Framework that recognises the collective strength of sensemaking, intuition, and diversity in making robust strategic decisions during crises.

Supervisor: Professor K April (Graduate School of Business)

Veitch, Ross Shearer

Thesis Title: *Increasing the level of reuse of complete process models in a process modelling repository*

Ross Veitch completed his BSc Eng (Chemical) at Wits and completed his PhD part-time converting the degree from a Masters. Ross Veitch has more than 30 years of experience in business process management in financial services.

Ross Veitch's thesis reports a new approach to modelling business processes which he designed and that increases the ability of process modellers to reuse existing business process models. The approach includes a proposed formula to measure how much process reuse is occurring in an organisation and was developed by drawing on principles applied in software development and adapting them to business process modelling. The thesis also explains the consequences to organisations of not reusing existing process models, one dominant consequence being increased cost. The new approach increased the level of reuse from 11% to 54% in the organisation that it was tested and evaluated in, resulting in substantial time and cost savings. The approach will be of use to organisations that model their processes and to vendors of process modelling tools that wish to facilitate the reuse of process models in their products

Supervisor: Professor L Seymour
(Information Systems)

Velentza, Eleana

Thesis Title: *Inclusion challenges at the intersection of marginalised identities: A study of black migrant women in South Africa*

Eleana Velentza holds a BA degree in Statistics and a MSc degree in Economics. She joined the UCT Graduate School of Business in 2021 to pursue her PhD studies. Before that, she was involved in the research and non-profit sector across Europe and the Global South, overseeing social projects.

Eleana Velentza's thesis explores the inclusion challenges of highly educated, documented, professional Black migrant women in a

Black-majority context, analysing how their identities shape their inclusion at institutional, organisational, and social levels. Grounded in intersectionality theory, identity theory, and social identity theory, the study examines how gender, race, and migration status intersect to create inclusionary or exclusionary experiences. The findings reveal that Black migrant women face institutionalised xenophobia, racialised and gendered exclusion, and otherness, shaped by South Africa's social categorisation and self-identification dynamics. To achieve meaningful inclusion, individual, organisational, and institutional processes must be considered. By investigating how these women strategically deploy agentic identities to challenge marginalisation, the study develops a multi-layered intersectional inclusion framework that embeds newly formed identities. It advances intersectionality theory and emphasises the need for robust institutional policies, structural reforms, and a redefinition of the 'Other' within and beyond the workplace as contributions to practice.

Supervisor: Dr B Dharani (Graduate
School of Business)

Watera, Josephine

Thesis Title: *Evidence use in parliaments: An analysis of drivers and constraints in Uganda and South Africa*

Josephine Watera holds a Masters in Monitoring and Evaluation from the Uganda Technology and Management University. She joined the School of Management Studies at UCT in 2020 for her PhD studies. She is a Credentialed evaluator with 17 years' experience in monitoring, evaluation and research in the Parliament of Uganda.

Josephine Watera's thesis focuses on the use of evidence in parliaments. Her study sought to analyse the factors that drive (promote) and constrain (hinder) the use of evidence in the parliaments of Uganda and South Africa. Using the analytical framework of Langer, Goldman, and Pabari (2020), her study traces cases in three committees of parliament. In each case, she looks

at how evidence was demanded, how it was generated, the interventions that enabled evidence access, how the evidence was used by the committees (instrumental, process, conceptual and symbolic), change mechanisms driven by the three behavioural elements of motivation, capability and opportunity, and the development impact of the used evidence. Her findings show how the context, the politics, and the institutional structures of parliaments and the decision making of the executive play a central role in evidence use in parliaments. She concludes by proposing pathways for strengthening evidence use in parliaments.

Supervisor: Professor S Goodman
(Management Studies)
Co-Supervisor: Dr I Goldman

VISION AND MISSION

UNIVERSITY OF CAPE TOWN

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An inclusive and engaged research-intensive African university that inspires creativity through outstanding achievements in learning, discovery and citizenship; enhancing the lives of its students and staff, advancing a more equitable and sustainable social order and influencing the global higher education landscape.

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UCT benefits from a global network of alumni ambassadors, chapters and affinity groups, with an increasing number of volunteer networks across Africa. Our international UCT offices are focal points for leveraging institutional and research relationships, as well as donor opportunities. You can connect with one of our regional offices:

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The Development and Alumni Department looks forward to meeting you. Join us at one of the many alumni events hosted around the world, on campus at a UCT public lecture, at UCT Summer School or at your class reunion. Let's stay connected.