



GRADUATION CEREMONY

BLOEMFONTEIN CAMPUS

WEDNESDAY 19 APRIL 2023

08:30

VISION130
*Renew and Reimagine
towards 2034*

Faculty of Economic and Management Sciences

Higher certificates, bachelor's degrees, honours degrees, master's degrees, and doctoral degrees



UNIVERSITY OF THE FREE STATE
UNIVERSITEIT VAN DIE VRYSTAAT
YUNIVESITHI YA FREISTATA



PROGRAMME

19 APRIL 2023 | 08:30
BLOEMFONTEIN CAMPUS

CONSTITUTION OF THE CONGREGATION

OFFICIAL WELCOME

MUSICAL ITEM

PRESENTATION OF CANDIDATES

CONGRATULATORY MESSAGE

NATIONAL ANTHEM OF SOUTH AFRICA

DISSOLUTION OF THE CONGREGATION

PLEASE NOTE

List of candidates receiving degrees, diplomas, and certificates:

Degrees, diplomas, and certificates of candidates who are unable to attend the graduation ceremony will be conferred in absentia.

An* next to a name indicates that the degree, diploma, or certificate is awarded with distinction.

By attending the graduation ceremony, you agree that the UFS may use photographs taken by the official photographer in which you appear for marketing purposes.

By attending the graduation ceremony, you agree that the UFS may use video footage taken by the official videographer in which you appear for marketing purposes.

Nkosi sikelel' iAfrika

NATIONAL ANTHEM OF SOUTH AFRICA

Maluphakanyisw' uphondo lwayo,
Yizwa imithandazo yethu,
Nkosi sikelela, thina lusapho lwayo.
Morena boloka setjhaba sa heso,
O fedise dintwa le matshwenyeho,
O se boloke, O se boloke setjhaba sa heso,
Setjhaba sa South 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.

In order to maintain the dignity of the ceremony, you are requested to take note of the following:

- Please stand as the procession enters the hall
- Do not move around during the ceremony in order to take photos
- Please refrain from unacceptable actions such as whistling
- Please put your cellphone on silent so as not to disturb the proceedings
- We strive to conduct the ceremonies in a dignified manner
- Please do not leave the hall before the graduation proceedings have been concluded
- Family and friends who are unable to attend may watch the full graduation ceremonies through our livestream link at <https://livestream.ufs.ac.za>.

Inspiring excellence, transforming lives through quality, impact, and care.

ABOUT THE UFS



The University of the Free State (UFS) has a proud history as one of the oldest institutions of higher education in South Africa. It opened its doors in Bloemfontein in 1904 as the Grey University College, with six students in the Humanities. Today it is a multi-campus institution, with two diverse campuses in Bloemfontein and one in Qwaqwa in the scenic Eastern Free State, accommodating more than 40 000 students in its seven faculties (Economic and Management Sciences, Education, Health Sciences, the Humanities, Law, Natural and Agricultural Sciences, Theology and Religion), with an increasing number of international students and associates, and an ever-widening scope of active involvement in and contribution to its surrounding communities.

For the past 119 years, the UFS has been delivering quality graduates who have made their mark in various sectors. What sets the institution apart is its holistic student support initiatives, enabling it to achieve some of the highest success rates in the country. Delivering students who are in high demand in the global job market remains a top priority. An established network of industry partners and close collaboration with the public and private sectors, as well as a continuous process of transformation and curriculum renewal, dovetail to produce highly employable graduates.

UFS research efforts are driven by dedicated scholars, some of whom are international leaders in their fields, with industry and social impact and real-world application.

Through the principle of engaged scholarship, the UFS responds to societal needs by using its scholarly and professional expertise with an intentional public purpose and benefit.

The UFS is an institution that goes all out to provide its students and staff with an outstanding university experience. Everything the institution does is rooted in its values of excellence, innovation and impact, accountability, care, social justice, and sustainability.

The UFS aspires to be a research-led, student-centred, and regionally engaged university that contributes to development and social justice through the production of globally competitive graduates and knowledge. Our Vision 130 is an elaboration of our strategic intent to reposition the university for 2034, when we will commemorate our 130th anniversary.

DEVELOPMENT OF THE UFS CREST OVER MORE THAN A CENTURY



1904

Up to 1935, the same coat of arms was used as the Grey College School.



1935

By 1935, with the name change to University College of the Orange Free State, the coat of arms fell into disuse, especially among students.



1947

In 1947, an agreement between management and students led to the new motto *Per Fidem ad Sapientiam* (Through faith to wisdom).



1950

In 1952, it was changed to *In Deo Sapientiae Lux* (In God is the light of wisdom). The traditional orange, white and blue, linking the UFS to the South African national colours, changed in the late 1990s.

The orange was replaced by cherry red.



2011

The academic brand - the historic University of the Free State crest that has been the symbol of the university since 1952, has evolved to embrace the aesthetic expectations of the stakeholders.

The shape of the traditional academic shield has been simplified and contemporised. Much of the symbolism of the crest remains intact, acknowledging the location of the UFS brand as one of the country's premier institutions of higher education, with a proud history of academic excellence and an ever-evolving, vibrant culture.



GRADUATION CEREMONY 2023

Honorary Awards | Honorary Doctorates

1950	GLP Moerdyk – DLitt (h.c.)	1987	JA Stegmann – DCom (h.c.)		MK Seely – DSc (h.c.)
1951	NC Havenga – LLD (h.c.)		WA Joubert – LLD (h.c.)		C Seerveld – DPhil (h.c.)
1952	Thos Blok – DEd (h.c.)		B Kok – DPhil (h.c.)		F van Z Slabbert – DPhil (h.c.)
	SHS Rubidge – DSc (h.c.)		WP Venter – DCom (h.c.)		JC Steyn – DLitt (h.c.)
1955	CR Swart – LLD (h.c.)	1988	JJN Cloete – DAdmin (h.c.)		PA Verhoef – DTh (h.c.)
	CA v Niekerk – LLD (h.c.)		FC Fensham – DLitt (h.c.)		L van den Heever – LLD (h.c.)
1958	CPB Brink – LLD (h.c.)		JW vd Riet – DPhil (h.c.)		HA Wessels – LLD (h.c.)
	CF Visser – DEd (h.c.)	1989	BJ Meyer – DSc (h.c.)	2005	A du P Heyns – DMed (h.c.)
1959	DB Bosman – DLitt (h.c.)		N van Uden – PhD (h.c.)		JJF Durand – DPhil (h.c.)
	SP le Roux – DScAgric (h.c.)	1990	MG Corbett – LLD (h.c.)		JA Groenewald – DSc (h.c.)
	DF Malherbe – DLitt (h.c.)		JS Rabie – DLitt (h.c.)		WH Neuser – DTh (h.c.)
	GH v Rooyen – MA (h.c.)	1991	SS Brand – DCom (h.c.)		M Ramos – PhD (h.c.)
1960	SPE Boshoff – DLitt (h.c.)		JWL de Villiers – DSc (h.c.)	2006	SJ Terreblanche – DCom (h.c.)
1961	T Boydell – DPhil (h.c.)		GT Fagan – DArch (h.c.)		T Moss – PhD (h.c.)
1962	ES Botes – DEd (h.c.)		JH Hofmeyer – PhD (h.c.)		PV Cox – PhD (h.c.)
	PE Rousseau – DSc (h.c.)	1992	E v Heerden – DLitt (h.c.)	2007	BJ (Bannie) Britz – DArch (h.c.)
1963	EH Louw – LLD (h.c.)		JP Louw – DLitt (h.c.)		KPD Maphalla – PhD (h.c.)
	EN Roberts – DSc (h.c.)		H Olivier – DSc (h.c.)	2008	D Ferreira – DSc (h.c.)
	JGF (Kaalkop) vd Merwe – DCom (h.c.)	1993	JD Anderson – DMed (h.c.)	2009	JC Look – PhD (h.c.)
	HF Verwoerd – DLitt et Phil (h.c.)		RR Arndt – DSc (h.c.)		LTC Harms – LLD (h.c.)
1966	PSZ Coetzee – DPhilTh (h.c.)		SJ Naudé – LLD (h.c.)	2010	P Gordhan – PhD (h.c.)
	PJ du Toit – DSc (h.c.)	1994	JJ Human – DPhil (h.c.)		BBS Ngubane – PhD (h.c.)
	MS Louw – DCom (h.c.)		JA Myburgh – DMed (h.c.)		AH Strydom – PhD (h.c.)
1967	SM Naudé – DSc (h.c.)		JP vd Walt – DSc (h.c.)	2011	M Jones – PhD (h.c.)
	LC Steyn – LLD (h.c.)	1995	WA Landman – DEd (h.c.)		D Tutu – DTh (h.c.)
	BJ Vorster – LLD (h.c.)		WL Mouton – DPhil (h.c.)		P Fourie – DLitt (h.c.)
1968	SJ Naudé – DCom (h.c.)	1996	WDO Marasas – DSc (h.c.)		OG Winfrey – DEd (h.c.)
1969	CW (Nellie) Swart – DPhil (h.c.)		NE Wiehahn – LLD (h.c.)		RWM Frater – PhD (h.c.)
	AJJ Wessels – DCom (h.c.)	1997	AP Brink – DLitt (h.c.)		A Sawyer – DEd (h.c.)
1970	GS Nienaber – DLitt (h.c.)		B Hurwitz – DPhil (h.c.)	2012	RJ Goldstone – LLD (h.c.)
	HO Mönnig – DSc (h.c.)	1998	FC Müller – DMed (h.c.)		ER v Heerden – DLitt (h.c.)
1971	N Diederichs – DCom (h.c.)	1999	FM Claerhout – DPhil (h.c.)		M Nussbaum – DLitt (h.c.)
	RS Verster – DPhil (h.c.)		JJF Hefer – LLD (h.c.)		OW Prozesky – MD (h.c.)
1972	LW Hiemstra – DPhil (h.c.)		S Nigam – DSc (h.c.)	2013	FDJ Brand – LLD (h.c.)
	PJ Meyer – DPhil (h.c.)		WL Nkuhlu – DCom (h.c.)		ZKG Mda – DLitt (h.c.)
1975	PJ Nienaber – DLitt (h.c.)		MA Ramphela – DPhil (h.c.)	2014	ML Blum – PhD (h.c.)
	De la H de Villiers – DScAgric (h.c.)		HJO van Heerden – LLD (h.c.)		L Mulvey – DLitt (h.c.)
	GJ Stander – DSc (h.c.)		FJ van der Merwe – PhD (h.c.)	2015	L Brahimi – DPhil (h.c.)
1976	AJA Roux – DSc (h.c.)	2000	MH Daling – DCom (h.c.)		JM Samuel – DEd (h.c.)
1978	SP Botha – DSc (h.c.)		TN Liversedge – PhD (h.c.)		MA Oduyoye – DTh (h.c.)
	EM van Zinderen Bakker – DSc (h.c.)		I Mahomed – LLD (h.c.)	2016	JD Sacks – DEcon (h.c.)
	HB Thom – DEd (h.c.)	2001	BP Gilbertson – DCom (h.c.)		RJ Khoza – DEcon (h.c.)
1979	FCL Bosman – DPhil (h.c.)		NR Mandela – LLD (h.c.)		TA Manuel – DEcon (h.c.)
	G Cronjé – DSocSc (h.c.)		EC Taglauer – DSc (h.c.)		M du Preez – PhD (h.c.)
	CJF Human – DCom (h.c.)	2002	BH Meyer – PhD (h.c.)		J Samoff – DPhil (h.c.)
1980	G Boonzaier – DPhil (h.c.)		BAK Rider – LLD (h.c.)		F Haffajee – PhD (h.c.)
1981	PW Botha – DPhil (h.c.)		CF Slabber – PhD (h.c.)	2017	PH Holloway – DSc (h.c.)
	B Human – DCom (h.c.)		JM Stetar – DEd (h.c.)		M Botha – LLD (h.c.)
	SG Shuttleworth – DSc (h.c.)	2003	EWA de Corte – DEd (h.c.)	2019	BL Fanaroff – DSc (h.c.)
1982	BLS Franklin – DPhil (h.c.)		HA Serebro – DPhil (h.c.)		J Mofokeng wa Makhetha – DLitt (h.c.)
	GvN Viljoen – DEd (h.c.)		AG Sykes – DSc (h.c.)		MB Molemela – LLD (h.c.)
1983	L Luyt – DCom (h.c.)	2004	S Badat – DPhil (h.c.)	2021	ZM Yacoob – LLD (h.c.)
	SF Zaaïman – DPhil (h.c.)		R Bringle – DPhil (h.c.)		SM Pityana – DPhil (h.c.)
1984	HS Steyn – DSc (h.c.)		J de Wet – DMus (h.c.)		RJ van Niekerk – DLitt (h.c.)
	FR Tomlinson – DScAgric (h.c.)		CF Fauconnier – DSc (h.c.)	2022	WK Byanyima – PhD (h.c.)
	JH vd Berg – DMed (h.c.)		GJ Gerwel – DPhil (h.c.)		DM Davis – LLD (h.c.)
1985	L Alberts – DSc (h.c.)		WD Jonker – DTh (h.c.)		DE Mosenke – LLD (h.c.)
	GG Cillié – DPhil (h.c.)		A Krog – DLitt (h.c.)		AL Sachs – LLD (h.c.)
	SPD le Roux – DLitt (h.c.)		K Mokhele – DPhil (h.c.)		MJ Wingfield – DSc (h.c.)
	A Polson – DPhilMed (h.c.)		CJC Nel (Postuum) – PhD (h.c.)	2023	M Musk – DDiet (h.c.)
	J du P Scholtz – DPhil (h.c.)		L Quayle – DMus (h.c.)		A Ekwamu – DSc (h.c.)
1986	S Grové – DMus (h.c.)		T (Karel) Schoeman – DLitt (h.c.)		D Pepler – DSc (h.c.)
	FP Retief – DMed (h.c.)		YK Seedat – DMed (h.c.)		PCJ Vale – PhD (h.c.)

Shields of Honour, Council and Chancellor's Medals

1994	Prof FO Müller (Shield of Honour)	2003	Prof HC Janse van Rensburg (Council Medal)
	RE Schoombie (Shield of Honour)		Prof SA Petersen (Shield of Honour)
1995	Prof FO Müller (Chancellor's Medal)	2008	Ludo Helsen (Shield of Honour)
	RE Schoombie (Chancellor's Medal)	2009	Prof JU Grobbelaar (Council Medal)
1996	Prof S Mittman (Shield of Honour)	2010	Mrs AM Dippenaar (Chancellor's Medal)
1997	Prof M Jansens (Shield of Honour)	2014	Dr H Verster (Chancellor's Medal)
1998	Prof CJC Nel (Chancellor's Medal)	2014	Mr JL Pretorius (Chancellor's Medal)
	Prof C Swanepoel (Chancellor's Medal)	2016	Mr AD Osler (Chancellor's Medal)
1999	WJ (Hansie) Cronje (Shield of Honour)		Ms M van der Merwe (Chancellor's Medal)
	Prof David Justice (Shield of Honour)	2017	Ms JS Isaacs (Chancellor's Medal)
2000	Prof P Rosseel (Shield of Honour)	2019	Mr JF de Villiers (Chancellor's Medal)
	Prof MJ Viljoen (Chancellor's Medal)		Ms EM Oosthuizen (Council Medal)
2001	Prof PC Potgieter (Chancellor's Medal)	2022	Dr N Pearce (Chancellor's Medal)
2002	T Moss (Shield of Honour)		Mr N Janse van Rensburg (Council Medal)
	Prof CD Roode (Chancellor's Medal)	2023	Prof SC Brown (Council Medal)

MESSAGE FROM THE RECTOR AND VICE-CHANCELLOR | PROF FW PETERSEN

Welcome to the graduation ceremony of the University of the Free State (UFS).

Today is a special day indeed. Few events and occasions hold as much significance as your graduation. This day is just as important for those who have supported you along the way. Many of you had to overcome a lot during your journey to get here today. Many of you are the first in your families to reach this milestone. You have earned this moment and you should be extremely proud. Always acknowledge and recognise the significance of your achievements as you transition from being a University of the Free State (UFS) student to a UFS graduate.

Graduands, you have had the honour of studying at an institution that commands a track record that is on par with well-regarded national peers, as reflected in the 2023 Times Higher Education World University and Impact Rankings. Sufficient evidence indicates that higher education has the potential to function as an agent of change and a means of serving the greater good. Although the mission of our university has always been to equip you with knowledge and skills needed to make a difference in your field of study, we are also mindful that values are as important for you to make a difference in your communities.

The UFS places great emphasis on ensuring that students and staff have an outstanding university experience. In our pursuit of excellence, we are proud that our environment is conducive for intellect and knowledge to flourish. As such, our values of excellence, innovation and impact, accountability, care, social justice, and sustainability are embedded in all activities across the institution.

Graduands, irrespective of what you undertake in the future, remember to pursue your passion, and continuously have the desire to make a difference in the lives of others. Surround yourself with real people in real communities, while inculcating kindness, empathy, passion, and awareness of the real issues. If you want to tackle the unfinished goals of this country and create a better world – build bridges, remain morally astute, and grow your coalitions. Life can be challenging if you are on your own – however, great results can be achieved if you work as a collective.

It is up to you to align yourself with those who have a common cause, heal the divisions that keep us separated, and carry along those who have been left out and are struggling.

Congratulations to all our graduands. May you have continued success in all your endeavours!

Welkom by die Universiteit van die Vrystaat se gradeplegtigheid.

Vandag is voorwaar 'n spesiale dag. Min gebeurtenisse en geleenthede het soveel betekenis as 'n mens se gradeplegtigheid. Hierdie dag is net so belangrik vir diegene wat julle langs die pad ondersteun het. Baie van julle moes talle uitdagings te bowe kom tydens julle reis om vandag hier te wees. Baie van julle is die eerste in julle gesinne om hierdie mylpaal te bereik. Julle het hierdie oomblik verdien en julle kan baie trots wees daarop.

Erken en herken altyd die belangrikheid van jou prestasie waar jy van 'n student van die Universiteit van die Vrystaat (UV) beweeg na 'n UV-gegraduateerde.

Gegradeueerdes, julle het die eer gehad om aan 'n instelling te studeer wat 'n prestasierekord het wat gelykstaande is aan welbekende nasionale eweknieë, soos weerspieël in die 2023 Times Higher Education World University en Impact-ranglys. Talle bewyse dui daarop dat hoër onderwys die potensiaal het om te dien. Alhoewel die missie van ons universiteit nog altyd was om julle toe te rus met kennis en vaardighede wat nodig is om 'n verskil in julle studieveld te maak, is ons ook bedag daarop dat waardes vir julle net so belangrik is om 'n verskil in julle gemeenskappe te maak.

Die UV plaas groot klem daarop om te verseker dat studente en personeel 'n voortreflike universiteitservaring het. In ons strewe na uitnemendheid is ons trots dat ons omgewing bevorderlik is vir intellek en kennis om te floreer. As sodanig is ons waardes van uitnemendheid, innovasie en impak, aanspreeklikheid, omgee, sosiale geregtigheid en volhoubaarheid ingebed in alle aktiwiteite oor die instelling heen.

Gegradeueerdes, ongeag wat julle in die toekoms aanpak, onthou om julle passie na te streef en behou die begeerte om voortdurend 'n verskil in ander se lewens te maak. Omring juiself met regte mense in regte gemeenskappe, terwyl julle welwillendheid, empatie, passie en bewustheid van werklike kwessies inskerp. As julle die onvoltooides doelwitte van hierdie land wil aanpak en 'n beter wêreld wil skep – bou brûe, bly moreel skerpinnig, en laat julle koalisies groei. Die



lewe kan uitdagend wees as 'n mens op jou eie is – goeie resultate kan egter behaal word as julle as 'n groep saamwerk.

Dit is julle verantwoordelikheid om juiself in ooreenstemming te bring met diegene wat 'n gemeenskaplike saak het, die verdeeldheid te genees wat ons verdeeld hou, en om diegene wat uitgelaat is en sukkel, met julle saam te neem.

Baie geluk aan al ons graduandi. Mag julle voortgesette sukses in al julle ondernemings behaal!

Re a le amohela moketeng wa kabo ya dikgau wa University of the Free State (UFS).

Letsatsi lena ke le kgethehlang ka nnete. Ke diketsahalo tse mmalwa haholo tse bohlokwa jwalo ka ho abelwa kgau ya yunivesithi. Letsatsi lena le bohlokwa hape le ho batho ba ileng ba le tshetsa leetong la lona. Ba bangata ba lona le ile la hlola maima a mangata leetong la lona ho filha moka kajeno. Ba bangata ba lona ke lona ba pele malapeng a lona ho fihlella sehlohlo sena sa katleho. Le fihlile motsotsong ona mme re motlotlo ka lona haholo.

Ka dinako tsohle amohelang le ho lemoha bohlokwa ba dintlha tseo le di fihleletseng ha jwale le tlhoa boemong ba ho ba moithuti mona University of the Free State (UFS) ho fetela boemong ba ho ba graduate ya UFS.

Baithuti ba seng ba tla abelwa dikgau tsa yunivesithi, le bile le tlotla ya ho ithuta setheong sa thuto se nang le nalane e ntle e kgemang le bomphato ba yona ba hlomphehang naheng, jwalo ka ha ho boletswe ho 2023 Times Higher Education World University and Impact Rankings. Ho na le bopaki bo hlwellanang hodimo bo bontshang hore thuto e phahameng e na le monyetla wa ho sebetisa jwalo ka kofuto e hlaisang phetoho le mogkwa o hlaisang melemo e mehlo ka ho fetisisa. Le hoja mishini ya yunivesithi ya rona ka dinako tsohle e bile ho le hlomella ka tsebo le bokgoni bo hlokalahalang ho etsa phetoho dithutong, re boela re lemoha hore dinto tsa boleng di bohlokwa ho etsa phapang metseng ya lona.

UFS e kgothaletsa haholo ho etsa bonnete ba hore baithuti le moifo ba na le boiphihlelo bo hlaleletseng ka mahetla ba yunivesithi. Maikemisetso sa rona a ho hahamalla diphihlelo tse ipabolang, re motlotlo hore tikoloho ya rona ke e loketseng bakeng sa fana ka bohale le tsebo ho atleha. Ka lebaka lena, makgabane a rona bakeng sa diphihlelo tse ipabolang, mehopolo e metjha le tshusumetso e ntle, boikarabelo, tlhokomelo, le toka e se nang leeme setjhabeng, le ho tswella ke dinto tse bopelatsweng mesebetsing yohle ya setheo sena sa thuto.

Baithuti ba seng ba tla abelwa dikgau tsa yunivesithi, ho sa natswe hore na le tla etsa eng nakong e tlang, hopolang ho phehella ditabatabelo tsa lona ka tjheseho, mme le tswelle pele ho ba le takatso ya ho etsa phapang bophelong ba batho ba bang. Etsang hore le dikadiketswe ke batho ba sebele metseng ya sebele, ha le ntse le ruta le ho jala mosa, kutwelobohloko, tjantjello, le temoho ya ditaba tsa sebele. Haeba le batla ho sebetisana le dipakane tse sa qetwang le ho theha lefatsho le betere – hahang marogo, dulang le le bohale, le ho theha maqhama a lona a ditshebedisano. Bophelo e ka ba bo phephetsang haeba o sebetisa o le mong – le ha ho le jwalo, diphetho tse babatsehlang di ka fihlellwa ka tshhebedisano le ho ba ngatana-nngwe.

Dinto di mahetlang a lona ho iphaphatha le batho ba nang le dipheo tse tshwanang, ho kwala dikgeo tse re arohanyang, le ho jara batho ba ileng ba siuwa mora le ba nang le mathata a ba sitisang.

Re thoholetsa baithuti kaofela ba rona ba seng ba tla abelwa dikgau tsa bona tsa yunivesithi. E se ka le ka ba le katleho e tswelang pele mekutung ya rona kaofela!

VISION130

*Renew and Reimagine
towards 2034*

The University of the Free State (UFS) aims to continue growing and extending its influence and impact locally, regionally, and globally. Vision 130 is an elaboration of our strategic intent to reposition the institution for 2034, when the university will commemorate its 130th anniversary. It reflects our ambition to be a university with a consistent outward focus, and to be profound in what we deliver – building on past achievements, while constantly transforming ourselves in order to stay relevant within the dynamic and ever-changing international higher education sphere.

VISION

The UFS aspires to be a research-led, student-centred, and regionally engaged university that contributes to development and social justice through the production of globally competitive graduates and knowledge.

MISSION

The university's ultimate goal is to impart and generate new knowledge that impactfully supports societal development.

VALUES

The UFS subscribes to a set of values, explicated below, which shape and inform our culture and provide a framework for our actions and decisions.

Our values are realised through the conduct of the wider university community:

excellence, innovation and impact, accountability, care, social justice, and sustainability.

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Prof BF Mohale
Professor of Practice (JBS)



RECTOR AND VICE-CHANCELLOR
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PhD (SU)



CHAIR OF COUNCIL
Mr D Noko
HND Mechanical Engineering (UJ)



VICE-RECTOR: OPERATIONS
Prof P Naidoo
PhD (VISTA)



VICE-RECTOR: INSTITUTIONAL CHANGE, STRATEGIC PARTNERSHIPS, AND SOCIETAL IMPACT
Dr M Qhobela
PhD (KSU)



VICE-RECTOR: ACADEMIC
Dr EL van Staden
DPhil (UJ)



EXECUTIVE DIRECTOR: STUDENT AFFAIRS
Mr T Hlasho
MPhil (NMU)



REGISTRAR:
Mr NN Ntsababa
MPA (NMU)



CAMPUS PRINCIPAL: QWAQWA CAMPUS
Dr M Mandew
PhD (UN)



PRESIDENT OF CONVOCATION
Dr PD du Toit
PhD (UFS)



PRESIDENT: INSTITUTIONAL STUDENT REPRESENTATIVE COUNCIL
Ledile Tshepang Bambo

DEANS



**DEAN:
ECONOMIC AND
MANAGEMENT SCIENCES**

Prof P Burger
PhD in Economics (UFS)



**DEAN:
EDUCATION**

Prof LC Jita
PhD (MSU)



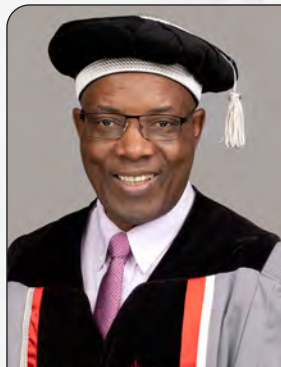
**DEAN:
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Prof GJ van Zyl
PhD (UFS)



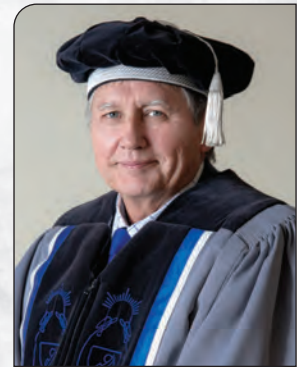
**DEAN:
THE HUMANITIES**

Prof MA Masoga
PhD in Philosophy (UFS)



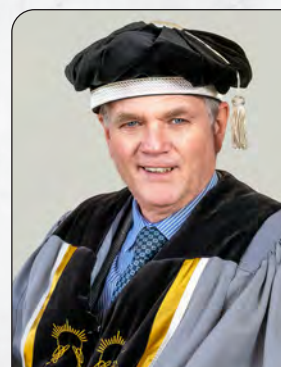
**DEAN:
LAW**

Prof SD Kamga
LLD (UP)



**DEAN:
NATURAL AND
AGRICULTURAL SCIENCES**

Prof PD Vermeulen
PhD (UFS)



**ACTING DEAN:
THEOLOGY AND RELIGION**

Prof F Tolmie
PhD, DTh (UFS)

GUEST SPEAKER

MR DAVID ABBEY



David Abbey is a multi-skilled Senior Investment Banker who specialises in advising, structuring, and executing financing solutions for large, listed corporates. He is a qualified chartered accountant, who concurrently qualified as a certified information systems auditor.

Abbey has been widely recognised for his professional output – a recipient of many honours, including the South African Institute of Chartered Accountants Top-35-under-35, which recognises CA achievers who are excelling in their professional capacity and are also making a meaningful contribution to society; the University of the Free State Chancellor's Distinguished Alumni Award in the Cum Laude category, bestowed upon an alumnus to recognise excellence in their field; Rhodes University's Emerging Old Rhodian Award, conferred upon Old Rhodians who have achieved excellence in their careers and who personify the attributes of social consciousness and leadership and show potential for continued success; Rand Merchant Bank's Special Services Distinction Award, awarded to an individual whose focus and commitment to the business and the determination to go above and beyond the call of duty ensures continuous delivery in the marketplace; and FirstRand's Emerging Executive Leadership Award, in recognition of the emerging leadership within the FirstRand Group. His passions outside of investment banking include education, health, and wellness.

He pursues these passions by serving on the board of the Association for the Advancement of Black Accountants of Southern Africa, as member of the Council and Chairperson of the Audit, Risk and IT Governance Committee of the University of the Free State, Academic Advisory Board member for the Faculty of Economic and Management Sciences at the University of the Free State, and Director of the Mother and Child Academic Hospital Foundation. He is a Christian believer, family oriented, a fitness buff, sports fanatic, art lover, has a *wanderlust*, and is a motoring enthusiast.



DEAN

PROF P BURGER

CERTIFICATES

HIGHER CERTIFICATE IN ECONOMIC AND MANAGEMENT SCIENCES ADMINISTRATION

AZWIFHELI, Karabo Werlie*
BEKAMEVA, Nomafaku Winnie
CARELSE, Revell Caley
DLAMINI, Siyabonga Mpendulo
DUBAZANE, Sthokozo
DUBE, Andiswa Kwanele*
DYANTYI, Lisakhanya
GONO, Asemahle*
KHEPHU, Sicelile*
KHUMALO, Thandazile Lefinah
KHUZWAYO, Nqubeko Sthembiso
KOTELO, Nomsa
KUNENE, Njabulo
LEFOWA, Mpho
LESENYA, Puleng Elizabeth
LUBISI, Lienette Thulile
LUKASHE, Lamla
MAAPEA, Karabo
MABE, Vusi Elliot
MABECE, Avuyile
MABULU, Lungelo
MACHIMANA, Lizzeth Khanyisa
MADONDO, Bonginkosi

MAHASELA, Suzan Motsokoane
MAJELA, Cynthia Itumeleng
MAKHETHA, Bonolo Boitumelo
MALEKA, Mathapelo Keneilwe*
MALINDI, Siyabonga Patric
MALINGA, Thembinkosi Nsindiso
MANELI, Lehlohonolo Lutho
MANYOLO, Sinesihle
MAOBA, Ratanang
MAQUBA, Nontobeko*
MASENGEMI, Nomonde*
MATANZIMA, Xola*
MATENJWA, Kelebogile Clear
MCINGELWA, Xola
MDLALOSE, Nokulunga
Ntombifuthi
MIYA, Nomalema Conica
MKHEBE, Lusanda Nontozanele
MKUZO, Meleza Olwethu*
MLANGA, Zingce
MNGUNI, Tyron Thabiso
MNIKINA, Onesimo
MOCHE, Katlego Gaogakwe
MODIKOE, Luther Rantsae
MOFOKENG, Mpho Jeanett
MOHLALA, Kabelo*
MOILOA, Keitumetse*
MOKHAMISI, Bongiwe*
MOKOENA, Boitumelo Angella
Naledi
MOKOENA, Shamain Lebohng
MOLATUDI, Khutsiso Mangakane

MOLEFE, Malehlonolo
MOLETE, Mmapoulo Adelina
MOLIELENG, Kedidimetse
Felecity
MOLLO, Itumeleng
MONTSHI, Losina Motshidisi
MOROSELE, Kgalalelo
MOSHIDI, Aretha Maralanyane
MOSO, Mariet Happy
MOTAUNG, Dineo Lydia
MOTAUNG, Paballo Anna
MOTETE, Monontshi Emanuel
MOTHAPO, Sally Merilyn
MOTLOUNG, Kgotso Blessing
MOTSOANE, Moleboheng
MOTSUMI, Ernestinah Sebopeho
MPANZA, Ntombifuthi Thandeka*
MUNYAI, Ndivho Floyd*
MVELASE, Ngcebenhle Ntobeko
NDUNA, Kholiwe Angelinah Faith
NDWANDWE, Nomathemba
NENE, Thenjiwe
Akhonamathemba
NGATANE, Zanele Gift
NGCOBO, Nonhle
NGCOLA, Jabulile Claudia
NOE, Agnes Masabata
NOTOBELA, Mxolisi*
NTLEKOANA, Kamogelo Jane
NTSHONGWANE, Hombisa
Nokukhanya Maggie
NTSHUKUMBANA, Ndileka*



NXUMALO, Ntombizodwa
 NYOKA, Nompiliso Nothile
 PHOSA, Tebello Winners
 PHUKUNTSI, Kagiso Reamogetse
 RAMAPHIRI, Confidence Lerato
 RANYAMATSANE, Mofomakaze
 Adelina
 SANDLANA, Anolutho*
 SEAMECO, Goratileone Seitatole*
 SETLHODI, Kagiso
 SHABALALA, Samukelisiwe
 Happiness
 SHEBE, Lerato*
 SIBIYA, Nokwanda Precious
 SITHOLE, Rebecca Anginela
 THULO, Elizabeth Reitumetse*
 THULO, Happy Sefako
 TSIE, Nthabeleng Joyce
 TSOTSOTSO, Limpho
 TYONGWE, Lutricia*
 WESI, Mohau
 XABA, Nokubonga Sinenhlanhla
 YEKISO, Caroline
 ZIM, Nomayeza Selina
 ZWANE, Lydia Bongeka Sihle

HIGHER CERTIFICATE IN ECONOMIC AND MANAGEMENT SCIENCES COMMERCE

ASSEGAAL, Seipati*
 KHATALA, Fumane Nichola*
 KOKA, Tsepiso Ntlahla*

KOMA, Rethabile Temoho Nico
 KUNENE, Oratile*
 KUNENE, Siyabonga Sydwell
 MADONDO, Nhlakanipho
 Nkosinamandla Wiseman
 MAHLANGU, Bonga Goodwill
 MAHLASELA, Siyamthanda
 MAKATU, Divhambele
 MALLANE, Teboho Glourina
 MAPULANE, Mahlodi Lucas
 MATJEKANE, Sabatau Adlina
 MAZUBANE, Alwande
 MBOMVANA, Azipheli
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 MKHABELA, Ronaldo
 MOAHLOLI, Reatile
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 MOKOENA, Sime Nelson
 MOPELI, Dineo Rose*
 MOROJELE, Limpho Enuel*
 MOTANG, Ntshiuwa Pearl
 MTSHALI, Thembelihle
 Noluthando Ntokozo
 MUDAU, Lushaka
 NDABEZITHA, Karabo
 NDAMANE, Nondumiso Nomzamo
 NDEBELE, Nonhlanhla
 NDEYO, Anathi*
 NHONE, Busi Xolice
 NKHUMELENI, Johannes
 Kgoropo

NTUPE, Tlhalefo Griffith*
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 SELEPE, Mokete Botlenyana
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 SIGCU, Olwethu*
 SINTI, Mamello Hope*
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 TLHAPI, Lesego Debrah Esme
 TLOU, Sandile Themba
 TSEBE, Kgothatso Tlou
 XABA, Mlungisi Gift
 ZONDO, Noluthando Isabel

HIGHER CERTIFICATE IN MANAGEMENT DEVELOPMENT

BOUCHER, Drizette
 DIPHOKO, Antoinette Sunat
 DU PLESSIS, Ariska Dazel
 DU PLESSIS, Dawid Schalk
 FOUCHE, Roxanne*
 INCE, Cliff Andren
 KGAREA, Audelia Mante*



LEKOTJOLO, Itumeleng Jeanett
MASEMOLA, Pleasure*
MATHEBULA, Confidence
Lethabo*
MEIRING, Petrus Johannes
MÖLLER, Maria Francina
MOLOKOMME, Bareng David*
MORE, Tshegofatso*
NKOSANA, Thuliswa Penelope
NTOI, Dimpho Busisiwe Edith
NZIMANDE, Londeka Christinah*
PIETERSEN, Claudia Vanessa
Joy
SCHRADER, Leander Fazel
SIBANYONI, Karabo Precious*
SIBEKO, Tshegofatso*
SKOSANA, Sophia Mosidinyana*
SMITH, Katrina-Elizabeth Marlene

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BACHELOR OF COMMERCE

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LEKOPA, Philemon Tshoantsho
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MBELE, Nozibusiso
MKHIZE, Nomcebo
MNGUNI, Dudu Precious
MOKGOLO, Mamajujutla Eaglatt
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MOKOTJO, Pretty Mosa Prudence
MONNAKGOTLA, Tshegofatso
Percy
POHL, Kesia*
POTGIETER, Mienke*
SITHOLE, Sbongiseni Reginald
TABANE, Tshiamo*

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POTRICK, Mahommed Arfaat

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HLUNGWANI, Busisiwe Pearl
KATYWA, Siqhamo Livingstone
KHANYONGO, Masipiwe
LEBEEA, Tshidiso
LEFOKA, Thabiso Best
LEPULANE, Dikoti Tshireletso
MANGISA, Oneeleng Tebogo
Funeka

MARULE, Naledi
MHLANGA, Nontobeko Precious
MOAGI, Lesego Princess
MODISE, Kamogelo
MOEKETSI, Keorapetse
Tlhokomelang*
MOETI, Tshepangmorena
MOHLAKOANA, Thabiso
Khothatso
MOTHATA, Kagano Motlatsi
NAMO, Lebohang Pearl Norah*
NDLOVU, Noluthando Nontokoza
NGOBENI, Hlulani Harold
OOSTHUYSEN, William Martin*
SHONGE, Mmamorena
SITHOLE, Xolisile Revelation
SKOSANA, Michael Stemmer
TARR, Keith John*
TSHOMA, Tertia Amogelang
TUCK, Winston Robert
VUBA, Amahle*

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LESHABA, Mpho James
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MADELA, Siyabonga
MAGAPELETJA, Mohlago
Johanna
NTHAFA, Katileho Elisha
PITSO, Boitumelo
ROSSOUW, Lizelle



RUSHTON, Daniel Jonathan

SAKATI, Anam

VALOYI, Nsovo Innocent

VUKEYA, Warden Matimu

BACHELOR OF COMMERCE IN INVESTMENT MANAGEMENT AND BANKING

MACHELA, Nthabiseng

BACHELOR OF COMMERCE WITH SPECIALISATION IN INVESTMENT MANAGEMENT BANKING

AKBANI, Taskeen

BAPELA, Relotlaganye
Mokgathegi Ugo Vitalis

BEKKER, Dawie

BUTHELEZI, Qiniselihle Mandisa

CHABANA, Limpho Esther

CHABELI, Mpho Masego

CHIFAMBA, Clyde Tadiwanashe

COETZEE, Bianca Shaheda
Elizabeth*

DE CARVALHO ABREU, Chesare
Joao

DE KLERK, Izak Zirk*

DLAMINI, Nkanyezi Naledi
Primrose*

FERREIRA, Stephan Phillip

GOMBA, Lethabo Truly

GWAZE, Lerato

HILLIE, Mlibo*

HLATSHWAYO, Lucky Koos

JAFTA, Neo Giveness

KOCH, Divan

LAMONT, Jacqaya Robyn
Geandré

LEDWABA, Khomotso Meriam

LEE, Cheng-Chin

MAILULA, Tumelo Lewana

MAKHAKHE, Thato Mary

MALOKA, Tumi

MANYADU, Sokwanda

MANYENENG, Realeboga
Omolemo

MASHALA, Phuti Kamogelo

MASHAPHU, Obakeng

MATSEMELA, Palesa Berlina

MATSOLO, Kabelo

MBAMBISA, Mvelase Lonwabo

MDUNGE, Nosipho Nothile

MOFOKENG, Lehlohonolo
Relebohile

MOFOKENG, Teboho Cassius

MOJAJE, Ponts'O Getrude

MOKGATLA, Mothusi Marvin

MOLALE, Ofentse Nison

MORWE, Ofentse Kabelo

MOSOEUNYANE, Kattleho Pius

MOTAUNG, Reitumetse Palesa
Innocentia

MPUTING, Aobakwe Colin

MUTSHINYA, Madzanga
Vhulondo

NESER, Christian Ludwig

NGIBA, Samukelo Vusumuzi

NKALA, Sibusiso Fortune

NOHOLOZA, Asemahle Andisiwe

NTHITE, Oageng

NXASANA, Mandisa Nothando

PAPENFUS, Daniel Christian*

PETER, Malakhiwe Konke

PHAMOTSE, Tsepiso Karabo

PHUNGWAYO, Uthandolwakhe

SCHWALBACH, Rui Pedro
Meneses

SELEPE, Mathapelo Palesa

SOLOMONS, Alexander Joshua

SONDLO, Camgca Sipho

STANFORD, Robert Michael

THERON, Matthew Jonathan

TYONGOZI, Khanyisiwe Judith

VAN NIEKERK, Izak De Villiers

VRIES, Devon George

ZAMA, Sphehile Diana-Rose

BACHELOR OF COMMERCE WITH SPECIALISATION IN HUMAN RESOURCE MANAGEMENT

BASIE, Clausinda Joshlin

FOORD, Suné Elizabeth*

KIFUABALA, Nobiel Emmanuelle*

KLAASTE, Kayla Clair

MAASDORP, Danilee



MAHLASELA, Bonele*

MASONDO, Mbalienhle Vinolia
Precious

MLELE, Ntombinomuzi Nozipho

MOLATEDI, Naledi Zandile*

MOTSHUMI, Tsholofelo Caroline*

PANDELANE, Rinae Renè

SELEMELA, Neliswa

VAN DER MERWE, Noa Mari

VAN DER WESTHUIZEN, Kyla*

VAN WYK, Hann-Ru*

WHITCOMB, Robyn*

BACHELOR OF COMMERCE WITH SPECIALISATION IN MARKETING

BORTOLUSSI, Riccardo Adriano

EBRAHIM, Aqsa

GLANZ, Darren*

GULWA, Abongile*

KHUMALO, Nompumelelo
Nobuhle

LEBEKO, Karabo Innocentia

LUES, Jan Frederick Rykers

MADIHLABA, Philani Angel

MDUNGE, Khulekani Mbuyiselwa

MKIZE, Anele

MOIPOLAI, Nokubongwa

MOSIA, Bohlale Precious

MULLER, Arno*

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RAMANKI, Pontsho Elizabeth

RATHOGWA, Rolivhuwa

THINGA, Nkosisiphamandla

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ACKERMAN, Andries Rothman

AFRIKA, Charlene Maria

BAEPI, Larcia Telakufuma

BOUWER, Petrus Jurgens

BREYTENBACH, Wynand Andre

BYLEVELDT, Tracey*

DAYA, Marie-Vonne Manolita*

DE KOCK, Daniel Kirsten

DEBESHA, Lerato Desiree

DHLAMINI, Themba Ulyses

GAAREKWE, Sethunya Michael

HALGRYN, Christo Rudolph

JOOD, Lucas

KETLELE, Tebello Theodora

MAHLAWULA, Meshack
Mbongeleni

MAKHETHA, Lehlohonolo David

MAKHETHA, Mamoji Mary

MATSIE, Mphoko Rose

MOKAE, Tebogo Petrus

MOKETE, Paballo Brine

MOKOENA, Palesa

MOODLEY, Giovanni

NAIDOO, Vanessa Leanne

NKABINDE, Ntokozo Nina

OLIVIER, Louis Cornelius

PAGE, Elandré Duanne

PELEMBE, Calisto

PIETERSE, Marthie

PIJOOS, Vanessa*

SEGONE, Edward Kabelo

SHALE, Moeketsi Edwin

TEFFO, Reshoketswe Daphney

VAN DER ROSS, Reynoldt Vernol

WINKEL, Masabata Adelina

ZULU, Siphosethu

HONOURS DEGREES

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN BUSINESS MANAGEMENT

AFONSO, Nikki Nicole

BUTHELEZI, Luthando Ntsikelelo

DOWD, Tenecia*

KHAOLE, Thato Faith

KLOKOW, Julius August Ernst*

KRUGER, Judith Susanna*

LETLOENYANE, Dintle

MAHAO, Nthomeng Lydia

MDEKAZI, Lelethu Khensane

MGAGA, Sifisesihle Mfanelo*

MIYA, Nomakhosi Prudence*

MOHOLOENG, Pelonomi
Fortunate



MOSHABESHA, Max Moeketsi*

MULAUDZI, Unarine Shally

NTHERI, Nthati

NTHERI, Nthatisi

PHEKO, Tshepang

RADEBE, Nolwazi Nosiphiwe

RADEBE, Sonto Portia

RAMPAKO, Hope Malehlohonolo

SEIMA, Kedibone

SENAOANE, Keke Helen

SIBANDA, Nokuthula Faith

SKETILE, Asemahle*

THEKISO, Khopotso

TSILOANE, Keorapetse

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN ECONOMICS

BAKKEN, Jessica Kimberley

LEBALLO, Bohlokwa

MUHAMMAD, Khashiaah

RAMUDZULI, Arehone

SEHUME, Pulane Precious

SEMU, Tinovimba Everjoy*

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN FINANCIAL ECONOMICS AND INVESTMENT

GREYLING, Marthinus Christian

PETJE, Tankiso Mary

RAMATS'ABANE, Mokhethi
Sofonia John

RAMOSED, Thato

SENOGE, Angelina Manchutu

THEUNISSEN, Carla

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN INDUSTRIAL PSYCHOLOGY

BESTER, Jolene

CHAKANYUKA, Rufaro Chantelle

DE NECKER, Anja

JILI, Nozipho Zinhle

KGODU, Pheladi Malegale

KGOGO, Galalelo Pacious

KHOZA, Zanele

MAEMA, Mohapi

MAKAPELA, Sisonke

MANZANA, Lolwethu

MOKHOSI, Limakatso Alice

MPHAHLELE, Mogoshadi Hazel

MUNDELL, Richard Lionel

NCOKO, Ndinani

NDODA, Anele Odwa Adequate

NYAMBI, Nyanisi Lentia Candice

PAKISI, Ntombizandile Xoliswa

RAKATSINYANE, Mankae
Karabelo

RAMPOU, Relebohile Patricia

THETO, Yvonne Mmabatho

TOOI, Thenjiwe

VANGA, Liziwe

XAMSANE, Thando Rosa

ZIKHALI, Fortunate Mbali

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN MARKETING

CRONJE, Ruben Cornelis

GABADA, Kamvelihle

HARRY, Taryn Monique

HUGO, Annika*

KOTI, Olusa Mandisa

KUTAMA, Phuthego

LEHLEHLA, Thomelo

MADONDO, Mashezi Spongile

MARAI, Culphunica Reanetsi

MOKUOANE, Labane Edward

MOSIMEGE, Reatlegile

MSIMANGA, Merilise Nokuthula

NCUBE, Kelly Ntando*

SEKHUKHUNE, Kgomotso
Lekgolane*

VAN OOSTEN, Megan Geraldine*

ZAAYMAN, Nica*

MASTER'S DEGREES

MASTER OF COMMERCE WITH SPECIALISATION IN BUSINESS MANAGEMENT

BEPE, Tapiwa



Dissertation Title: THE INTENTION AND CONTINUED USAGE OF MOBILE-BANKING APPLICATIONS IN ZIMBABWE.

Supervisor: Dr ET Maziriri

Co-Supervisor: Dr TF Rukuni

DAPULA, Chumasande

Dissertation Title: WORK-FAMILY CONFLICT AND THE PERFORMANCE OF WOMEN-OWNED BUSINESSES: THE ROLE OF WORK-FAMILY CENTRALITY

Supervisor: Prof BN Neneh

MAFOJANE, Mathapelo Florence

Dissertation Title: Factors influencing the satisfaction and behavioural intentions of restaurant consumers

Supervisor: Dr Eugene Tafadzwa Maziriri

Co-Supervisor: Dr Tarisai Fritz Rukuni

MOTAUNG, Senate Patience

Dissertation Title: INFLUENCE OF SERVICE RECOVERY ON CUSTOMER SATISFACTION AND LOYALTY IN THE BANKING SECTOR OF LESOTHO

Supervisor: Dr HA Koloba

MPANZA, Sandile Brian

Dissertation Title: EFFECTIVENESS OF NURSING EMPLOYEE

RETENTION STRATEGIES AND PERFORMANCE OF ORGANISATIONS IN THE PRIVATE HEALTHCARE SECTOR

Supervisor: Dr HA Koloba

RADEBE, Sithembisile Sakhikhaya

Dissertation Title: SOCIAL MEDIA USE AND PERFORMANCE OF SMALL AND MEDIUM SIZED ENTERPRISES

Supervisor: Mr SF Verkijika

MASTER OF COMMERCE WITH SPECIALISATION IN ECONOMICS

BRUWER, Johannes Hendrik

MODIBA, Tshiamo

SIMINYA, Vhahangwele Ivan

MASTER OF COMMERCE WITH SPECIALISATION IN FINANCIAL ECONOMICS AND INVESTMENT MANAGEMENT

DREYER, Su-Mari

MONYEKE, Hlompho Lara

MASTER OF INDUSTRIAL PSYCHOLOGY

AKWA NDE, Agnes

AUCAMP, Jeanetta Johanna

FENI, Nokuthula Kathleen Yolandi

KABUNGAIDZE, Trust

MHLANGA, Tatenda Shaleen*



DOCTORAL DEGREES

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN BUSINESS MANAGEMENT

MABUYANA, Brain

Brain Mabuyana was born on 5 May in 1985 in Mashava, Zimbabwe. He matriculated at Holy Cross High School in 2004 and went on to pursue a B. Com in Marketing Management at the University of South Africa. He later obtained a B.Phil Honours in Marketing Management at the Institute of Marketing Management in 2014. In 2019 Brian obtained a M. Com in Business Management from Nelson Mandela University and was awarded the Top Student Award in the School of Management Sciences. His passion for academics has led him to different opportunities at public and private organisations.

With his thesis, titled: **INTENTION TO USE CHAT BANKING: A BEHAVIOURAL REASONING AND CROSS-ENVIRONMENT PERSPECTIVE**, the candidate contributes to scholarship on chat banking adoption. The introduction of chat banking as an alternative channel for bank customers is considered by banking experts to be one of the most significant advancements in the financial industry. Mabuyana's study is one of the first to examine innovation diffusion theory (IDT) characteristics (reasons for) and perceived risk dimensions (reasons against) as mediators of the relationship between openness to change and attitude towards chat banking. Data was collected from 305 non-users of chat banking using an online questionnaire. The results showed that openness to change significantly influence attitude towards chat banking. A significant association between attitude towards chat banking and the intention to use chat banking was also found. Moreover, perceived risk dimensions mediated the relationship between openness to change and attitude towards chat banking.

Supervisor: Dr ET Maziriri

Co-Supervisor: Dr TF Rukuni

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN DEVELOPMENT STUDIES

MASUNGO, Kurauone

Kurauone Masungu was born in 1988 in Zimbabwe. He matriculated at Marondera high school in 2007 and later attained a Degree in Media and Society Studies winning a Book Prize at the Midlands State University in 2013. He graduated with an MSc degree from Midlands State University in 2015. He has worked as a teacher and a researcher.

With his thesis, titled: **SOCIAL MEDIA ACTIVISM: A CASE STUDY OF STUDENT VOICES AND PARTICIPATION AT A SOUTH AFRICAN UNIVERSITY**, HIS research investigates how social media activism contributes to enabling student voices and participation at a South African university. The study explores the formation of students' valued political capabilities – individual and collective - formed in and through diverse forms of activism as students struggle together for more social justice in university spaces. The study makes a significant contribution to scholarship on critical university studies, most especially how justice and democracy might be advanced through student actions, and what obstacles stand in the way.

Supervisor: Prof M Walker

Co-Supervisor: Dr F Somerville



MBOYONGA, Edward

Edward Mboyonga was born on 24 October 1985 in Kabwe, Zambia. He matriculated at Ibolelo Secondary School, Serenje in 2003. He obtained a BA Ed (History) at the University of Zambia in 2010 and a Master of Education with distinction at Trinity College, the University of Dublin, Ireland in 2018. Edward was awarded the Fulbright Teaching Excellency and Achievement Fellowship, at Claremont Graduate University, USA in 2019. He then pursued his PhD in Development Studies (2020-2022) at the University of the Free State. He is currently a postdoctoral research fellow, at the University of the Free State.

With his thesis, titled, **THE ROLE OF PRIVATE UNIVERSITIES IN WIDENING ACCESS AND EXPANDING STUDENTS' CAPABILITIES IN ZAMBIA**, the candidate contributes to the scholarship on higher education and human development in sub-Saharan Africa. Using a qualitative study of two private universities, semi-structured interviews, focus group discussions, and observations were utilised to get wider perspectives from a policy-official, students and university staff. A capability approach provided the lens through which the data were analysed. The study unpacked how private universities promote access to higher education, in formal terms through physical access, and in epistemological terms through access to the knowledge produced by institutions and the mechanisms they use to distribute it. The study concludes that for human development to be met, access to higher education needs to ensure not only physical access as enrolment but also epistemological access, as development of knowledge that is able to transform students' lives and society.

Supervisor: Prof M Mathebula

Co-Supervisor 1: Dr E Masitera

Co-Supervisor 2: Prof M Walker

NAKO, Esther Makuena

Esther Makuena Nako was born in Maseru, Lesotho on 10 March 1969. She received her secondary education in Maseru, where she matriculated at Maseru Day High School in 1984. She obtained the degree B.Ed. Nursing in 1998 and the degree MSc Nursing in 2003. She started her career as a nurse/midwife in Maseru. In 2005 she was appointed in the Department of Nursing, University of the Western Cape, and at present she is a full-time student.

With her thesis, titled: **THE CAPABILITIES OF MALE MINERS IN PREVENTING AND MANAGING HIV: A LESOTHO CASE STUDY**, the candidate contributes to scholarship on migration and health by a focus on male health (an understudied topic). Embedding the research in the Capabilities Approach, the candidate uses 50 qualitative interviews to investigate how Lesotho migrant mineworkers cultivate capabilities to prevent and manage HIV and how structures like healthcare institutions expand or constrict these capabilities. The candidate builds a comprehensive case of why migration unfreedom has played a role in spreading the HIV pandemic. Migration also requires health systems in host and receiving countries to align their access to health care. The capability to migrate freely is a way to prevent HIV and a risk factor in managing HIV. One book chapter has been accepted from this thesis.

Supervisor: Prof L Marais

Co-Supervisor: Prof M Engelbrecht

NKHOMA, Andrew Achichizga

Andrew Achichizga Nkhoma was born on 04th February 1983 at John Lengie Hospital in Nkhata-Bay District, Malawi. He attended Livingstonia and Viphya Secondary Schools, obtained a Malawi School Certificate of Education in 2002 and later attained a BA degree in Biblical Studies and Education at African Bible Colleges, Malawi (Cum-Laude) in 2007. He graduated with a Master of Education Leadership and Management in 2014 and a University Certificate of Education with credit in 2018 from Mzuzu university. His career as a teacher began in 2007 at Mnjiri Community Day Secondary School and he later taught at Mzuzu Government Secondary school.

With his thesis, titled: **YOUTH ASPIRATIONS AND EXPERIENCES OF ALTERNATIVE HIGHER EDUCATION PROGRAMS IN MALAWI**, the candidate contributes to scholarship on higher education and Non-Governmental Organizations. His thesis



departs from dominant human capital and human rights approaches to assessing the value of higher education and employs the capabilities approach. A qualitative case study draws on the views of 24 youths (expressed in group and individual in-depth interviews) and nine staff members (through semi-structured interviews) from a faith-based NGO that offers skills and vocational training to marginalised youth. The findings reveal the complexities and limitations of the educational interventions offered by the faith-based NGO, thus demonstrating the importance and challenges of providing diverse pathways to skills development and capability formation in the higher education space, particularly in contexts where access to mainstream institutions such as universities is limited and where very few opportunities exist for aspiration and well-being achievement among marginalised youth.

Supervisor: Prof M Mathebula

Co-Supervisor 1: Dr N Mtawa

Co-Supervisor 2: Prof M Walker

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN INDUSTRIAL PSYCHOLOGY

KLEYNHANS, Ronel

Ronel was born in Johannesburg and matriculated in 1992. She obtained a BSocSci. degree (Psychology) in 1995, and a BSocSci. (Honours) (Psychology) degree in 1998, both cum laude from the UFS. In 2004 she obtained a BSocSci. (Honours) (Industrial Psychology) degree cum laude, and in 2008 an MSocSci degree in Industrial Psychology from the UFS. She received awards for the best third-year student in Criminology in 1995 and the best first-year student in Industrial Psychology in 2001. She has been a registered psychometrist since 1998 and a registered counsellor (Psychometry) in the category of independent practice with the HPCSA since 2004.

With her thesis, titled: **THE CAREER CONSTRUCTION OF PERFORMING ARTISTS**, the candidate explored the influence of career construction counselling and life design intervention on performing artists' lives. The aim was to shed light on performing artists' experiences, perceptions, and sense-making processes as they navigate their life and career stages in challenging South African artistic environments. A qualitative, exploratory, descriptive intervention case study design was adopted, and convenience sampling was used to select participants. Various narrative datagathering strategies and datagathering instruments were employed, and thematic analysis was used to analyse the data. The findings revealed that the novel and innovative (therapeutical) intervention executed in the study holds much promise. The intervention enhanced self- and career construction and bolstered the career trajectory of performing artists. The study has important implications for the training of future performing artists. Moreover, it enlightens various protean career trajectories in the uncertain and rapidly changing world of work.

Supervisor: Prof P Nel

Co-Supervisor: Prof K Maree

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN MANAGEMENT ACCOUNTING

SERFONTEIN, Carla

Carla Serfontein, born on 20 July 1988 in Pretoria, South Africa, matriculated at Hoërskool Waterkloof in 2006 as head girl, top academic achiever and Dux Excellence. Carla obtained her BCom Accounting degree at the University of Pretoria (UP) in 2009. She completed her Honours in Accounting in 2010 and was accepted as an Academic trainee at the UP in 2011. She registered as a Chartered Accountant in 2012 after passing both required professional examinations. She completed her Master's degree with distinction in 2019 and is currently a senior lecturer at the University of the Free State's School of Accountancy.

With her thesis, titled: **COST EFFICIENCY AT SOUTH AFRICAN UNIVERSITIES**, Carla statistically analysed the financial statements of a sample of sixteen of the 26 South African publicly funded universities from 2010 to 2019 to assess their efficiency in managing various categories of expenses and revenue streams by applying Management and Cost accounting



principles. Universities as typical service organisations are characterised by having predominantly fixed costs (expenses) with almost no causal relationship to the primary cost objective of providing affordable education to ensure employability. She illustrates that conventional Management and Cost accounting techniques, in the absence of a direct input-output relationship, fail to ensure cost efficiency and do not prepare universities for the disruption of potentially declining student enrolments caused by the Fourth Industrial Revolution that was fast-tracked by COVID-19. Her scholarly contribution to highlighting the flaws in conventional budgeting techniques to ensure cost efficiency and maximising input-output relationships is truly commendable.

Supervisor: Dr C Crous

Co-Supervisor: Prof AVA Smit

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN PUBLIC ADMINISTRATION AND MANAGEMENT

BANDA, Masauso

Masauso Banda was born on 3 March 1973 in Chipata, in Zambia's Eastern Province. He matriculated at the Natural Resources Development College in 1998 and later attained a Diploma in Education, with a trophy for the best student in the faculty in 2002. He graduated with a BA degree from Zambia Open University in 2009 and an MA degree from the Uganda Martyrs University in 2013. His career as a development facilitator began in 2002 and he rose through the ranks to become a national project coordinator and part-time lecturer at the University of Zambia and Zambia Catholic University.

With his thesis, titled: **THE MANAGEMENT OF EARLY CHILDHOOD CARE AND DEVELOPMENT EDUCATION IN ZAMBIA**, the candidate makes an empirical contribution to the management of sustainable early childhood care and development education (ECCDE), focusing on how government and other stakeholders cooperate in the provision of ECCDE. Using a qualitative case study design, the candidate sampled 160 ECCDE educators, school specialists and management members in Zambia to understand and explain how a sustainable enabling environment that promotes intellectual, spiritual, and psychosocial skills development in children can be created. The study found that there is a lack of collaborative, participative, inclusive, learner-focused provision of ECCDE education in Zambia. The study presents the argument that the provision of clear policies, building of capacity, collaboration with other stakeholders and effective and efficient resource allocation can enhance the provision of ECCDE in Zambia.

Supervisor: Prof CJ Hendriks

KHOABANE, Mokhitli Peter

Mokhitli Peter Khoabane was born on 16 March 1978 in Thabong, Welkom. He completed his secondary education at St Joseph's High School in 1995. He graduated with a BA degree at the National University of Lesotho in 2001 and a Master of Public Administration in 2008 at the University of the Free State. He further obtained a Post Graduate Diploma in Curriculum Design and Development from the Open University of Tanzania in 2013. He began his career as a researcher in 2002 and rose through the ranks to become the Chief Executive Officer at Examinations Council of Lesotho.

With his thesis, titled: **STRATEGIC MANAGEMENT FOR TECHNICAL AND VOCATIONAL EDUCATION IN LESOTHO**, the candidate contributes to scholarship on the strategic utilisation of critical public resources, focusing specifically on the provision of technical and vocational education (TVET) in Lesotho. Using a mixed-method approach, the candidate sampled relevant representatives from the Lesotho Ministry of Education and Training as well as TVET institutions to gain insight into the use of public resources for TVET education. In the end, the study recommends a holistic approach to implementing a successful TVET strategy in Lesotho through a resource framework that advocates for a variety and combination of resources to be utilised to ensure that TVET education is suited to the needs of its modern environment.

Supervisor: Dr LM Du Plessis



DEAN'S MEDAL

**AWARDED TO A STUDENT WHO ACHIEVED THE BEST RESULTS IN RESPECT OF A BACHELOR'S
HONOURS DEGREE IN THE FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES**

HUGO, Annika

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN MARKETING

THE SEANAMARENA THE TRADITIONAL BASOTHO BLANKET



The Main Procession Graduation Gowns – embroidered with rich diversity

South Africa, and the Free State in particular, has a long-standing friendship with our neighbouring country, Lesotho.

Through a shared history, we have become co-creators of our futures. For this reason, the UFS decided to incorporate our tradition with that of the Basotho in the design of our Main Procession graduation gowns.

The gowns are inspired by the Seanamarena – the traditional Basotho blanket. The different patterns on the Seanamarena indicate the status one holds in the Basotho nation or reflect the occasion being celebrated. Keeping the Seanamarena pattern in mind, we combined our traditional academic designs with that of the Basotho nation.

YOKE PATTERNS

Yoke pattern for the Chancellor and Vice-Chancellor



This Seanamarena pattern is an interpretation of a design used exclusively for the king and chiefs – which means ‘to swear by the king’. This blanket has the highest status of all Basotho blankets.

Yoke pattern for the Chairperson of the Council



This Seanamarena Victorian crest motif appeared after the visit of the Prince of Wales to Lesotho in 1925, which made a profound impression on the local people. Customers refer to this blanket as ‘lesiba’ – meaning feathers – when buying it.

Yoke pattern for the Vice-Rector




This Seanamarena Poone design symbolises good crops, wealth, and fertility. The Poone is given as a present to honour an important visitor.

Yoke pattern for Registrar



The same Seanamarena Poone design used for the Vice-Rector applies to the Registrar, with some slight design and colour alterations.

The Deans wear gowns made in the colours of the faculties, or others which indicate the office they hold.



2022

#UFSAlumni #UFSGrad

CONGRATULATIONS CLASS OF 2022

Congratulations on your graduation! This officially makes you an alumnus of the University of the Free State. We are very proud of your achievements, excited to see what your future holds, and to connect with you in the bright future ahead of you!

KEEPING YOU INFORMED

Alumni are a real measure of a university's brand, and we strive to keep you informed of the latest news, campaigns, events, reunions, and projects emerging from the UFS. Stay connected by keeping an eye on our website, Facebook and LinkedIn pages, and email.

Through us, you are not just staying connected with the UFS, but also with other alumni. Let us connect you with alumni globally and reconnect with former peers.

KEEPING YOU CONNECTED

Not only do we want to keep you connected with what is happening at your alma mater, we want to keep on celebrating you too!

Make sure that you update your details every year in one of the following ways:

- Online at www.ufs.ac.za/alumni
- Email us at alumni@ufs.ac.za
- www.facebook.com/UFS.Alumni
- www.linkedin.com/school/u-f-s/

Kindly ensure you include your full names, date of birth, cellphone number, and private email address when updating your details.

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