GRADUATION CEREMONY

Faculty of Commerce (Ceremony 2)

SARAH BAARTMAN HALL

14:00 – 15 December 2023

FACULTY OF COMMERCE (CEREMONY 2)

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

1. FACULTY OF COMMERCE

Dean: Professor S Goodman

DEGREE OF BACHELOR OF COMMERCE HONOURS

Victor Dieter Garfield Allen
Naaya Zaquir Bachir
Nokwazi Portia Biyela
Gregory Vintcent Maxwell Bolus
Travis Basil Bradfield (in the first class)
Simeon Douglas Bongani Brown
Mthobisi Houphouet Cele
Simbarashe Chikuni
Tadiwanashe Mollie Thelma Chitsa
David Andrew Davenport
Uthmaan Ebrahim
Nicholas Edelstein
Mohamed Ali Elnour El-Shahir
Akholiwe Suk'oluhle Fetsha
Giacomo Guglielmo Jago Fiore
Emily Faye Groenewald
Mishka Hanirudh
Joana Kasuzumira
Jesse Mpanduji Kiheka
Farai Kunyavapa
Suvitha Lalli
Cameron Buchanan Lloyd
Litha Lungile Sibabalwe Madabane
Linda Mafirakurewa
Khensani Florence Majola
Tshidi Gobela Manqola
Refilwe Mashilo
Mulalo Denga Mbulungeni
Phoka L Mchunu
Alungile Mguli
Wakhile Mhlungu
Mokgethwa Palesa Mkalipe
Khwezi Mondli Mkhwanazi
Thushano Zishilo Lenye Mogale
Maropeng Mogano
Thembekile Nyasha Moyo
Nigel Tawanda Mpinyuri
Yonela Mtayi
Mukhethwa Jeoffrey Murodovha
Yoliswa Ndindiwe
Kone Hope Netshikulwe
Namhla Ntloko
Liam Nunn
Ntuthuko Nxumalo
Charles Okello Ayai
Rahul Patel
Koketso Robert Rakopo
Tanaka Anesuishe Ranga
Boitumelo Skosana
Hendrik Gerhardus Abraham Snyman
Bruce Terence Spence
Luke Watson Stevens

DEGREE OF MASTER OF BUSINESS ADMINISTRATION

Firdous Alexander
Giovanni Ricardo Amansure
Lee Atkins
Oludayo Awe
Talent Diotrefe Banda
Melissa Anne Bender
Roshan Bhurtha
Moira Catherina Bladergroen
Mohamed Ridhaa Booley (with distinction)
Topaz Booysen (with distinction)
Hendrik Jacobus Bothma
Tyrone Peter Brand (with distinction)
Jani Branders
Rory Neil Button
Mmapule Patricia Chabalala
Christopher Khuppira Chilenga (with distinction)
Adeleen Cloete
Kuberan Cooper
Gabriele Decina
Aniqah Deers-Mayman
Petunia Zandile Ntombifuthi Dube
Machiel Herculas Du Preez (with distinction)
Antonie Carl Du Toit (with distinction)
Claire Du Trevou
Luvuyo Armstrong Feni
Jacinta Fredericks
Mundiwa Nqobile Gabela
Bradley Charles William Geduldt
Nicole Gerber (with distinction)
Gareth Richard Gobey (with distinction)
Moegamat Sharif Gool
Deepesh Gopal
Manisha Govender
Noxolo Gqada (with distinction)
Hendrik Leendert Grobbelaar
Sean Loxton Grobler
David Paul Harrison (with distinction)
Abdul Aziz Latiff Hendricks
Faedah Hendricks (with distinction)
Geoffrey Hickley
Tasneem Jaffer (with distinction)
Uthmaan Jaffer (with distinction)
Lilian Tafadzwa Kachere
Lee Anne Kim Kallam
David Edwin Kaplen (with distinction)
Tsepang Khonthu
Sandile Khumalo (with distinction)
Charles Edward King (with distinction)
Daiyaan Kirsten
Jacobus Johannes Robert Kotze (with distinction)
Shaheen Madhan Laalje (with distinction)
Craig Jacob Leaver
Justine Meghann Liebenberg (with distinction)
Luluzana Nwaxixava Madhlophe
Akshiara Maharaj (with distinction)
Rashay Makan (with distinction)
Moureen Mbeye
Michael Stephen McPetrie (with distinction)
Mesuli Harlen Mdluli
Mahlompho Margaret Mojakhomo
Philisiwe Lindiwe Monyae (with distinction)
Obakeng Gosiame Mophosho
Roxane Morgan (with distinction)
Gerald Moyo
Eckleen Bianca Muller
Yolanda Janine Muller-Van Rooyen
Celestine Atieno Munda
Warren Douglas Munsamy
Minaz Munshi
Mogamad Sadiq Nacerodien
Jeremy Ronald Naidoo
Vanishree Naidu (with distinction)
James Taylor Nathan
Ntokozo Sibusisiwe Ngubo
Lehlohonolo Anthony Nkoga
Elizabeth Olivier
Wessel Olwagen
Adekunle Otun
Vishal Satish Patel
Monty Moteane Phahlane
Anasen Pillay
Thinegren Pillay (with distinction)
Azvir Rampursad
Jacquleen Ramraj
Anele Nombuyisa Rapiya
Michael David Rissik (with distinction)
Keith Roberts
Adrian Christopher Roos (with distinction)
Ross Grant Rutherfoord
Niamat Salasa
Precious Ndaka Schulte to Brinke (with distinction)
Kentse Setshedi
Aarthi Sewpersad (with distinction)
Ernest Webster Shozi
Prerana Singh

Joan Bernardette Sleigh (with distinction)
Mncedisi Cyril Taala
Jason John Rivington Turner (with distinction)
Charlene Vermaak (with distinction)
Pavel Veselov
Petrus Christiaan Voges (with distinction)
Andre Jean Wise (with distinction)
Moses Yange
Salma Ahmed Zacharia (with distinction)

DEGREE OF MASTER OF BUSINESS SCIENCE

Ella Kabambe
Sibongile Masemola

DEGREE OF MASTER OF COMMERCE

Mishal Aboobaker
Kevin Augustine Abuka
Kristen Boaa Acheampong (with distinction in the dissertation and the degree with distinction)
Luqman Achmat (with distinction in the dissertation and the degree with distinction)
Kate Grace Addison
Samuel Somerville Andrew
Raeesa Behardien (with distinction in the dissertation)
Bibi Ashia Boolaky
Grace Lugemba Budiaki (with distinction in the dissertation and the degree with distinction)
Mukosa Chakufyali
Tarah Leigh Chetty
Zahraa Davids
Katherine Davidson
Vanessa Fernandes De Freitas
Johannes Jacobus de Jager (with distinction in the coursework component)
Sean Warren De Waal
Mpumelelo Ephraim Dhlamini (with distinction in the dissertation and the degree with distinction)
Thapelo Disele
Onaririnogho Tolulope Dudu-Eniola
Patrick Douglas Dunton
Imaan Faker
Simone Claire Faulmann
Sophie Antionette Gebers (with distinction in the dissertation and the degree with distinction)
Matthew Gordon
Hemletta Govan
Jason Andrew Grieve
Dean Mcdonald Hayes
Leon Charles Hendricks (with distinction)
Kim Catherine Hendrickse
Fathima Jogiat
Kane Troy Jules
Popyeni Samuel Kautondokwa
Megan Aasiyah Landers
Lina Ntomene Lukusa
Tumelo Moses Machethe
Karlene Edwina Macminn
Lee-Anne Astrolika Macpherson
Ndaedzo Madume
Sinazo Magaya
Dineo Motodi Makotanyane
Simbarashe Tinotenda Mambara
Pheladi Melony Manaka
Nigel Simba Matanga
Phakamani Innocent Mavela
Steven John May
Francis Tafadzwa Mayebe
Success Siphesihle Mhlanga
Alexandra Grace Miszewski (with distinction in the dissertation and the degree with distinction)
Lebohang Mofokeng
Amogelang Mokgatlhe
Robin Anthony Moyanga
Frank Mubayiwa
Denise Chido N Mukozho
Anita Sekanawo Mulipa (with distinction in the dissertation)
Elijah Mumba
Andile Ndinisa
Duncan Tyrone Nicolson
Ronaldo Nombakuse (with distinction in the dissertation)
Tatenda Nyamutamba
Esther Ufuomaroghene Oghenetega
Sammy Pan (with distinction in the dissertation and the degree with distinction)
Salmah Peters (with distinction in the dissertation and the degree with distinction)
Nuvika Pillay (with distinction in the dissertation and the degree with distinction)
Tonielle Prince
Pierre-Jean Prinsloo (with distinction)
Adriaan Rall
Lauren Roode
Shannen-Leigh Ross
Daniel Peter Rossmeisl (with distinction in the dissertation and the degree with distinction)
Jasmine Scott
Grant Arthur Solomon (with distinction in the dissertation and the degree with distinction)
Bright Tetteh
Philani Thusini
Oliver Tseriwa
Christopher Francis Ujma (with distinction in the dissertation and the degree with distinction)
Johann Vincent Persaud Van Der Westhuizen
Ashleigh Heather Vos
Kim Nicole Whitehorn

DEGREE OF MASTER OF COMMERCE IN APPLIED FINANCE

Kathleen Beuster

DEGREE OF MASTER OF COMMERCE IN DEVELOPMENT FINANCE

Percy Asante Antwi-Agyei
Msinje Imelda Banda
Kemilembe Kaizilege Buberwa (with distinction in the coursework component)
Peter Mayeso Chakaniza (with distinction)
Irene Mutsawashe Chikobvu (with distinction in the dissertation)
Zack Fineberg
Musawakhe Khumalo
Beth Mukami Kithinji (with distinction in the coursework component)
Therisanyo Masuga
Candice Allison Mathews (with distinction in the coursework component)
Lethu Mzikaphalo Matshaka
Kelebogile Refilwe Lesego Mogotsi (with distinction in the dissertation)
Lebogang Gloria Mphefo
Louis Masereka Mukiraine
Joel Chiyayo Mzyece
Nkamogeleng Mmakgoshi Ndlovu
Nokukhanya Baverly Ngcongo
Lorraine Nyatanga
Daniel Muttu Obol
Werner Uutoni Shimbamba
Rejoyce Samukelisiwe Shozi
Viwe Sibelekwana
Petros Mandla Sibiya
Oupa Tsotetsi (with distinction in the dissertation)
De Wet Wessel

DEGREE OF MASTER OF DEVELOPMENT POLICY & PRACTICE

Nkonshi Jullie Beya
Rushka Ely
Tania Cheryl Hendricks
Zanele Mabaso
Bhekithemba Patric Mavuso
Nhlanhla Carlyle Mndaweni
Nkosinathi Innocent Mthethwa
Stuart Mwalo
Zwelo Ndebele
Ademola Banjo Osigbesan
Mthobeli Sonjica
Grant Ian Stephens
David Kandawasvika Takawira
Masibulele Zonyana

DEGREE OF MASTER OF INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY

Nastassja Marcelle Hardenberg
Ipeleng Molebogeng Nozipho Lentsoe (with distinction in the dissertation and the degree with distinction)
Thato Mamaregane
Nokulunga Winnie Mbuma
Terousha Naicker (with distinction in the dissertation)
Matsatsi Hellen Rangongo
Michaela Strong
Camille Strydom (with distinction in the dissertation and the degree with distinction)
Zainub Toyer
Megan Frances Van Der Horst (with distinction in the dissertation and the degree with distinction)

DEGREE OF MASTER OF MANAGEMENT

Frances Hope Butcher
Rutger Pieter De Bruin (with distinction)
Ntandokayise Mdladla

DEGREE OF MASTER OF PEOPLE MANAGEMENT

Gadijah Dolan
Odwa Mrauli

DEGREE OF MASTER OF PHILOSOPHY

Tim Alfeld (with distinction)
Jacques Bagraim
Zenariah Barends (with distinction)
Thabile Bhengu (with distinction)
Kefentse Freddy Dipudi (with distinction in the dissertation and the degree with distinction)
Sandiswa Malangeni Dlamini
Noor Jehan Docrat
Justin Fouché (with distinction in the dissertation and the degree with distinction)
Christine Rose Fyvie
Rebecca Elaine Herbert
Monica Elise Hella Ilonga
Nasiib Kaleebu
Derick Kazimoto
Jemma Lee Kieser (with distinction)
Sarika Mahadeo-Diercks (with distinction)
Nicky Maluleke
Tebogo Mabule Mampuru
Neo Maruatona
Lisa Namasiku Matomola
Stefro Millard (with distinction in the dissertation)
Anele Mkuzo
Timothy Jesse Mwesigwa
Sophia Hussein Ally Mwinyi
Ntombikayise Prudence Nkambule
Prince Enoch Nwadeyi
Rudo Nyangulu
Alexio Phytides (with distinction in the dissertation and the degree with distinction)
Pamela Pophiwa
Mandy Leigh Rapson
Lunga Simelane
Stella Tariro Sithole
Jade Elizabeth Frost Symonds
Dale Trimble
Stephanus Johannes Van Jaarsveld (with distinction in the coursework component)
Jaco Van Zyl
Donaubrium Zetanio Vorster
Justin Peter Wagener
Vuyolwethu Zungula

DEGREE OF DOCTOR OF PHILOSOPHY

Solomon Aboagye
Thesis Title: *Analysis of households' modern energy deprivations beyond connections and access in the Northwest zone of Nigeria*

Solomon Aboagye holds a BA and MPhil degree in Economics from the University of Ghana. He joined the School of Economics at UCT in 2019 for his PhD studies. Before joining UCT, he lectured in the departments of Economics and Distance Education at the University of Ghana.

Solomon Aboagye's thesis focuses on the extent to which Nigeria's current state of modern energy deprivation affects some households' economic and health outcomes. He further investigates how subsidies and credit regimes can be deployed to stimulate mass adoption of improved cookstoves (ICS) as a pragmatic pathway to minimizing households' cooking energy deprivation. He uses data from the Multi-tier Framework Survey conducted by the World Bank in 2018. He observes several attributes of access to modern energy as critical catalysts to improving modern energy deprivations and thereby contributing to achieving some sustainable development goals, notably 1, 3 and 7. Additionally, he finds that combining a one-off subsidy of no less than 34% of the price of ICS with a 12-month credit regime is efficient for any initial public circulation. He extends his research to establish the effect of modern energy deprivation beyond connections and access.

Supervisor: Professor E Muchapondwa (Economics)

Ifedotun Victor Aina
Thesis Title: *Economic analysis of urban water resources under drought: understanding water management and planning in South Africa*

Ifedotun Aina holds a BA and MSc degree in Agricultural Economics from the University of Ilorin, Nigeria. He joined the School of Economics

at UCT in 2019 for his PhD studies.

Ifedotun Aina's thesis investigates household preferences for water conservation technologies, the impact of tariffs on the choice of water supply sources, and policy measures to optimise water allocation decisions in large water systems. He uses a variety of data and methods and contributes to the field of water resource management by leveraging insights from economic and environmental modelling methods. The study focuses on South Africa and provides a comprehensive record of the factors driving water scarcity and possible solutions for mitigating its impacts. The results provide strong evidence for effective and sustainable measures to reduce chronic water scarcity in cities through the adoption of water-saving technologies. The thesis also presents an approach to preserve the groundwater resources of South Africa and shows the enhancement of economic benefits that can be achieved when high-value water use sectors are prioritised in water allocation decisions.

Supervisor: A/Professor D Thiam (Economics)
Co-supervisor: Professor A Dinar (School of Public Policy, University of California, Riverside)

Shreeya Jugnandan
Thesis Title: *The financial planning journey: a grounded theory towards bias mitigation*

Shreeya Jugnandan completed her BCom, Postgraduate Diploma in Accounting (PGDA) and MCom at UCT prior to the commencement of her PhD with the College of Accounting. Shreeya is a qualified Chartered Accountant registered with the South African Institute of Chartered Accountants.

Shreeya Jugnandan's thesis focuses on the improvement of investor decision-making through financial advice. She constructed a theoretical model using grounded theory that articulates how the behavioural biases of investors may be mitigated through professional advice. The thesis focuses on the improvement of investor decision-making through financial advice. By implementing a two-phased approach, financial planners have the ability to curtail the detrimental effects of behavioural biases on investor decision-making. Pervasive approaches include asking probing questions, while tailored approaches entail customisation of debiasing techniques for the investor's scenario. Debiasing techniques are thus best understood within the broader context of the financial planning journey. This research begins to reconcile the divide between behavioural finance and the efficient markets hypothesis when professional advice is utilised.

Supervisor: Professor G Willows (Accounting)

Makabongwe Khanyile
Thesis Title: *Stakeholder approach for marketing in public-funded universities in South Africa*

Makabongwe Khanyile holds a Bachelor of Business Administration, a BCom Honours in Marketing Management, a Postgraduate Diploma in Marketing, a National Diploma in Public Relations and a Master's degree in Leadership Studies.

The study investigates how public universities can employ a stakeholder approach in marketing their products, including graduates. Business practices and private-sector ideas have permeated public universities. However, marketing remains antithetical to public universities operating in a not-for-profit mode. Thus, the main focus of the study was to search for ways to accommodate the interests of a myriad of stakeholders in the marketing and production of university products. The study identifies gaps in the Triple Helix Model, Quadruple Helix Model and Quintuple Helix Model. It develops a stakeholder approach model that could be employed in marketing public university products.

Supervisor: Professor F Mavondo (Marketing)

Prudence Bongekile Mabaso
Thesis Title: *Proposing a context-sensitive model of family supportive supervision for breastfeeding at work from the global South*

Bongekile Mabaso holds a BSc degree and Master's in Human Nutrition from the University of KwaZulu-Natal. She joined the School of Management Studies at UCT in 2018 for her PhD studies. Before joining UCT, she worked for the Department of Health at CJM Hospital in Nqutu as a sub-district nutritionist.

Bongekile Mabaso's thesis focuses on supervisor support for breastfeeding at work from the global South perspective. Mabaso starts by exploring practices and experiences of breastfeeding at work and its support amongst senior managers and mothers in the provincial government sector in the Western Cape, South Africa. She goes on to explore a specific form of supervisor support, Family Supportive Supervisor Behaviours (FSSB) among teachers and principals in the public education sector. She finds that the history of colonialism, apartheid, and entrenched patriarchal culture in South Africa informs the extent to which FSSB could advance breastfeeding at work. Building on these findings she proposes a FSSB model that is sensitive to contextual complexities of the global South and also proposes trust in the supervisor as a potential moderator in the relationship between contextual factors and FSSB. Her research has implications for management and social policy.

Supervisor: A/Professor A Jaga (School of Management Studies)
Co-supervisor: Professor T Doherty (Paediatrics and Child Health, and South African Medical Research Council)

Nerisha Maharaj
Thesis Title: *Leading without greed: a Vedāntic lens on wholeness toward cultivating spiritual intelligence in leadership*

Nerisha Maharaj holds a BCom degree and PGDA from the University of KwaZulu-Natal, an MBA degree from UCT, and a chartered accountant qualification

from SAICA. She commenced her PhD in 2021. She is a practitioner in the field of coaching and leadership development, specialising in holistic Eastern psycho-spiritual methodologies.

Nerisha Maharaj's thesis explores the meaningfulness of wholeness for cultivating spiritual intelligence in leadership, as a remedy for the problems of greed and the incomplete self. Applying the ancient spiritual wisdom tradition lens of Vedānta, she identifies novel wholeness constructs of Being, Consciousness, and Joyful Contentment, and empirically investigates the meaningfulness of these constructs based on the lived experiences of leaders. She finds resonance from leaders across diverse spiritual traditions and sectors with the wholeness constructs. The findings include a more virtuous orientation of self-leadership and leadership of others, ethical wisdom in decision-making and a humanised approach to leadership. Potential societal and organisational macro-implications include holistic business models and kinder, equitable societies with less greed in leadership. These findings will be useful in providing leaders with a practical way to cultivate spiritual intelligence, while contributing toward the nascent research field of wholeness, encouraging the inclusion of multi-cultural wisdom tradition perspectives.

Supervisor: A/Professor C Peter (Graduate School of Business)
Co-supervisor: Emeritus Professor W Baets (Graduate School of Business)

Sean Brett Neethling
Thesis Title: *Performance determinants of foreign currency bonds issued by JSE-listed companies – an indexation approach*

Sean Neethling holds BCom and MCom qualifications from UCT and began study towards his PhD in 2016.

Sean Neethling's thesis focuses on fundamental indexation strategies constructed on foreign-currency denominated corporate bonds issued by JSE-listed companies. He examines the predictive power of GARCH-MIDAS models in estimating the effects of macroeconomic and financial variables on long-term corporate bond volatility. The analysis also investigates the co-movement of bonds and equity in a lead-lag framework using VAR and Granger causality models. The main findings show that the constructed fundamental indices deliver superior mean variance performance, generating higher returns at lower total, systematic and downside risk. Dollar returns on the JSE All Share and the rand dollar exchange rate are also evidenced to have high predictive power for the volatility and level of hard currency corporate bond returns.

Supervisors: A/Professor C-S Huang (Finance and Tax)
Co-supervisor: Professor K Rajaratnam (University of Stellenbosch)

Joseph Abiodun Omidosu
Thesis Title: *A social technical harm-based taxonomy of online hate in South Africa*

Joseph Omidosu completed a BTech in Computer & Cyber Security from the Federal University of Technology Minna, Nigeria, and an MCom in Information Systems from the University of Cape Town. He began to study towards a PhD in Information Systems in 2019.

Joseph Omidosu's thesis reports harm from online hate which continually plagues interactions on digital and social media and current preventive measures. A social technical harm-based taxonomy is developed to provide a scheme for classifying harm from online hate in South Africa. Adopting data from surveys, and social media, and informed by the bill aimed to address online hate in South Africa; the study provides evidence that online hate leads to negative consequences for victims which include social, political, financial, reputational, physical, and psychological harm. Social, political, racial and health issues influence online hate in South Africa, which is currently under-reported. Encouraging online users to report incidents, raising awareness of what to do, ensuring transparency and effectiveness of reporting processes and agencies, and ensuring the protection of victims when they report are actions government, statutory agencies, civic organizations, policymakers, and digital media administrators can take as proactive preventive measures.

Supervisor: Professor M Kyobe (Information Systems)

Raymond Okwudiri Onuoha
Thesis Title: *Regulation of complex adaptive digital systems: optimizing competition and consumer welfare outcomes in Nigeria's converging telecommunications market*

Raymond Onuoha is a Faculty Fellow at the Lagos Business School, Pan-Atlantic University and holds a Master of Science degree from the University of Benin. His thesis stemmed from a doctoral fellowship at the African think tank, Research ICT Africa, examining the role of digitalisation in economic and social inclusion.

The subject of his thesis arose from his identification of the failure of conventional static efficiency regulatory and competition models associated with sectoral reforms. These were being applied quite instrumentally and often ineffectually in most African countries to govern new dynamic and complex digital systems resulting from the convergence of communications systems. Combining and applying insights from complexity theory and Ostrom's Institutional Analysis and Development (IAD) framework as a lens to analyse his empirical data, Raymond Onuoha explored the effects of price structure variability on supply-side investments and innovation, demand-side access and willingness-to-pay, which are assessed to examine the resulting dynamic impact on social welfare. In building his case for Nigeria, he demonstrates the need for a shift to regulation that is based on dynamic efficiency models - more reflective of the changing competitive and complementary nature of complex adaptive digital systems that are constantly being innovated.

Supervisor: Adjunct Professor A Gillwald (The Nelson Mandela School of Public Governance)
Co-supervisor: Professor J Bauer (Michigan State University, Department of Media and Information)

Derek Slaney Sprackett
Thesis Title: *Towards a framework for enhancing dynamic capabilities during a post-merger integration*

Derek Sprackett holds a BA and BA Honours degree in Economics from the University of Natal, and an Executive MBA from UCT's Graduate School of Business. In 2017 he enrolled for his PhD at the GSB. Derek currently works as a management consultant for a global consultancy in Dubai.

Derek Sprackett's thesis describes his observations and findings during a four-year case study of two well-established and successful consulting firms as they proceeded through the disruption of an acquisition, merger and subsequent Post-Merger Integration (PMI). The newly merged entity did not adapt to changing market conditions, resulting in a loss of market share, a reduction of human resources and, ultimately, a significant loss of value. Of concern to him was the inability of the new firm to retain the collective competitive advantages of the two legacy firms. The thesis contributes to both theory and practice by furthering our theoretical understanding of Dynamic Capabilities during a PMI, and simultaneously identifying actions that managers can take to strengthen and enhance Dynamic Capabilities so that future Post-Merger Integrations may be more successful.

Supervisor: A/Professor K Sewchurran (Graduate School of Business)

Lotte Taylor
Thesis Title: *Fiscal redistribution, poverty, and inequality in Botswana*

Lotte Taylor holds BA and MA degrees in Economics from University of Copenhagen. Prior to starting her PhD studies at the School of Economics at UCT in 2017 she worked as an economic analyst in the European Union public administration.

Lotte Taylor's thesis investigates the impact of fiscal policy on poverty and inequality in Botswana. Data and measurement challenges are evaluated applying established national and international measures. The research expands on related studies for Botswana and contributes to the internationally comparable fiscal incidence literature using a common methodology. Results indicate that the most recent (2015/2016) official poverty headcount measures are underestimated, while poverty and inequality trends are ambiguous. For each fiscal instrument, estimates provide tools for evaluating recent and potential future policy options through static simulations. At the international extreme poverty line, fiscal redistribution via direct transfers reduces poverty by half, only marginally counter-balanced by the poverty-increasing combined impact of indirect taxes and subsidies. Many small schemes and some universal schemes provide wide overall coverage, but parsimonious benefits leave a large share of the population still poor considering Botswana's status as an upper-middle income country.

Supervisor: Professor M Leibbrandt (Economics)
Co-supervisor: Professor I Woolard (Economics)

HISTORICAL SKETCH

Founded as the South African College (a boys' school that aimed to provide higher education as well) in 1829, the University was established as the University of Cape Town in 1918.

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. 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 (the rest of UCT's Upper Campus moved from Hiddingh to its present site, on part of Cecil Rhodes' estate, in 1928). This partnership allowed for the construction of the first Groote Schuur Hospital on a University site. The partnership continues to this day and now involves not only Groote Schuur as a teaching hospital but Red Cross Children's Hospital, Valkenberg and a growing number of primary health care sites.

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 75 years saw a great expansion of research and scholarly work such that the UCT of 2014 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. As a result, a student body that was 90% white in 1979, when UCT marked its 150th anniversary, is in 2014 more than 50% black. The total student enrolment of just above 26 000, includes international students drawn from over 100 countries, a significant proportion of which are from SADC states. Particular emphasis is placed on postgraduate studies and more than 20% of these students will be enrolled in master's and doctoral programmes. A growing number of postdoctoral fellows contribute substantially to the research endeavours and reputation of the University (UCT has more than a third of the total number of post docs in South Africa).

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.

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 (Interim)
Batmanathan Dayanand Reddy, BSc (Eng) *Cape Town* PhD *Cantab* DSc (hc) *Stellenbosch* FRSSAf MASSAf FSAAE MAkadSA FTWAS FoISC OMB

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

President of Convocation
Kassi Carl Ange Leopold Manlan, BCom(Hons) *Cape Town* MPA *Harvard*

Deputy Vice-Chancellors
Susan Thérèse Largier Harrison, BSc(Hons) *Cape Town* PhD *Cantab* MSAIChE SASM FSAIMM FSAAE ASSAf FWISA
Elelwani Ramugondo, BSc (Occupational Therapy) MSc (Occupational Therapy) PhD *Cape Town*
Linda Cynthia Ronnie (Acting), Adv Dip in Adult Ed MEd *Sheffield* PhD *Cape Town*

Registrar
Royston Nathan Pillay, BA HDE BEd MBA (Executive Programme) *Cape Town*

Chief Operating Officer
Mughtar Parker (Acting), (MCR) (SLCR) *Atlanta USA* B.Comm (Acc) *Western Cape*

Deans of Faculties

Commerce:	Suki Lesley Goodman, BSocSc(Hons) MBusSc PhD *Cape Town*
Engineering & the Built Environment:	Alison Emslie Lewis, PrEng BSc(Eng)Chem MSc(Eng) PhD *Cape Town* FSAIChE FSAIMM MASSAf FSAAE FIChemE
Health Sciences:	Lionel Patrick Green-Thompson, DA FCA *CMSA* MBBCh MMed PhD *Witwatersrand*
Humanities:	Shose Kessi, PDBA *Witwatersrand* BA(Hons) *London* MSc PhD *LSE*
Law:	Danwood Mzikenge Chirwa, LLB(Hons) *Malawi* LLM *Pretoria* PhD *Western Cape* Practitioner of the High Court of Malawi
Science:	Patrick Alan Woudt (Interim), MSc *Groningen* PhD *Cape Town* MASSAf

Dean of Higher Education Development
Kasturi Behari-Leak, BA(Hons) HDE BEd *Durban-Westville* MEd *Cape Town* PhD *Rhodes*

Director of the Graduate School of Business
Catherine Duggan, BA *Brown* PhD *Stanford*

JOIN UCT ALUMNI CONNECT

Today is not the end of your relationship with the university but the beginning of a new phase in your continuing relationship with UCT, one that you share with the global UCT community of over 200 000 alumni. Wherever you choose to go, fellow UCT alumni will be there. Join UCT Alumni Connect, our bespoke social networking site for alumni. Membership is free and provides access to a global network of like-minded professionals, innovators, thought leaders and entrepreneurs. Join our virtual alumni community today and enjoy these member benefits:

- Expand your professional network
- Stay in touch with your alma mater
- Connect with thousands of UCT alumni
- Locate UCT alumni in your area using mobile GPS
- Access career mentorship opportunities
- Share images from your reunions and alumni events
- View notifications of UCT events taking place in your city
- Access UCT Careers Service support

You can sign-up in less than 2 minutes, utilizing your Facebook, LinkedIn or email credentials. Visit www.uctalumniconnect.com or scan the QR code, then click on the 'Join' link to sign up. It is that easy. Membership verification is fast.

SCAN ME

To remain in contact with former UCT classmates and to keep abreast of important developments taking place at your alma mater, make sure that you update your contact details on our website: www.alumni@uct.ac.za. Here are some of the other ways you can stay in touch with us:

- Attend UCT alumni events hosted in your region
- Participate in the AGM of Convocation
- Join UCT Alumni Connect today
- Find and follow us on social media @UCTalumni
- Visit the Alumni Relations team in the Old Admin Building, located on UCT Lower Campus
- We love to profile our alumni. Email your news to: alumni@uct.ac.za

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.