



GRADUATION CEREMONY

Faculty of Commerce (Ceremony 3)

SARAH BAARTMAN HALL

9 September 2026

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 and diplomates will be presented to the Presiding Officer by the Dean of the faculty.

The Presiding Officer will congratulate the new graduates and diplomates.

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 and diplomates, 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/DIPLOMATES

An asterisk * denotes that the qualification will be awarded in the absence of the candidate

The symbol † indicates that the qualification is awarded posthumously

FACULTY OF COMMERCE

Dean: Professor S Goodman

MASTER OF BUSINESS ADMINISTRATION

Fatima Aboo
Kristen Clague Abrahams (with distinction)
Vivian Cameron Alexander
Shelley Ann Barnard (with distinction)
Frederik Johannes Basson
Simone Chloe Bedeker
Shalom Stanley Bisani
Mukudzei Tafadzwa Borerwe (with distinction)
Bernardus Cornelius Botes
*Benita Both
Wallace Stephen Brown
Isaiah Tatenda Bundo
Christopher Malcolm Bye
Eric Baraka Chijoriga
Takudzwa Collins Chikanyawu
Richard Peter Clarke
Amith Samlal Dabideen
Ulric Rorke Daniel
Martha Magdalena Da Silva (with distinction)
Hugh Bryan Delport
Genevieve Rebelo De Ponte
Bianca Leanne De Vries
Christiaan De Wet (with distinction)
Monica Jean Diesel
Kelepile Anthony Dintwe
Quinton Warren Dومان
Ojinika Eghan-Kpanga
Ehrlich Everett Erasmus
Paulus Erastus
*Pierre Esterhuizen
Clayton Edward Faccio
Johnathan Brenton Fillis-Bell
*Jay Fisher (with distinction)
Andries Benjamin Fourie
Sunir Goven (with distinction)
Karl Lloyd Govender
*Zinhle Phumelele Hadebe
Yee Chen Huang
Kenan Israel (with distinction)
Voroshski Gasto Jansen
Ella Kabambe
Charles Robert Muyenga Kakuru
Devan Kannie
Amina Kadija Khan
Muhammad Zaid Khatieb
Joang Adolf Khethisa (with distinction)
Vaylen Jade Kirtley
Julian Ventura Lancaster
Alan Henri Laurie
Lekgolo Lepulana
Jenna Claire Lohmeier (with distinction)
Seema Maharaj (with distinction)
Justin Major (with distinction)
*Oniccah Selaelo Makgato
Tshegofatso Malebo Makoe
Marius Malan (with distinction)
Khotso Namane Maleke
Sinenhlahlhla Margaret Tutuza Mambi
Thatsi Frans Manamela
Phillip Mangiza (with distinction)
Lesego Maphanga
Tapiwa Mashamhanda
Portia Caritas Mazadza (with distinction)
Phillip Mazengera
Siphindokuhle Zizile Jacqueline Mazibuko
*Ian John Mckenzie
Mark John Mckerr
Primrose S'lindile Mkhwanazi (with distinction)
Archie Moberly (with distinction)
Sindiswa Portia Mondl
Nivashini Pamela Moodley (with distinction)
Sybil Mulalo Moroe (with distinction)
Surajbhan Rajaram Morya
Fatima Mowzer (with distinction)
*Nokwanda Sibusisiwe Mpofana
Bonga Mriga
Mcoleli Cower Mthethwa
Ronald Lufuno Mulaudzi
Emmah Thandekile Muringa
Velani Murdock Myende (with distinction)
Marc Anton Naidoo
Merglen Nayagar
Cebokazi Sivuyisiwe Ncanywa
*Bea Busisiwe Ndlovu
Azwindini Ndou
Lufuno Ernest Nemaitoni
Thandeka Eulenda Ngoma
Fabian Clint Nieuwenhuys

Noludwe Pelisa Ntsangani
Hope Tariro Nyamande (with distinction)
*Gideon Butsile Oliphant
Naazneen Osman
Debra Jane Preston
David John Prinsloo (with distinction)
Shahan Ramkisson (with distinction)
*Zed Adam Retief
David Grant Roos (with distinction)
Olivia Emma Rusch (with distinction)
Maxine Rushmer
Brandy Dionne Sanders
Rayaanah Savahl
Patrik Schiller
Tobias Denis Schroeder
Brian Simbarashe Sebastian
Constance Sibanda
Likoze Simenda
Senamile Sincadu
Kabir Singh (with distinction)
Simone Singh (with distinction)
Patience Singo
Madri Stegmann
Nyaradzai Lynette Tasaranarwo
Tracey Dimakatso Tembo
*Mieke Thomas
Christina Tromp (with distinction)
Onke Tshiki
Nomzamo Tutu
Vetumbuavi Charles Urinavi
Jakobus Uys (with distinction)
Gert Petrus Van Der Merwe
Chantel Van Der Westhuizen (with distinction)
Annette Van Zyl (with distinction)
Shaadia Vawda
*Marisse Venter (with distinction)
Joshua Verheul
Isaac Theuri Wahito
Molebogeng Zulu

MASTER OF BUSINESS SCIENCE

Kiara-Lee Govender (with distinction in the dissertation and the degree with distinction)
Shakeela Ismail

MASTER OF COMMERCE

*Ghalieb Alli
Stella Bandawe
Dylan Kieran Barow (with distinction in the dissertation)

*John-Morgan Bezuidenhout (with distinction in the dissertation and the degree with distinction)
 Claudine Thandeka Blouw (with distinction in the dissertation and the degree with distinction.)
 Chenay Robin Brandt
 Shreya Bridgmohan (with distinction in the dissertation)
 Shana Brown
 *Michael Nana-Yedu Buxton-Tetteh
 Euan Niall Chew
 Victoria Alessandra Shearing Cooper
 Raymond Ian Cramer
 Gary Ron Davids (with distinction in the dissertation and the degree with distinction)
 Pravesh Deva
 Thato Kabelo Ditsele
 Taine Stearn Frost (with distinction in the dissertation)
 Zine Lillian Gengana
 Hany Girishkumar (with distinction in the dissertation)
 *Songezo Hlwele (with distinction in the dissertation)
 Chantal Anne Hoffman
 Kpatagnon Richard Norbert Houessou
 Elizabeth Jangwanda
 Muhammad Rashard Jedaar
 *Zakithi Jokose
 Maziko Joanne Kagoli
 George Kappatos (with distinction in the dissertation and the degree with distinction)
 *Grace Kathure
 Olorato Kabelo Kelemogile
 Maria Ames Khan (with distinction)
 Roseline Kolony (with distinction)
 Sinthuri Konar (with distinction in the dissertation)
 Andrew La Grange
 Bryan Justin Le Roux
 Nicola Theresa Louw (with distinction in the dissertation and the degree with distinction)
 *Luc Akli Maaza
 Thembaletu Brian Mabaso
 Siphesihle Mageleni
 Desire Matabane
 Kelumetse Judith Matlakeng
 Matshemo Daphney Mbambale
 *Aquilina Teku Mehlomakulu
 Neasa Lacen Mitchell
 Whitney Mamikana Mmotla
 Ncedani Ichu Mochakula
 Bofelo Warona Moetedi
 Boitumelo Mokgoko

Baitumetse Mokgweetsi
 Basheer Ahmed Moosagie
 Sinazo Oluhle Motsema
 Mpendulo Sicelo Ncube
 Mnqobi Prince Ndlovu
 *Jannu Nieman
 Harmony Nkambule
 Sihle Samkelo Nkambule
 Phuti Justice Nkoana
 Bryan Ntambwa
 Snegugu Nxasana
 Esther Temitope Odetokun
 †Zenzele Mwansa Pahla
 Monica Betty Phiri (with distinction)
 Clairese Kimone Pillay
 Naledi Jacqueline Matabole Ralebipi
 Moloko Ronald Raphadu
 *Mivoni Rhangani
 Nick Rwandarugali
 Kendra Jess Saunders
 Kate Jennifer Scholtz
 Neo Segoneco
 *Catherine Anne Smith (with distinction in the dissertation and the degree with distinction.)
 *Matthew Alexander Sporides (with distinction)
 Pranesh Sukha
 Nakisani Tshabuse
 Charl Johannes Van Der Merwe
 *Geraint Pat Van Der Rede
 *Magaritha Van Der Westhuizen
 Cassidy Anne Wagner
 Leon Gaylord Werner (with distinction in the dissertation and the degree with distinction)
 Rogan Wiget-Beattie

MASTER OF COMMERCE IN DEVELOPMENT FINANCE

Kwame Kgotso Adu
 Esther Antonio
 *Ricardo Joseph Bailey
 Evans Redson Chibade
 *Kimberly Khumbize Chimsasa-Phirie
 (with distinction in the coursework component)
 *Zubair Haffajee
 Neazess Donatta Jaulani (with distinction in the dissertation)
 Bruce James Jelley
 Waraidzo Prince Kanyongo
 Onalenna Percy Keseabetswe
 Nomkhosi Pearl Khwela (with distinction in the dissertation)
 Poloko Kome

*Manasseh Kwangware
 Lethabo Mokgadi Lehong (with distinction in the dissertation)
 Mothusi Gaone Legkewe
 *Sechaba Lengane
 Teboho Charles Letsela
 Litha Lungile Sibabalwe Madabane
 Caroline Lebogang Mageba
 *Alfred Malaza
 *Philomina Mandaza (with distinction in the coursework component)
 Chuula Kelvin Maseka
 *Onias Mhaka
 Culita Mhlango (with distinction in the dissertation)
 Kgotla Paul Mmusi
 Mandisi Gareth Trevor Mnisi
 *Solomon Thabiso Moabi
 Neo Tshepiso Mokhesi
 Thato Mokwena
 Gaasite Molefe (with distinction in the dissertation)
 Lawrence Mthembu
 Joseph mukena Mukena
 *Debaditya Mukherjee
 Manyatsa Maurice Nkutha
 Bonginkosi Zvikomborero Ntabeni
 (with distinction)
 Mzwanele Joseph Ntlati
 Lorraine Manka Sebastian (with distinction in the coursework component)
 Frank Sibanda (with distinction in the coursework component)
 Luthando Toto
 Oneh Tshepe
 Ruby Siyavuya Vukutu

MASTER OF COMMERCE IN RISK MANAGEMENT OF FINANCIAL MARKETS

Mojoyinoluwa Simidele Abolarin
 David James Allardice
 *Zukiswa Akullo Angura
 *Charlotte Anne Barnard
 Tristan Connor Barow
 *Katarina Rose Behr
 Matthew Christopher Cilliers (with distinction)
 Ethan Coetzee
 Divesh Pankaj Gihwala
 Siphokazi Gumbi
 *Dillon Jarad Hamdulay (with distinction)
 Daniel Jake Lurie (with distinction)
 *Fhatuwani Makhokha

*Lwando Mtukela
 Hyun Bae Park
 *Douw Gerbrand Steenkamp (with distinction)
 Charlotte Mari Stockenstrom
 Bilal Tayob
 Tinashe Tanyaradzwa Timba
 Sikhulule Temba Vakalisa
 Megan Lisa Van Eeden (with distinction)
 Sonqoba Sibongakonke Zuma

MASTER OF DEVELOPMENT POLICY AND PRACTICE

*Anees Arnold
 Julia Oumama Haludilu (with distinction)
 Patience Mungwari
 *Michael Petrus

MASTER OF FINANCIAL ENGINEERING

Rizka Aboobaker
 Barend Johannes Badenhorst (with distinction)
 Kiash Nadasen Baldeo
 Nathan John Bau
 Kgaugelo Benedict Bopape
 Gavriel Aaron Burgin (with distinction)
 *Shaohong Chen
 Nehelo Chilenje
 Mandisa Nombulelo Daba
 Cameron Marcus Fellner
 Thomas Koen
 Molemo Mafora
 Gathuku Matheri
 *Lehlohonolo Hemelton Matlonya
 *Ross Fletcher Minter-Brown
 Ryan James Murphy
 Deereshan Naidoo
 De Wet Oosthuizen
 Adelay Pretorius
 Dylan Thomas Trowsdale

MASTER OF INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

Hunter Jefferson Baron (with distinction in the dissertation and the degree with distinction)
 *Talia Bernhardt (with distinction in the coursework component)
 Latoya Lwandle Gama

Robyn Jodi Jenkins (with distinction in the dissertation and the degree with distinction)
 Liesl Kasselmann
 Gomolemo India Masisi
 Eden Naidoo (with distinction in the dissertation)
 Marcellino Vincenzo Roberts
 Tarryn Gwendolene Caroline Schaffer
 Michellene Adrienne September
 Andrea Louise Van Wyk

MASTER OF MANAGEMENT

Chidule Banda (with distinction)
 *Elisa Sonia Brandts
 *Jordan De Robillard
 *Angus McKenzie Ferguson
 Laura Elena Freiwald
 Joshua Aaron Gersohn (with distinction)
 Shannon Govender (with distinction)
 *Kerstin Heinl
 *Antonia Marie Hochwimmer
 Lars Holsteg (with distinction)
 *Moses Ying-Hao Krämer (with distinction)
 Gilles Luijendijk
 Daniel Mtetwa
 *John Sampson Newman
 *Mark Malte Papke
 Dustin Christian Rosenberg
 Julia Luise Tiemens
 *Fabian Maximilian Trost

MASTER OF PHILOSOPHY

Oluwasegun Jeremiah Aderibigbe
 †Veon Ethan Bock
 Sipiwe Mogan Bogatsu (with distinction in the dissertation)
 Shaun Brick
 *Abby Chinyimba Chisha
 Joshua Dove
 Victor Dusabimana
 Sheetal Gordhan
 Trisha Janelle Dampil Gragera
 Joseph Andrew Gray (with distinction)
 Zeenat Hendricks (with distinction)
 Samuel Thomas Horak
 Jason Joannou
 Makhosazana Ignatia Kubeka
 Olivia Langford (with distinction in the coursework component)
 Mandisa Nangomso Nokwanda
 Mbaligontsi

Charlene Nyambura Migwe
 Khuliso Mmbi
 Maqhosobheane Regina Mohlerepe
 Makgaba Samuel Molapo
 Adam Mosam
 Oshai Naidoo
 Bukiwe Nokukhanya Ntiwane
 Thembe Ntlembeza
 Shalo Nelly Ntusi
 Darryl Nyamayaro
 Courage Nyamhunga
 Shrashtant Patara (with distinction)
 Ashley Lionel Roman (with distinction)
 Desire Damian Ruhinda
 Francisco Melchiades Rutayebesibwa
 Cleo Monica Socikwa
 Cesaire Owen Tobias (with distinction)
 Raphaela Debra van Embden (with distinction in the dissertation and the degree with distinction)
 *Matthew Shane Van Heusden
 Kanika Verma (with distinction)
 Lesley Donna Williams
 Ndileka Zantsi
 Simbisai Simba Chakuparira Zhanje

DOCTOR OF PHILOSOPHY

Gameli Adika
 Thesis Title: *Family structure, inequality and child health in South Africa*

Gameli Adika holds a Bachelor of Arts degree in Economics from the University of Ghana, and a Master of Arts degree in Economics from the University of Botswana. He enrolled for his PhD in Economics at the School of Economics, UCT, in 2021. Before joining UCT, he worked as a banker.

Gameli's thesis examines how family structure and socioeconomic inequalities shape childhood chronic illness in South Africa. Using panel data from the National Income Dynamics Study (NIDS), the study shows that reported disparities in chronic illness partly reflect unequal access to healthcare and early-life nutritional deprivation. It further demonstrates the importance of household dynamics: while remittances from non-resident parents support child health, they cannot replace parental presence, and co-residence with a pension-eligible grandmother reduces childhood morbidity. The thesis

highlights that child health is shaped by an interplay of biological, nutritional, and household factors, as well as access to healthcare.

Supervisor: Professor Justine Burns (Economics) (deceased) & Professor Edwin Muchapondwa

Betty-Ann Akosua Boahemaa
Ananeh-Frempong
Thesis Title: *Innovation capabilities in West African firms*

Betty-Ann Ananeh-Frempong graduated with a B.A. in Economics with French and an MPhil in Economics from the University of Ghana. She began her PhD in 2017.

Betty-Ann's thesis consists of two quantitative research chapters on the influence of innovation capability activities on innovation, complemented by a qualitative chapter focusing on a case study of the relationship between government policy, industry, and the development of innovation capability in the gold mining sector. Her research shows that innovation capability activities, such as investment in research and development, training workers, the purchase of production equipment, and the export of output, increase the probability that a firm will innovate. The case study shows that government policy has encouraged Ghanaian participation in firms that supply inputs to the mines. The supply firms have developed innovation capability through collaborating with foreign firms that produce the inputs they supply. The government policy has however not encouraged manufacturing or value-addition in supply firms. These findings will aid in the development of innovation surveys and government policy aimed at enhancing the innovation capability of firms.

Supervisor: Professor Reza Daniels (Economics)
Co-Supervisor: Emeritus Professor Anthony Black (Economics)

Lungile Binza
Thesis Title: *The influence of ethical artificial intelligence on business performance: A case (study) of a South African retail banking contact centre*

Lungile Binza completed his BSc (Computer Science) in 1997 and then PDBA in 2006 at the University of Pretoria. He holds two Master's degrees: an MBA from the University of Pretoria obtained in 2020 and an MCom (IS) from UCT (2020). He began his PhD journey in 2021.

Lungile Binza's study reports that Natural Language Processing (NLP) implemented in a Banking Contact Centre raised some ethical considerations and also that the implemented ethical NLP influenced the business performance of the Centre positively. The outcome of this research demonstrated that Balanced Natural Language Processing, where ethics, business benefits (opportunity), and misuse and underuse prevention (opportunity cost) are all balanced, is possible from which a balanced NLP framework emerged. Finally, some principles that led to the Balanced NLP were adopted to be used for the establishment of a balanced Artificial Intelligence (AI) framework. These principles could be used to assess whether an implemented and utilised AI is balanced or not in most sectors in South Africa. The framework could be considered for local AI regulations in South Africa.

Supervisor: Professor Adheesh Budree (Information Systems)

Lise Muriel Botha
Thesis Title: *A multidimensional evaluation of audit service quality and its implications for the information value of audit reporting in South Africa*

Lise Botha holds an MPhil in Internal Auditing (with distinction) from the University of Pretoria, and PGDA and BAcc degrees from Stellenbosch University. She is an academic, previously with CPUT and currently with UWC. She began part-time study towards her PhD at UCT in 2021.

Lise Botha's thesis examines whether recent changes to audit reporting standards have enhanced the information value of audit reporting for investors and the public. The study proposes a multidimensional approach for evaluating audit service quality, applying textual analysis to analyse audit reports and audit committee reports of public interest entities issued from 2015 to 2022. Using statistical techniques, correspondence analysis and hierarchical clustering, the study determines a multidimensional audit quality profile for each audit and identifies a distinctive disclosure signature for each audit firm. The research develops a continuum for evaluating audit service quality and shows that auditors who include unexpected, client-specific information are viewed as providing higher quality audit services than those who rely only on standardised templates. The findings clarify which types of disclosures facilitate the transition from simple information to providing knowledge and wisdom necessary for informed decision-making.

Supervisor: Professor P De Jager (Finance)
Co-supervisors: Associate Professor F Toerien (Finance) & Dr E Swanepoel (Finance)

Philip Ross Broster
Thesis Title: *"I want young girls to know they can smash it too" The experiences of women referees in elite rugby: pathways, challenges, coping, and victories*

Philip Broster is a lecturer in the School of Management Studies at the University of Cape Town. He holds an MPhil in Diversity Studies and a BSocSci in Industrial Sociology and Organisational Psychology, both from UCT.

Philip Broster's research explores how women rugby referees experience their advance in elite men's rugby. Through interviews with 18 women referees from 11 major rugby-playing nations, the study reveals four key themes: women enter officiating through their own initiative rather than recruitment; they face organisational

challenges, including opaque assessment and gendered scrutiny; they develop coping strategies that require silence and an exceeding of performance standards; and they navigate conflicting expectations to be professionally invisible yet symbolically visible. The research introduces the concept of the "victorious double bind," showing how women strategically transform contradictory institutional demands into opportunities for change when they hold protected authority. The findings reveal that seemingly neutral assessment processes perpetuate gender inequality through accountability gaps. These insights help identify where organisational resistance to gender transformation emerges and provide practical strategies for meaningful change in male-dominated institutions.

Supervisor: Professor S Goodman
(Organisational Psychology)

*Oluwaseun Alexander Dada

Thesis Title: Artificial intelligence hub establishment in emerging economies: a comparative study of best practices and contextualization for Nigeria

Oluwaseun Alexander Dada holds a Bachelor of Science in Computer Science from the University of the Western Cape, Bachelor of Commerce (Honours) from the University of Cape Town and a Master of Technology in Industrial Engineering and Management (with specialisation in Strategy) from Aalto University in Finland.

This doctoral research examines how countries in emerging economies can successfully establish sustainable Artificial Intelligence (AI) hubs. Rather than focusing only on technology or infrastructure, the study shows that governance, trust, and collaboration among stakeholders are critical to long-term success. Using a systematic global literature review and in-depth interviews with experts, the research compares AI hubs across developed and developing countries and identifies the factors that enable or constrain their growth. The study highlights the importance of inclusive policies, ethical AI practices, strong institutions, and locally grounded

innovation ecosystems. Focusing on Nigeria as a case study, the research proposes a contextual framework that can guide policymakers, industry leaders, and academic institutions in building AI hubs that generate economic value while also addressing social challenges. The findings contribute practical insights for countries seeking to harness AI responsibly and sustainably.

Supervisor: Associate Professor
Adheesh Budree (Information Systems)

Zamile Tariro Dube

Thesis Title: Determinants of credit risk in the banking industry of Sub-Saharan Africa (SSA)

Zamile Dube holds a BSc Honours Degree in Economics from the University of Zimbabwe and an MSc Degree in Banking and Financial Economics from the National University of Science and Technology, Zimbabwe. He joined UCT in 2022 for his PhD studies and worked as a Faculty Coordinator during his studies.

Zamile Dube's thesis focuses on averting financial instability through an understanding of the drivers of bank credit risk in the SSA region. Using publicly available panel data, Zamile begins by investigating factors that could be driving high credit risk in the SSA banking industry and finds that both macroeconomic and banking industry-specific factors are important determinants. He then focuses on two middle-income countries (Ghana and Kenya) and two low-income countries (Uganda and the Central African Republic) of SSA to provide a detailed, country-specific analysis of credit risk using advanced time-series methods. The findings suggest that, apart from macroeconomic and banking industry-specific factors, country-specific factors (i.e., the main export products of countries) also affect credit risk in these countries; however, this was not the case for political risk. These findings have important policy implications that are discussed in the thesis.

Supervisor: Professor Eftychia
Nikolaïdou (Economics)

Féranaaz Farista

Thesis Title: Exploring breastfeeding and employment among South African Muslim mothers: Toward a conceptual model for inclusive organisations

Féranaaz Farista holds BSocSci, Honours, and Master's degrees in Organisational Psychology from UCT. She joined the Section of Organisational Psychology in the School of Management Studies as a lecturer in 2022, following the completion of her accredited Industrial-Organisational Psychology internship, and commenced her PhD in 2023.

Féranaaz Farista's thesis explores how Muslim mothers in South Africa navigate breastfeeding, employment, and the influences of religion, gender, and race. Drawing on qualitative, longitudinal interviews with 36 working Muslim mothers, the study shows how participants negotiate their visibility as a religious minority in workplaces—through dress, prayer, and cultural expectations—while managing the often-invisible demands of breastfeeding. The findings reveal how pressures to conceal lactation, together with organisational and familial constraints, intensify the cognitive and emotional load of returning to work. The thesis offers a nuanced account of the contextual forces shaping these experiences, theorises religion's role in breastfeeding, and conceptualises Muslim mothers' reproductive labour as invisible work. It introduces a conceptual model explaining how mothers navigate competing time pressures of care and work, exercising agency to reshape self-identity through employment. Together, these contributions advance management scholarship by foregrounding religion as a central dimension of maternal identity and decision-making.

Supervisor: Professor Ameeta Jaga
(School of Management Studies)
Co-Supervisor: Professor Sa'diyya
Shaikh (Department for the Study of
Religions)

Tesfanesh Zekiwos Gichamo
Thesis Title: *Essays on the labour market outcomes among urban women in Ethiopia*

Tesfanesh Gichamo holds a BA degree in Economics from the University of Hawassa, Ethiopia and an MSc degree in Economics from the University of Södertörn, Sweden. She joined the School of Economics at UCT in 2017 for her PhD studies.

Tesfanesh Gichamo's thesis focuses on women's labour market outcomes and investigates the extent of inequality in labour market outcomes in urban Ethiopia. She uses Urban Employment and Unemployment Survey data from 2003 to 2016. First, she examines trends in female labour force participation, employment, and unemployment, and compares these with male labour market participation to gauge whether there have been positive shifts for women over time. Second, she assesses factors affecting labour force participation and changes over time. Finally, she analyses Ethiopian labour market discrimination and wage gaps. The findings show that, while there were improvements in women's participation and employment between 2003 and 2016, the participation and employment rates were lower than for their male counterparts, and the wage gaps were larger.

Supervisor: Professor Haroon Borhat
(Economics)

Shelagh Goodwin
Thesis Title: *Psychological safety climate: A new approach to understanding the dynamics and outcomes of diverse teams*

Shelagh Goodwin holds BA and BA Hons degrees in Industrial Psychology from the University of Cape Town and an MA degree in Industrial Psychology from the University of South Africa. She worked as an HR executive in South Africa's media industry for over 30 years and is now a consultant.

Shelagh Goodwin's doctoral research advances the understanding of psychological safety in increasingly

diverse work teams. While traditional approaches focus primarily on measuring average levels of psychological safety, her thesis introduces the novel concept of psychological safety climate, which captures both shared beliefs and differences within teams. Through a rigorous multi-study research design, she develops and validates an innovative diagnostic tool, the Psychological Safety Climate Index (PsySCI). Her findings demonstrate that variations in psychological safety within teams have significant consequences, including the ability to predict patterns such as collective turnover. By revealing risks that conventional measures overlook, this work equips managers with an evidence-based early-warning system to address emerging challenges before they result in disengagement, conflict or team breakdown. In extending psychological safety theory to diverse teams, her research strengthens both scholarship and practice, promoting more inclusive, adaptive, equitable, and sustainable workplaces across diverse organisational contexts.

Supervisor: Professor Anton Schlechter
(Organizational Psychology)

Ehikowoicho Agbenu Idoko
Thesis Title: *Towards a circular plastics economy: Extended producer responsibility, market dynamics and multilateral governance*

Ehikowoicho Idoko completed her BSc and MSc degrees in Economics from Covenant University, Nigeria and Durham University, United Kingdom respectively. She joined the School of Economics at UCT in 2018 for her PhD studies. Prior to joining UCT, she worked as an Economic policy researcher at CSEA, Nigeria.

Ehikowoicho's thesis investigates how market-based approaches can advance a circular plastics economy. She evaluates a South African Extended Producer Responsibility (EPR) initiative that integrates informal waste collectors into mobile buy-back centres and analyses behavioural drivers of recycling participation within the initiative. Despite high dropout

rates, she finds evidence of substantial material recovery. She further examines competition between virgin and recycled plastic markets and assesses the global impact of the Basel Convention Plastic Waste Amendment on trade flows. Drawing on transaction data from nearly 10,000 collectors, a cross-sectional survey, market modelling and a gravity analysis of global plastic waste trade, she shows that successful circular economy transitions require stable market incentives, trust building with informal actors, institutional strengthening, and policy coherence between domestic and international governance. The findings provide an integrated understanding of how economic incentives and governance structures influence sustainability outcomes in the global south.

Supervisor: Professor M Visser
(Economics)
Co-supervisor: Professor R Daniels
(Economics)

Arindam Jana
Thesis Title: *On Intra-city Spatial Inequalities: Connectedness as a paradigm of inclusive cities*

Arindam Jana holds a B.Sc in Mathematics from the University of Madras, India, and a M.Sc in Economics from the Madras School of Economics, Anna University, India. He joined the School of Economics for his PhD in 2020.

Arindam Jana's research challenges traditional approaches to studying urban spatial inequality by focusing on how space itself shapes disparities, rather than just examining differences between social groups in different locations. This approach emphasises that cities, while generally fostering economic opportunity and productivity gains, often distribute these benefits unevenly, particularly in global South contexts with histories of exclusionary spatial planning. First, he provides theoretical grounding for analysing spatial inequality as differences between urban spaces. Second, he develops an analytical framework centred on 'connectedness' to measure spatial inequality and

welfare in cities. Third, through a Cape Town case study, he demonstrates how historical spatial exclusion practices continue to influence contemporary urban configurations. The framework that emerges from his research reveals how spatial configurations significantly impact socio-economic inequalities. This understanding can inform and make more effective urban policy interventions aimed at creating equitable cities, with implications for spatial justice across multiple scales.

Supervisor: Professor M Leibbrandt (SALDRU, School of Economics)
Co-supervisor: Professor E Pieterse (African Centre for Cities)

Lawrence George Kesselaar
 Thesis Title: *The development of change-supportive behaviour: A strong structuration study of planned strategic change*

Lawrence George Kesselaar holds a BA (Hons) degree from the Rand Afrikaans University (RAU) and an MBA degree from the University of Cape Town. Currently, he serves as a partner with Gulf Rivers Solutions, a boutique consultancy in the Kingdom of Bahrain.

Lawrence George Kesselaar's thesis examines how the change-supportive behaviour (CSB) of 15 senior executives at a leading African bank developed during a large-scale digital transformation. Applying the lens of Strong Structuration Theory and a critical realist approach with abduction, this longitudinal process inquiry contributes to the existing literature on planned organisation change by developing a process model that illustrates how CSB is structured over time. The process model identifies three key moments of change whereby the CSB of executives forms, and emphasises the impact of the executives' underlying worldviews, a topic that is underexplored in the literature. The study also provides evidence-based practices for CEOs seeking people-centered strategies for managing large-scale technological change. It identifies four accelerators that foster effective, planned change in diverse workplace environments.

Supervisor: Dr Babar Dharani (Business Administration)
Co-supervisor: Dr David Szabla (Western Michigan University, Department of Educational Leadership Research & Technology)

Donald Flywell Esau Malanga
 Thesis Title: *The influence of user expectations on the continuance intentions of community health workers to use medical logistics management information systems: The case of Cstock in Malawi*

Donald Malanga holds bachelor's and master's degrees in Library and Information Science from Mzuzu University in Malawi and the University of Botswana, respectively, and began full-time PhD studies in 2017. Before joining UCT, he worked in the academic library of a private higher education institution in Malawi.

Donald Malanga's thesis investigates the influence of user expectations on Community Health Workers' (CHWs) intentions to continue to utilise the Cstock Logistics Management Information System (LMIS), a mobile health platform deployed in Malawi. The study is anchored in the Expectation Confirmation Model and enriched by constructs from the Information Systems Success Model, and the Unified Theory of Acceptance and Use of Technology, and Trust Theory. Employing an explanatory sequential mixed-methods design, the study integrates quantitative data from 220 CHWs with qualitative insights from interviews. Findings indicate that system quality, information quality, service quality, effort expectancy, and trust significantly shape post-usage usefulness, user satisfaction, and continuance intention. The research advances theory by extending information system continuance frameworks to resource-constrained mHealth contexts. The thesis further offers practical recommendations to enhance CHW engagement and sustain medical LMIS adoption in developing countries.

Supervisor: Professor Wallace Chigona (Information Systems)

Khanyisa Malufu
 Thesis Title: *Consumer choice of digital payment methods with multiplicity of channels: the case of Zimbabwe*

Khanyisa Malufu holds a BBA in Computer and Management Information Systems (Solusi), MCom in Information Systems (Great Zimbabwe), MBA (Solusi), and PGDip in Education (Solusi).

He has 18 years university lecturing experience in both undergraduate and masters' courses. He has supervised 10 masters' students' theses to completion. His doctoral research investigates consumer choice of digital payment methods within Zimbabwe's multichannel financial environment. Guided by a pragmatist paradigm and employing a multimethod qualitative design, combining Ethnographic Decision Tree Modelling (EDTM), Grounded Theory Techniques (GTT), and Causal Loop Diagramming (CLD), the study develops a contextualised understanding of how individual decision criteria and contextual factors interact to shape consumer choice behaviour. It reveals that consumer choice is not a one-off act, but an evolving process influenced by technology factors, service quality, transaction characteristics, and service environment, moderated by consumer attributes. The study advances socio-technical theorisation in Information Systems by integrating cognitive, social, and structural perspectives. Practically, it emphasises the need for collaboration among policymakers, regulators, and industry actors to enhance infrastructure, interoperability, and consumer education, paving the way for inclusive and sustainable digital payment systems in developing economies.

Supervisor: Professor Irwin Brown (Information Systems)

Vinoliah Martin

Thesis Title: *Digitally transforming insurance organisations: Required workforce digital competencies and the moderating role of middle managers*

Vinoliah Martin holds a Master's in Business Administration from the University of Stellenbosch Business School. She began her PhD studies at UCT Graduate School of Business in 2021. In the technology industry, she has led global digital and AI transformation initiatives that drive innovation and organisational growth.

Her thesis investigated workforce digital competencies—knowledge, skills, and attitude—that are required to drive the digital transformation of insurance organisations in South Africa, with a focus on the moderating role of middle managers. The study collected data from 402 middle managers across life and non-life insurance organisations through an online questionnaire. The findings revealed that knowledge and attitude are essential for driving digital transformation, whereas skills do not have a significant influence. Furthermore, the study's results indicate that middle managers do not play the expected moderating role, suggesting a shift, with digital transformation increasingly being driven directly by the workforce.

Supervisor: Associate Professor Kutlwano Ramaboa (Graduate School of Business)

Samuel Mensah

Thesis Title: *Essays on sustainable development in Sub-Saharan Africa*

Samuel Mensah holds a BA (Economics and Mathematics) and MPhil degree in Economics from the University of Cape Coast, Ghana. He joined the School of Economics at UCT in 2022 for his PhD studies.

Samuel Mensah's thesis examines key pathways for promoting sustainable development in Sub-Saharan Africa (SSA). His research focuses on the interlinkages among renewable energy, green finance, household credit

constraints, and energy poverty. He uses panel data covering 25 SSA countries from 2000-2020, as well as household survey data from Ghana. His findings show that the impact of renewable energy on development depends on the specific energy source and the strength of supporting institutions. Green finance plays an essential role in increasing renewable energy production, especially in countries with strong environmental policies and high technological adoption. He also finds that household credit constraints worsen energy poverty, particularly for individuals who are discouraged from borrowing. Overall, he concludes that achieving sustainable development in SSA requires a coordinated strategy that recognises differences in renewable energy sources, strengthens institutional frameworks, supports green finance alongside environmental policy, and expands financial inclusion.

Supervisor: Professor Amin Karimu (Economics)

Dadirai Patricia Mkombe

Thesis Title: *Determinants and growth effects of external debt in the Southern African Development Community: The role of climate shocks, conflict and institutions*

Dadirai Mkombe holds BSocSc and MA degrees in Economics from the University of Malawi, Malawi. She joined the School of Economics at UCT in 2022 for her PhD studies. Before joining UCT, she worked as a Research Fellow at the Centre for Social Research of the University of Malawi.

Dadirai Mkombe's thesis is an empirical investigation of the drivers and growth effects of external debt in the Southern African Development Community (SADC) with a focus on the role of climate shocks, conflicts and institutions. She starts by employing a panel dataset to investigate the drivers of external debt and finds that institutions and conflicts are important determinants of external debt in the SADC. She also uses a panel dataset to investigate how external debt affects economic growth and finds that external debt negatively

affects economic growth and that the positive effect of external debt on economic growth is dependent on the quality of institutions. She then extends the research to a case study for Malawi using time series data, and the findings for the growth effects of external debt are similar to those for the SADC. However, unlike institutions, climate shocks are important determinants of external debt in Malawi.

Supervisor: Professor E Nikolaidou (Economics)

Elizabeth Mnyandu

Thesis Title: *Sustainable growth of agri-food SMEs in a volatile environment: a case study of Zimbabwean SMEs*

Elizabeth Mnyandu holds an Honours degree in Food Science and Technology, and a Master's Degree in Food Technology from DUT, and a Master's Degree in Food Security from UKZN. She holds multiple postgraduate qualifications in business management and leadership. She joined UCT for her PhD studies in 2021.

Her study focuses on exploring the strategies that agri-food SMEs operating in a volatile environment use to attain sustainable growth. Based on Dynamic Capabilities Theory, her study utilised a case study and qualitative methods to collect data from 25 participants. She analysed the qualitative data through reflexive thematic analysis, reporting that agri-food SMEs attain sustainable growth through integrated, combined, and aggregated capabilities and resources.

Supervisor: Professor Hamieda Parker (Graduate School of Business)

Tasneem Motala

Thesis Title: *Employee engagement among routine-task workers: Development of a contextualised model and measurement scale*

Tasneem Motala completed a BSc in Chemical Engineering at UKZN and an MBA at Stellenbosch

Business School, before commencing her part-time PhD studies.

Tasneem Motala's doctoral research examines how employee engagement is experienced and measured in 'blue-collar' or routine-task roles, in other words, operational and frontline positions characterised by standardised tasks and limited discretion. The thesis demonstrates that dominant engagement models, developed primarily within knowledge-work settings, do not fully reflect the realities of routine-task environments. By identifying boundary conditions within engagement theory, the research extends the conceptualisation of engagement beyond knowledge work and provides a theoretically grounded framework for understanding engagement in routine-task environments. Through a rigorous multi-phase research design, she develops and validates a novel, context-sensitive engagement model and measurement scale tailored to operational work. The research provides organisations with a more accurate and equitable way to assess, support and reward engagement among routine-task employees, contributing to a more inclusive and context-aware understanding of engagement. In doing so, it promotes fairer organisational practices and improved working experiences for employees in routine-task roles.

Supervisor: Professor Anton Schlechter (Industrial and Organisational Psychology)

Bongai Munguni

Thesis Title: *Multidimensional Poverty Measurement: A case study of Mozambique (1996-2020)*

Bongai Munguni holds a BSc and MSc in Economics from the University of Zimbabwe. In 2019 she enrolled in her PhD studies in the School of Economics at UCT. She was awarded a UCT-Bristol Cotutelle scholarship which enabled her joint PhD work at UCT and the University of Bristol.

Bongai Munguni's thesis contributes to improving the measurement of poverty and living

standards in developing countries. The thesis interrogates Mozambique's official monetary and multidimensional poverty measures using five rounds of data from household budget surveys, conducted between 1996 and 2020. She finds that these two official poverty estimates do not generate a consistent picture of poverty across the country and its change over time. She goes on to show that some components in Mozambique's multidimensional poverty index do not contribute to and may even distort measured poverty. She derives new consumption and deprivation indicators that show consistently that poverty is higher and deeper in the north than in the south of the country, and in rural areas compared to urban areas, and that poverty levels fell by less over the years than indicated in official narratives.

Supervisor: Professor M Leibbrandt (Economics)

Co-supervisors: Professors R Harris and C Pantazis (University of Bristol)

Barbara Kayondo Naluwadda

Thesis Title: *Developing a mobile-app to enhance hospital employees' compliance with the Data Protection and Privacy Act in Electronic Health Information Systems*

Barbara Naluwadda Kayondo holds a BSc and MSc from Uganda Martyrs University and a master's degree in Monitoring and Evaluation from Uganda Technology and Management University. She began her full-time doctoral studies at UCT in 2022.

Barbara Kayondo's doctoral research addresses the persistent challenge of hospital employee's compliance with the Uganda Data Protection and Privacy Act (DPPA). Drawing on Activity Theory, augmented by other theories, she employed a Design Science Research methodology, to develop, refine, and evaluate a mobile application designed to enhance hospital employees' compliance with the DPPA in E-health systems. Through iterative design cycles, and user evaluations, her study produced a contextually appropriate compliance enhancement model. The resulting mobile application demonstrates how technology enabled

tools can support continuous learning, improve adherence to legal obligations and strengthen privacy governance in resource constrained healthcare environments. Her work offers significant contributions to digital health policy, IS theory, and practical compliance interventions.

Supervisor: Professor Michael Kyobe (Information Systems)

Ahlam Shehab Shehab Nasser

Thesis Title: *Entrepreneurial adaptation under constraint: problemistic search, learning, and resource emergence over time*

Ahlam Shehab Nasser has an Honours degree in Psychology with a minor in Business Administration from the University of Ottawa. She holds a Master of Business Administration (MBA) from the University of Pretoria's Gordon Institute of Business Science (GIBS). She has conducted research on entrepreneurship for the past eight years.

Ahlam Shehab Nasser's doctoral thesis examines how entrepreneurs adapt and solve problems under conditions of uncertainty and resource constraints. She employed a qualitative research design, combining longitudinal multiple-case analysis over two years (2023–2025) with supplementary semi-structured interviews to triangulate her findings. She finds that entrepreneurial adaptation is driven by iterative cycles of problemistic search rather than linear opportunity pursuit. Her research reveals that aspiration-performance gaps are actively constructed and recalibrated, which shapes how entrepreneurs search for solutions. A key finding is the emergence of strategic oscillation governed by trust, in which entrepreneurs manage uncertainty by fluidly shifting between experiential and vicarious learning. This study challenges the traditional view of static learning modes, proposing instead an integrative process model where trust acts as a dynamic governance mechanism that facilitates resource development and adaptive reconfiguration.

Supervisor: Professor Hamieda Parker (Graduate School of Business)

Lwazi Derkson Ncoliwe

Thesis Title: *The experiences of South African and Somali Spaza shop owners operating in Orlando West, Soweto: Lessons for local entrepreneurship in economically deprived areas*

Lwazi Ncoliwe holds a BCom Honours in Finance from the University of the Western Cape, and a Postgraduate Diploma in Management, and an MCom in Development Finance from UCT. He enrolled at the School of Management Studies at UCT in 2019 for his PhD studies.

Lwazi Ncoliwe's thesis is an in-depth exploration of the experiences and operational dynamics of South African and Somali spaza shop owners in Orlando West, South Africa. His study examines how socio-economic factors, cultural narratives, local context, and personal resilience influence their business practices. His study reveals that the success of spaza shops is driven by hyper-local, non-economic factors and emotional connections. He highlights that both South African and Somali owners face significant systemic exclusions and structural challenges, with local entrepreneurs demonstrating identity-driven localization and contextualized resilience. Lwazi Ncoliwe's study redefines insecurity in the township spaza sector as arising from structural failures, not merely xenophobia. It offers a nuanced understanding that challenges existing narratives and highlights the need for policies that address structural issues and leverage community solidarity to sustain informal economies. These findings call for a policy shift and community-level transformation rooted in empathy, shared understanding, and collective responsibility.

Supervisor: Professor I Meyer (School of Management Studies)

Zimasa Ndamase

Thesis Title: *Factors influencing data governance effectiveness in a developing context: A case study of a Sub-Saharan Africa Petroleum Company*

Zimasa Ndamase is a Research Group Leader at CSIR. She holds a BSc Honours in Computer Science and an MSc in Information Systems from the University of Cape Town.

Zimasa's PhD research comprises two case studies investigating sociotechnical contextual factors that hinder effective data governance (DG) in the Petroleum industry of Sub-Saharan Africa. Study 1 identified seven inhibitors, the most significant of which are an unorganised data governance structure and a lack of a clear enterprise data governance vision, which cascade into a weak data-driven culture and exacerbate problems with inadequate information systems and data quality management. Study 2 identified that the most crucial barrier to continuous monitoring is a lack of DG enablement processes (poor communication, restricted change management, and insufficient policies), which directly leads to a lack of performance management and ineffective use of monitoring systems. The PhD research provides guidance to SSA petroleum executives in designing and implementing effective organizational structures and mechanisms for data governance to enable maximization of the strategic value of data assets using AI and other analytics technologies.

Supervisor: Emeritus Professor O Ngwenyama (Information Systems)

Rebecca Wanjiku Njuguna

Thesis Title: *Digital transformation of indigenous finance groups in Afrika: A systems and postcolonial analysis*

Rebecca Njuguna holds a Bachelor of Commerce (Hons) from the University of Nairobi, Kenya and a Master of Commerce in Information Systems from the University of Cape Town.

Rebecca Njuguna's thesis conceptualises indigenous finance

groups (IFGs) not merely as economic entities, but as living socio-technical systems embedded within the broader socio-cultural landscapes of Sub-Saharan Afrika. Integrating systems and postcolonial perspectives, the research investigates the tension between the efficiency of digital technologies and the communal values of these groups. The study reveals that IFGs function as open, adaptive systems that consciously prioritise social connection and empathy over technical efficiency. For instance, groups were found to navigate conflicts by adapting digital tools to handle sensitive matters such as member removal from WhatsApp groups in empathetic ways, or by avoiding formalisation that might exclude members. Finally, the thesis proposes a new typology for IFGs that incorporates social, financial, institutional, and technological descriptors, providing a foundation for designing nuanced technological solutions that align with indigenous values.

Supervisor: Professor Ulrike Rivett (Information Systems)

Raynold Runganga

Thesis Title: *Import penetration and labour market adjustments: Evidence from South Africa*

Raynold Runganga holds a BSc (Hons) in Economics and MSc in Economics from the University of Zimbabwe. He joined the School of Economics at UCT in 2021 for his PhD studies. Before joining UCT, he worked as a Teaching Assistant at the University of Zimbabwe.

Raynold Runganga's thesis focuses on how labour markets adjust to Chinese import penetration and how the adjustment process is influenced by labour market rigidities, drawing on evidence from South Africa. He further investigates how firms' investment in training of workers and investment in research and development influence this adjustment process. The thesis draws on microeconomic data including the Post-Apartheid Labour Market Series stacked cross-sectional household dataset and South African Revenue Service anonymised administrative tax data. He

finds that Chinese import penetration negatively affects informal and formal employment, worker job survival time and job tenure, especially in the manufacturing sector. The negative effect of Chinese import penetration on employment is dampened in relatively rigid labour markets. Further, the negative effect of Chinese import penetration on worker job survival time is dampened in firms that invest in training of workers, whereas it is reinforced in firms that invest in research and development.

Supervisor: Professor L. Edwards
(Economics)

Co-supervisor: Dr. G. P. Kamutando
(Economics)

*Pitso Patrick Tsibolane

Thesis Title: Re-membering indigenous identity: A grounded theory of digitalisation in South African indigenous financial institutions (stokvels)

Pitso Tsibolane holds BSc and BSc (Hons) degrees in Computer Science from the University of Cape Town, an M.IT from the University of Pretoria, and an MA in Creative Writing from Rhodes University. He is a Senior Lecturer in the Department of Information Systems at UCT.

His doctoral thesis investigates how members of Stokvels negotiate their cultural identity as they engage with digital technologies. Drawing on Ngũgĩ wa Thiong'o's concept of "Dismembering and Re-membering," the study argues that colonialism and apartheid dismembered indigenous economic traditions and knowledge systems. Based on fieldwork conducted in Sesotho with 42 participants in the Free State, and using a Constructivist Grounded Theory Method, the thesis develops the theory of "Digital Letsema," showing how members reshape digital tools to sustain mutual support, assert economic agency, preserve cultural memory, and resist financialisation. This work centres indigenous knowledge systems and African philosophies such

as Ubuntu in understanding technology and development in contemporary South Africa.

Supervisor: Professor Irwin Brown
(Information Systems)

Meduduetso Aline L Tsumake-Tsiang
Thesis Title: Towards a digital artefact for e-business value optimisation of SMEs: A Botswana context

Meduduetso Tsumake-Tsiang holds a Bachelor of Business Information Systems (BIS) from the University of Botswana (UB) and a Master of Commerce (MCom) degree in Information Systems (with Distinction) from the University of Cape Town (UCT). She began her full-time study towards her PhD in 2020.

Meduduetso Tsumake-Tsiang's thesis investigates the development of a digital artefact to optimise e-business value for small and medium-sized enterprises (SMEs) in Botswana. Using a Design Science Research (DSR) approach, the study integrates multiple theories to develop and validate an e-business optimisation model, which is empirically tested using survey data and structural equation modelling. The findings show that e-business value optimisation in SMEs is not technology-driven but follows a sequential capability pathway in which human and organisational readiness enable effective channel innovation and, subsequently, broader system openness and external engagement. Cluster analysis further shows that SMEs differ in digital readiness, requiring differentiated sequencing rather than different optimisation objectives. She then designs and evaluates a dashboard-based digital artefact ex-ante to support staged, context-sensitive decision-making. The study contributes design knowledge and practical guidance for SMEs and support institutions, offering a structured approach to translating e-business adoption into sustained value in developing-economy contexts.

Supervisor: Associate Professor
Adheesh Budree (Information Systems)

Ayanda Menzi Vilakazi
Thesis Title: Examining fronto-parietal network activation in the healthy human brain of youth users of electronic and combustible cigarettes during visual working memory task

Dr Ayanda Menzi Vilakazi completed his B. Com, B. Com (Hons), Post-Graduate Diploma in Business Administration, MBA and DBA degree qualifications at the University of KwaZulu-Natal. He joined the Faculty of Commerce, Marketing Section, at UCT in 2020 for his PhD Studies

Dr Ayanda Vilakazi's thesis focuses on the effect of Electronic Nicotine Delivery Systems (ENDS) on the fronto-parietal network (FPN) during a change-detection visual working memory task to gain deeper insight into young smokers' decision making. Using a novel functional near-infrared spectroscopy (fNIRS), as a well validated neuroimaging tool, he reveals a significant difference between users of e-cigarettes and tobacco, and finds not only individual differences, but also non-linear increase in memory load as memory conditions increase and become complex. He extends this finding to reveal a significant effect of memory load on decision times, memory processing and speed, and memory accuracy, establishing a marginally faster memory speed and accuracy for e-cigarette users compared to tobacco smokers. These findings can enhance insights regarding the fronto-parietal network, visual working memory storage capacity, and executive functions control, and aid the developed model to standardise research to improve consistency of future research findings.

Supervisor: Dr Pragasen Pillay (School of Management Studies)

Co-Supervisors: Dr David Rosenstein (Neuralsense) & Professor Stefan Du Plessis (Stellenbosch University)

Khangelani Vuke

Thesis Title: *How commercial farmers strategise for digital transformation: The case of South Africa*

Khangelani Vuke holds a MCom degree in Information Systems from the University of Cape Town (UCT). He registered for his PhD studies in the Department of Information Systems at UCT in 2016.

Khangelani Vuke's thesis focuses on how commercial farmers strategise for digital transformation in South Africa. Grounded theory methodology was employed to inductively develop an explanatory theory about the phenomenon. Heterogeneous data was collected through individual interviews, group discussions, and secondary analysis of existing data about South African commercial farming operations. Continuous learning emerged as the fundamental process by which digital transformation strategising takes place. Continuous learning gives rise to key strategies that enable operational changes through the use of digital technologies, yielding improved productivity and enhanced efficiencies in commercial farming.

Supervisor: Professor Irwin Brown
(Information Systems)

Elizabeth Jane Wallis

Thesis Title: *Exploring decision-making strategies under uncertainty: A study of managers in Ghana and Nigeria*

Elizabeth Wallis holds a BA Honours and a Master's of Social Science in Psychology from the University of Natal. She also holds an MBA from the University of the Witwatersrand Business School. She consults globally to organisations in the fields of organisational development and leadership behaviour.

Elizabeth Wallis's thesis tests and extends behavioural decision theory in turbulent markets by examining how managers in Ghana and Nigeria make decisions when outcomes are uncertain and conditions change unexpectedly. It is the first study to use the Iowa Gambling Task with managers in Africa,

addressing a major geographic gap in a field where much evidence comes from outside Africa. Seventy-four managers from regulated financial services organisations completed a computer-based card game in which they learn from a stream of wins and losses, alongside a measure of general self-efficacy. Tracking decisions over time shows that there is no single "best" strategy: some managers keep exploring, some chase frequent small wins, others prioritise longer-term returns, and others prefer steadier gains. By identifying these distinct decision styles, the research provides a sharper, more practical understanding of decision-making under uncertainty and supports leadership and risk governance approaches tailored to different decision-makers.

Supervisor: Dr D B Zolfaghari
(Graduate School of Business)
Co-supervisor: Dr C Swart-Opperman
(Graduate School of Business)

HISTORICAL SKETCH

Founded as the South African College in 1829, the University was established as the University of Cape Town in 1918.

The institution was a boys' school that aimed to provide higher education as well. The early history was one of great expectations and hard times and it was not until the early years of the twentieth century that the University was developed into a fully-fledged tertiary institution. University status was conferred in 1918. A significant and pioneering development in the 19th century was the admission of women as degree students in 1886, many years ahead of most universities in the world.

At the start of the 20th century the University incorporated the Diocesan College, the teacher training classes of the Normal College, the South African College of Music and the Cape Town Schools of Fine Art and Architecture. The Medical School was established and in the 1920s the University began a partnership with the local health authority (now the Provincial Government's health department) that saw the Medical School move from the Hiddingh Campus and the Green Point Somerset Hospital to Observatory. This partnership allowed for the construction of the first Groote Schuur Hospital on a University site. This partnership continues to this day and now involves not only Groote Schuur as a teaching hospital but Red Cross, Valkenberg and a growing number of primary health care sites. UCT's Upper Campus moved to its present site on part of Cecil Rhodes' estate in 1928.

The period between the end of World War II and 1994 was marked by two themes. Firstly, the University recognised that if it was to be fully South African, it would have to move beyond academic non-segregation to be fully inclusive. It would have to face the consequential and increasing clashes with a government determined to legislate for segregation and enforce the doctrine of apartheid. And secondly, the University intended to transform into a leading research institution.

Before World War II, the University was largely a teaching university and its students were mostly undergraduates. The research undertaken was sporadic, though in some cases notable. A research committee was appointed for the first time in 1945. The next decades saw a great expansion of research and scholarly work such that the UCT of today has a greater proportion of highly rated researchers and gains significantly more research grants and awards than any other South African University.

The 1980s and 1990s were characterized by the deliberate and planned transformation of the student body. This was aided by the establishment of the Academic Development Programme aimed at helping students from disadvantaged educational and social backgrounds to succeed and the desegregation of student residences. A significant proportion of our students come from the SADC states and we have students drawn from over 100 countries. Particular emphasis is placed on postgraduate studies with students enrolled in masters and doctoral programmes. A growing number of postdoctoral fellows (UCT has more than a third of the total number of post docs in South Africa) contribute substantially to the research endeavours and reputation of the University.

UCT continues to work towards its goal to be Africa's leading research university. Its success can be measured by the scope of study it offers and the calibre of its graduates.

ACADEMIC DRESS

OFFICERS OF THE UNIVERSITY

CHANCELLOR

The Chancellor wears a gown made from dark blue silk. The front of the gown has facings down each side made of dark blue velvet embroidered with a gold floral design. The gown and sleeves are lined with pale blue silk and the sleeves are looped up in front with a gold cord and button. The yoke of the gown is edged with gold cord. The gown is worn with a square blue velvet hat with a soft crown and gold tassel.

VICE-CHANCELLOR

The Vice-Chancellor wears a gown made from bright blue silk. The front of the gown has facings down each side and sleeve-linings of pale blue silk. The sleeves are looped up in front with a gold cord and button and the yoke of the gown is edged with gold cord. The gown is worn with a black velvet bonnet with a silver cord.

DEPUTY VICE-CHANCELLOR

A Deputy Vice-Chancellor wears a gown made from dark blue silk. The gown has closed sleeves with an inverted T-shaped opening at the level of the elbow to free the arms. The front of the gown has facings of light blue down each side. The sleeves are lined with light blue and the yoke of the gown is edged with silver cord. The gown is worn with a black velvet bonnet with a silver cord.

CHAIR OF COUNCIL

The Chair of Council wears a gown, of the same pattern as that worn by the Vice-Chancellor, made from light blue silk. The front of the gown has facings down each side and a yoke of dark blue. The sleeves are lined with dark blue and the facings and yoke are trimmed with gold cord. The sleeves are looped up in front with a gold cord and button. The gown is worn with a black velvet bonnet with a gold tassel.

MEMBERS OF COUNCIL

Members of Council wear graduate-pattern gowns made from black silk. The front of the gown has 10cm wide, light blue facings down each side trimmed with dark blue cord. The gown is worn with a black velvet bonnet with a blue cord.

REGISTRAR

The Registrar wears a gown made from black silk. The front of the gown has 10cm wide facings of blue silk down each side. The gown is worn with a black velvet bonnet with a white cord.

PRESIDENT OF CONVOCATION

The President of Convocation wears a gown made from black silk and has long closed sleeves with an inverted T-shaped opening at the level of the elbow to free the arms. The front of the gown has facings down each side and sleeves of blue silk. The gown is worn with a black velvet bonnet with a blue tassel.

UNIVERSITY ORATOR

The University Orator wears a gown of gold silk with bright blue silk facings and a yoke edged with gold cord. A black mortar board with a gold tassel is worn with the gown.

ACADEMIC DRESS (continued)

GOWNS

A plain black gown styled after the pattern of the Oxford scholar's gown is worn by diplomats, and Bachelor's, Honours and Master's graduands. Senior doctoral graduands wear a scarlet gown, with facings the colour distinctive of the faculty in which the degree is awarded. PhD graduands wear a scarlet gown without facings.

HOODS

The hood is particular to the qualification and the faculty. Diplomates and Bachelor's graduands wear a black hood lined with white and edged with the colour distinctive of the faculty. Master's graduands wear a black hood lined with the colour distinctive of the faculty and edged with white, except in the case of the hood for the MMed degree, which is edged with red. Senior doctoral graduands wear a hood of the colour distinctive of the faculty and a black velvet bonnet with a cord of the colour distinctive of the faculty in which the degrees is awarded. PhD graduands wear a hood of scarlet lined with black and a black velvet bonnet with a cord of the colour distinctive of the faculty in which the degree is awarded.

DISTINCTIVE COLOURS

Faculty of Commerce	Yellow
Faculty of Engineering and the Built Environment	Green
Faculty of Health Sciences	Red
Faculty of Law	Old gold
Faculty of Humanities	Blue
Faculty of Science	Purple

VISION AND MISSION

UNIVERSITY OF CAPE TOWN

Vision

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.

Mission

UCT is committed to engaging with the key issues of our natural and social worlds through outstanding teaching, research and scholarship. We seek to advance the status and distinctiveness of scholarship in Africa through building strategic partnerships across the continent, the global south and the rest of the world.

UCT provides a vibrant and supportive intellectual environment that attracts and connects people from all over the world.

We aim to produce graduates and future leaders who are influential locally and globally. Our qualifications are locally applicable and internationally acclaimed, underpinned by values of engaged citizenship and social justice. Our scholarship and research have a positive impact on our society and our environment.

We will actively advance the pace of transformation within our University and beyond, nurturing an inclusive institutional culture which embraces diversity.

OFFICERS OF THE UNIVERSITY

Chancellor

Precious Moloi-Motsepe, MBBCh DCH *Witwatersrand* Dip in Women's and Reproductive Health *Stellenbosch*

Vice-Chancellor

Matlagolo Mosa Moshabela, MBChB *Natal* Dip in HIV Management (SA) *CMSA* MMed *Limpopo (MEDUNSA)*
MSc *LSHTM* PhD *Witwatersrand* *MASSAf*

Chair of Council

Norman Martin Arendse SC, BA LLB *Cape Town* LLM *UCL*

President of Convocation

Yumna Moosa, MBChB *Cape Town* MMedSci PhD *KwaZulu Natal*

Deputy Vice-Chancellors

Brandon Ian Collier-Reed, PrEng BSc(Eng) MSc(Eng) PhD *Cape Town* FSAIMechE
Thokozani Majosi, BScEng MScEng *Natal* PhD *Manchester* CEng FICChemE Order of Mapungubwe: Bronze
Elelwani Ramugondo, BSc (Occupational Therapy) MSc (Occupational Therapy) PhD *Cape Town*

Registrar

Kathleen Idensohn (Interim), BA LLB *Cape Town* LLM *Cantab* PhD *Cape Town* Advocate of the High Court

Chief Operating Officer

Richard John van Huyssteen (Acting), Project Management Dip *FTI* BSc *Nelson Mandela*
HDE (PG) BCom(Hons) *Cape Town*

Deans of Faculties

<i>Commerce:</i>	Suki Lesley Goodman, BSocSc(Hons) MBusSc PhD <i>Cape Town</i>
<i>Engineering & the Built Environment:</i>	Aubrey Njema Mainza, BMinSC <i>UNZA</i> PhD <i>Cape Town</i>
<i>Health Sciences:</i>	Lionel Patrick Green-Thompson, DA FCA <i>CMSA</i> MBBCh MMed PhD <i>Witwatersrand</i>
<i>Humanities:</i>	Shose Kessi, PDBA <i>Witwatersrand</i> BA(Hons) <i>London</i> MSc PhD <i>LSE</i>
<i>Law:</i>	Mohamed Paleker, BA LLB LLM PhD <i>Cape Town</i> Attorney of the High Court
<i>Science:</i>	Hussein Suleman, MSc <i>Durban-Westville</i> PhD <i>Virginia Tech</i>

Dean of Higher Education Development

Kasturi Behari-Leak, BA(Hons) HDE BEd *Durban-Westville* MEd *Cape Town* PhD *Rhodes*

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We hope to stay connected as your journey continues - celebrating your milestones, sharing opportunities, and keeping you connected with classmates, mentors, and the university community.

To make sure you remain part of the UCT network, we just need one simple thing from you: please update your contact information.



Alternatively, send your updated contact information via email to alumni@uct.ac.za.

Other ways of staying connected

- Attend alumni events in your region
- Participate in the Convocation AGM
- Follow us on LinkedIn, Instagram, and Facebook
- Visit the Alumni Engagement team at the Development and Alumni Department
- Share your achievements with us at alumni@uct.ac.za

UCT's global network of alumni chapters, affinity groups, and volunteer networks provides opportunities to connect, collaborate, network, and support your alma mater. Contact our team to get involved locally or internationally:

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We look forward to connecting with you as alumni of UCT.

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