

GRADUATION CEREMONY

BLOEMFONTEIN CAMPUS

VISION130
Renew and Reimagine
towards 2034



EXCELLENCE

TUESDAY | 8 APRIL 2025 | 08:30



Faculty of Economic and Management Sciences

Diplomas, bachelor's degrees, honours degrees, master's degrees, and doctoral degrees



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



PROGRAMME

8 APRIL 2025 | 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.

NATIONAL ANTHEM OF SOUTH AFRICA

Nkosi sikelel' iAfrika

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>

ABOUT THE UFS



BLOEMFONTEIN, QWAQWA, AND SOUTH CAMPUSES

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 39 000 students in its seven faculties (Economic and Management Sciences, Education, Health Sciences, The Humanities, Law, Natural and Agricultural Sciences, Theology and Religion), with a significant number of international students and associates, and an ever-widening scope of active involvement in and contribution to its surrounding communities.

For the past 121 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.

The 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 university 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 university 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.

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

UFS Honorary Awards | UFS Honorary Doctorates

1950	GLP Moerdyk – DLitt (h.c.)				A Polson – DPhilMed (h.c.)
1951	NC Havenga – LLD (h.c.)				J du P Scholtz – DPhil (h.c.)
1952	Thos Blok – DEd (h.c.)			1986	S Grové – DMus (h.c.)
	SHS Rubidge – DSc (h.c.)				FP Retief – DMed (h.c.)
1955	CR Swart – LLD (h.c.)				JA Stegmann – DCom (h.c.)
	CA v Niekerk – LLD (h.c.)			1987	WA Joubert – LLD (h.c.)
1958	CPB Brink – LLD (h.c.)				B Kok – DPhil (h.c.)
	CF Visser – DEd (h.c.)				WP Venter – DCom (h.c.)
1959	DB Bosman – DLitt (h.c.)			1988	JJN Cloete – DAdmin (h.c.)
	SP le Roux – DScAgric (h.c.)				FC Fensham – DLitt (h.c.)
	DF Malherbe – DLitt (h.c.)				JW vd Riet – DPhil (h.c.)
	GH v Rooyen – MA (h.c.)			1989	BJ Meyer – DSc (h.c.)
1960	SPE Boshoff – DLitt (h.c.)				N van Uden – PhD (h.c.)
1961	T Boydell – DPhil (h.c.)			1990	MG Corbett – LLD (h.c.)
1962	ES Botes – DEd (h.c.)				JS Rabie – DLitt (h.c.)
	PE Rousseau – DSc (h.c.)			1991	SS Brand – DCom (h.c.)
1963	EH Louw – LLD (h.c.)				JWL de Villiers – DSc (h.c.)
	EN Roberts – DSc (h.c.)				GT Fagan – DArch (h.c.)
	JGF (Kaalkop) vd Merwe – DCom (h.c.)				JH Hofmeyer – PhD (h.c.)
	HF Verwoerd – DLitt et Phil (h.c.)				E v Heerden – DLitt (h.c.)
1966	PSZ Coetzee – DPhilTh (h.c.)			1992	JP Louw – DLitt (h.c.)
	PJ du Toit – DSc (h.c.)				H Olivier – DSc (h.c.)
	MS Louw – DCom (h.c.)			1993	JD Anderson – DMed (h.c.)
1967	SM Naudé – DSc (h.c.)				RR Arndt – DSc (h.c.)
	LC Steyn – LLD (h.c.)				SJ Naudé – LLD (h.c.)
	BJ Vorster – LLD (h.c.)			1994	JJ Human – DPhil (h.c.)
1968	SJ Naudé – DCom (h.c.)				JA Myburgh – DMed (h.c.)
1969	CW (Nellie) Swart – DPhil (h.c.)				JP vd Walt – DSc (h.c.)
	AJJ Wessels – DCom (h.c.)			1995	WA Landman – DEd (h.c.)
1970	GS Nienaber – DLitt (h.c.)				WL Mouton – DPhil (h.c.)
	HO Mönnig – DSc (h.c.)			1996	WDO Marasas – DSc (h.c.)
1971	N Diederichs – DCom (h.c.)				NE Wiehahn – LLD (h.c.)
	RS Verster – DPhil (h.c.)			1997	AP Brink – DLitt (h.c.)
1972	LW Hiemstra – DPhil (h.c.)				B Hurwitz – DPhil (h.c.)
	PJ Meyer – DPhil (h.c.)			1998	FC Müller – DMed (h.c.)
1975	PJ Nienaber – DLitt (h.c.)			1999	FM Claerhout – DPhil (h.c.)
	De la H de Villiers – DScAgric (h.c.)				JJF Hefer – LLD (h.c.)
	GJ Stander – DSc (h.c.)				S Nigam – DSc (h.c.)
1976	AJA Roux – DSc (h.c.)				WL Nkuhlu – DCom (h.c.)
1978	SP Botha – DSc (h.c.)				MA Ramphele – DPhil (h.c.)
	EM van Zinderen Bakker – DSc (h.c.)				HJO van Heerden – LLD (h.c.)
	HB Thom – DEd (h.c.)				FJ van der Merwe – PhD (h.c.)
1979	FCL Bosman – DPhil (h.c.)			2000	MH Daling – DCom (h.c.)
	G Cronjé – DSocSc (h.c.)				TN Liversedge – PhD (h.c.)
	CJF Human – DCom (h.c.)				I Mahomed – LLD (h.c.)
1980	G Boonzaier – DPhil (h.c.)			2001	BP Gilbertson – DCom (h.c.)
1981	PW Botha – DPhil (h.c.)				NR Mandela – LLD (h.c.)
	B Human – DCom (h.c.)				EC Taglauer – DSc (h.c.)
	SG Shuttleworth – DSc (h.c.)			2002	BH Meyer – PhD (h.c.)
1982	BLS Franklin – DPhil (h.c.)				BAK Rider – LLD (h.c.)
	GvN Viljoen – DEd (h.c.)				CF Slabber – PhD (h.c.)
1983	L Luyt – DCom (h.c.)				JM Stetar – DEd (h.c.)
	SF Zaaiman – DPhil (h.c.)			2003	EWA de Corte – DEd (h.c.)
1984	HS Steyn – DSc (h.c.)				HA Serebro – DPhil (h.c.)
	FR Tomlinson – DScAgric (h.c.)				AG Sykes – DSc (h.c.)
	JH vd Berg – DMed (h.c.)			2004	S Badat – DPhil (h.c.)
1985	L Alberts – DSc (h.c.)				R Bringle – DPhil (h.c.)
	GG Cillie – DPhil (h.c.)				J de Wet – DMus (h.c.)
	SPD le Roux – DLitt (h.c.)				CF Fauconier – DSc (h.c.)

	GJ Gerwel – DPhil (h.c.)		M Nussbaum – DLitt (h.c.)
	WD Jonker – DTh (h.c.)		OW Prozesky – MD (h.c.)
	A Krog – DLitt (h.c.)		FDJ Brand – LLD (h.c.)
	K Mokhele – DPhil (h.c.)	2013	ZKG Mda – DLitt (h.c.)
	CJC Nel (Posthumous) – PhD h.c.)	2014	ML Blum – PhD (h.c.)
	L Quayle – DMus (h.c.)		L Mulvey – DLitt (h.c.)
	T (Karel) Schoeman – DLitt (h.c.)	2015	L Brahimi – DPhil (h.c.)
	YK Seedat – DMed (h.c.)		JM Samuel – DEd (h.c.)
	MK Seely – DSc (h.c.)		MA Oduyoye – DTh (h.c.)
	C Seerveld – DPhil (h.c.)		JD Sacks – DEcon (h.c.)
	F van Z Slabbert – DPhil (h.c.)	2016	RJ Khoza – DEcon (h.c.)
	JC Steyn – DLitt (h.c.)		TA Manuel – DEcon (h.c.)
	PA Verhoef – DTh (h.c.)		M du Preez – PhD (h.c.)
	L van den Heever – LLD (h.c.)		J Samoff – DPhil (h.c.)
	HA Wessels – LLD (h.c.)		F Haffajee – PhD (h.c.)
2005	A du P Heyns – DMed (h.c.)	2017	PH Holloway – DSc (h.c.)
	JJF Durand – DPhil (h.c.)		M Botha – LLD (h.c.)
	JA Groenewald – DSc (h.c.)	2019	BL Fanaroff – DSc (h.c.)
	WH Neuser – DTh (h.c.)		J Mofokeng wa Makhetha – DLitt (h.c.)
	M Ramos – PhD (h.c.)		MB Molemela – LLD (h.c.)
	SJ Terreblanche – DCom (h.c.)	2021	ZM Yacoob – LLD (h.c.)
2006	T Moss – PhD (h.c.)		SM Pityana – DPhil (h.c.)
	PV Cox – PhD (h.c.)		RJ van Niekerk – DLitt (h.c.)
2007	BJ (Bannie) Britz – DArch (h.c.)	2022	WK Byanyima – PhD (h.c.)
	KPD Maphalla – PhD (h.c.)		DM Davis – LLD (h.c.)
2008	D Ferreira – DSc (h.c.)		DE Moseneke – LLD (h.c.)
2009	JC Looock – PhD (h.c.)		AL Sachs – LLD (h.c.)
	LTC Harms – LLD (h.c.)		MJ Wingfield – DSc (h.c.)
2010	P Gordhan – PhD (h.c.)	2023	M Musk – DDiet (h.c.)
	BBS Ngubane – PhD (h.c.)		A Ekwamu – DSc (h.c.)
	AH Strydom – PhD (h.c.)		D Pepler – DSc (h.c.)
	M Jones – PhD (h.c.)		PCJ Vale – PhD (h.c.)
2011	D Tutu – DTh (h.c.)	2024	Salim Abdool Karim – PhD (h.c.)
	P Fourie – DLitt (h.c.)		Thabo Cecil Makgoba – PhD (h.c.)
	OG Winfrey – DEd (h.c.)		Murray Leibbrandt – PhD (h.c.)
	RWM Frater – PhD (h.c.)		Bineta Diop – PhD (h.c.)
	A Sawyer – DEd (h.c.)	2025	RMM Zondo – LLD (h.c.)
2012	RJ Goldstone – LLD (h.c.)		T Falola – LLD (h.c.)
	ER v Heerden – DLitt (h.c.)		J Siwani – PhD (h.c.)

Shields of Honour, Council and Chancellor's Medals

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

MESSAGE FROM VICE-CHANCELLOR AND PRINCIPAL: UNIVERSITY OF THE FREE STATE

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

Today is indeed a special day. Few occasions hold as much significance as your graduation, both for you and for those who have supported you along the way. Many of you have had to overcome numerous challenges during your journey to get to where you are today. Many of you are the first in your families to reach this significant milestone. You have earned this moment, and you should be extremely proud of your achievement.

Graduands, you have had the honour of studying at a 121-year-old institution. 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. I invite you to stay connected to your alma mater as a proud alumnus.



Although the mission of our university has always been to equip you with the knowledge and skills needed to make a difference in your field of study, we are also mindful that values are just as important for you to make a difference in your community. The University of the Free State places great emphasis on ensuring that students have an outstanding university experience. In our pursuit of excellence, we are proud that our environment is conducive to intellectual and personal growth. As such, our values of excellence, innovation and impact, accountability, care, social justice, and sustainability are embedded in all activities across the institution.

As you step into the world beyond the University of the Free State, remember that your education is a powerful tool. I urge you to use it to create positive change, to question the status quo, and to pursue your passions with determination. The future may seem uncertain, but it is filled with possibilities waiting for your unique talents and contributions. As you embark on your next adventure, carry with you the lessons you have learned and the courage to forge your own path.

Celebrate your success, cherish the memories, and embrace the opportunities that lie ahead. The world is yours to explore, and we cannot wait to see all the amazing things you will do and accomplish.

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

Best wishes

PROF HESTER C. KLOPPER

**VICE-CHANCELLOR AND PRINCIPAL
UNIVERSITY OF THE FREE STATE**

Welkom by die gradeplegtigheid van die Universiteit van die Vrystaat (UV).

Vandag is voorwaar 'n spesiale dag. Min geleenthede hou soveel betekenis in as 'n mens se gradeplegtigheid, sowel vir julle as vir diegene wat julle langs die pad ondersteun het. Baie van julle moes talle uitdagings te bowe kom tydens julle reis om te kom waar julle vandag is. Baie van julle is die eerste in julle gesinne om hierdie belangrike mylpaal te bereik. Julle het hierdie oomblik verdien en julle kan baie trots wees op jul prestasies.

Graduandi, julle het die eer gehad om aan 'n 121-jaar-oue instelling te studeer. Erken en herken altyd die betekenis van julle prestasies waar julle nou beweeg van studente van die Universiteit van die Vrystaat (UV) na UV-gegradueerdes. Ek nooi julle uit om as trotse alumni by julle alma mater betrokke te bly.

Alhoewel die missie van ons universiteit nog altyd was om julle toe te rus met die kennis en vaardighede wat nodig is om 'n verskil in julle studieveld te maak, is ons ook bedag daarop dat waardes net so belangrik is vir julle om 'n verskil in julle gemeenskappe te maak. Die Universiteit van die Vrystaat lê groot klem daarop om te verseker dat studente 'n uitnemende universiteitservaring het. In ons strewe na uitnemendheid is ons trots daarop dat ons omgewing bevorderlik is vir intellektuele en persoonlike groei. As sodanig is ons waardes van uitnemendheid, innovasie en impak, aanspreeklikheid, omgee, sosiale geregtigheid en volhoubaarheid ingebed in alle aktiwiteite oor die instelling heen.

Waar julle die wêreld buite die Universiteit van die Vrystaat betree, onthou dat opvoeding 'n kragtige hulpmiddel is. Ek moedig julle aan om dit te gebruik om positiewe verandering teweeg te bring, om die status quo te bevraagteken en om julle passies met vasberadenheid na te streef. Die toekoms lyk dalk onseker, maar dit is gevul met moontlikhede wat wag vir julle unieke talente en bydraes. Waar julle nou die volgende avontuur aanpak, neem die lesse saam wat julle geleer het, asook die moed om julle eie weg te baan.

Vier julle sukses, koester die herinneringe en omhels die geleenthede wat voorlê. Die wêreld is oop vir julle om te verken, en ons kan nie wag om al die wonderlike dinge te sien wat julle sal doen en bereik nie.

Baie geluk aan al ons Kowsie-graduandi. Mag julle volgehoue sukses in al julle ondernemings hê!

Beste wense

PROF HESTER C. KLOPPER

**RISEKANSIELIER EN PRINSIPAAL
UNIVERSITEIT VAN DIE VRYSTAAT**

Re a le amohela moketeng ona wa dikgau le dikapeso tsa Yunivesithi ya Freistata (UFS).

Letsatsi la kajeno efela e le le ikgethileng. Ke diketsahalo tse mmalwa tse nang le bohlokwa jwaloka mokete wa hao wa dikapeso, molemong wa hao esita le bao ba nnileng ba o tshetsa nakong ena yohle. Ba bangata ba lona ba ile ba lokela ho hlola diphephetso tse ngata nakong ya leeto lena ho tla fihla moo le leng teng kajeno. Ba bangata ba lona le ba pele malapeng a bolona ho fihlella mokolokotwane ona wa bohlokwa. Le sebeditse ka thata ho fihla nakong ena, mme le lokela ho ba motlotlo ka phihlello ena ya lona.

Lona boradikgau, le bile le tlotla ya ho ithuta yunivesithing e nang le dilemo tse 121. Kamehla le amohela le ho ananela bohlokwa ba diphihlello tsa lona ha le fetola maemo a ho ba baithuti ba Yunivesithi ya Freistata (UFS) mme jwale le se le ba boradikgau ba UFS. Ke le kopa ho dula le ikamahanya le mohlodi ona wa lona wa dikgau tsa thuto, le le boradikgau ba motlotlo.

Le hoja sepheo sa yunivesithi ya rona e nnile ya ba ho le hlomella ka tsebo le ka boitsebelo ba mesebetsi e hlokehang bakeng sa ho etsa diphetoho mafapheng a dithuto tsa lona, re ntse re tseba hore makgabane a molemo ho wena ho etsa diphetoho setjhabeng sa heno. Yunivesithi ya Freistata e hatella haholo ho etsa bonnete ba hore baithuti ba na le boiphihlelo bo hlwahlwa ka yunivesithi. Mabapi le kgothaleto ya rona ya boipabolo bo hlwahlwa, re motlotlo hore tikoloho ya rona e tshetsa kgolo ya keello le mahlale esita le ntshetsopele ya botho. Ka tsela e jwalo, makgabane a rona a boipabolo bo hlwahlwa, boitshimollelo, sekgahla, boikarabello, tlhokomelo, toka ya setjhaba, le tshwarello, di kenyeleditswe mesebetsing yohle ya institjushene kapa setsha sena sa thuto.

Ha e le mona le kena lefatsheng le ka nqane ho meedi ya Yunivesithi ya Freistata, hopolang hore thuto ke sesebediswa se matla. Ke le kopa hore le e sebedise ho sibolla diphetoho tse molemo, ho nahanisisa ka hohle ka maemo a bophelo a hona jwale, esita le ho ntshetsa pele ditabatabelo tsa lona ka boikemisetso. Bokamoso bo ka bonahala bo sa kgolwehe, empa bo tletse maemo a kgonahalo a emetseng dineo tsa lona tse ikgethileng esita le tsona diabo tsa lona. Ha le tswela pele ka sepheo sa lona se latelang bophelong, hlomellang ka dithuto tseo le ithutileng tsona le tshepo ya ho ipetlela tsela ho ya pele.

Ketekang katleho ya lona, thabelang mehopolo ya mahopotsane, mme le amohela menyetla e tlang. Lefatshe lena ke la lona hore le le sibolle, mme re ke ke ra emisa ho tadima ka tebello dintho tse makatsang tseo le tla di etsa le hona ho di fihlella.

Ditakaleto tsa mahlohonolo ho baithuti ba rona ba Kowsie ba amohetseng dikgau. E se eka le ka ba le katleho e tswelapeng pele mererong yohle ya lona ya boiteko!

Madume

MOPROFESA HESTER C. KLOPPER

**MOTLATSI WA MOTJHANSELA LE MOOKAMED
YUNIVESITHI YA FREISTATA**

OFFICE-BEARERS



Prof BF Mohale
Professor of Practice (JBS)
CHANCELLOR



Prof HC Kloppe
PhD (UJ)
VICE-CHANCELLOR AND
PRINCIPAL



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



Prof A Rhoda
PhD (UWC)
DEPUTY
VICE-CHANCELLOR:
ACADEMIC



Prof V Reddy
PhD (UKZN)
DEPUTY VICE-
CHANCELLOR:
RESEARCH AND
INTERNATIONALISATION



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



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MPhil (NMU)
EXECUTIVE DIRECTOR:
STUDENT AFFAIRS



Ms M Nel
CA(SA) BAccHons (UFS)
CHIEF FINANCIAL
OFFICER



Mr NN Ntsababa
MPA (NMU)
REGISTRAR



Prof P Ngobeni
DTech (TUT)
CAMPUS PRINCIPAL:
QWAQWA CAMPUS



Mpho Maloka
ISRC:
ACTING PRESIDENT
GENERAL

DEANS



Prof P Burger
PhD (UFS)

DEAN:
ECONOMIC AND
MANAGEMENT SCIENCES



Prof LC Jita
PhD (MSU)

DEAN:
EDUCATION



Prof GJ van Zyl
PhD (UFS)

DEAN:
HEALTH SCIENCES



Prof MA Masoga
PhD (UFS)

DEAN:
THE HUMANITIES



Prof SD Kamga
LLD (UP)

DEAN:
LAW



Prof P Oberholster
PhD (UP)

DEAN:
NATURAL AND
AGRICULTURAL SCIENCES



Prof JS Klaasen
DTH (US)

DEAN:
THEOLOGY AND RELIGION

GADIJA BROWN



GUEST SPEAKER

Gadija Brown is a seasoned financial and economic expert with an extensive background in both the public and private sectors. She is currently pursuing a Master of Business Administration (MBA) in International Finance at Henley International Business School. This builds on her solid academic foundation, which includes a bachelor's degree in Management and Leadership, Economics, and Finance from the University of the Free State (UFS), as well as studies in Economic Policy and Planning at the University of the Witwatersrand (Wits).

Her career spans 24 years, with 15 years in corporate South Africa and 10 years in government. In the corporate sector, she held key roles in commercial banking, private banking, and public sector banking as an account executive. Transitioning to government, she made a significant impact on economic and financial development, serving in multiple leadership roles, including Chief Director of Small Business Development, CFO, Deputy Director-General of Economic Development, and

Head of the Department of Economic, Small Business Development, Tourism, and Environmental Affairs (DESTEA). She later ascended to the role of member of the Executive Council (MEC) for Finance in the Free State Provincial Government and served as a member of the Provincial Legislature (MPL).

Beyond her professional career, Brown is the founder of the Gadija Brown Foundation and Director of Moratwa Africa Consulting, advocating for financial literacy, women's empowerment, and sustainable development. She has also held key positions on national and provincial economic policy committees.

Her accolades include the ACFE African Membership Award for combating fraud, the Top Empowerment Women's Award (2022), the Standard Bank Top Women Award, the Congress of Business and Economics Leadership Award, and recognition for achieving five clean audits in the Free State Provincial Government.

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



DEAN |

PROF P BURGER

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Supervisor: Prof J Nel

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Zané Dippenaar was born in Bloemfontein on the 5th of November 1994. She obtained Bachelor of Commerce Degree in Marketing (2015), and Honours Degree in Marketing with distinction (2016). She also completed a Master of Commerce in Business Management (2018) and Doctor of Philosophy in Business Management (2025) at the University of the Free State. She started her career as Marketing and Innovation Strategist at the Directorate Research Development (DRD) Department, University of the Free State in Bloemfontein in 2017 and she is currently the Head of Marketing and Growth Projects at the IBC SOLAR South Africa, in Cape Town.

With her thesis titled: **ADVERTISING AND BRAND LOYALTY IN THE SOUTH AFRICAN SOLAR INDUSTRY**, the candidate focused on the moderated mediation effect of brand awareness on the relationship between advertising and brand loyalty. Using a positivist research paradigm and a quantitative research methodology, she surveyed 427 solar installation companies subscribed to IBC SOLAR's platforms in South Africa. The study found that below-the-line advertising did not directly influence brand loyalty. However, competitive advantage and commitment positively impacted brand loyalty, particularly at higher levels of brand awareness. Trust was not a significant predictor of brand loyalty. These findings suggest that in the competitive South African solar market, companies that enhance their competitive edge and commitment, supported by strong brand awareness, are more likely to achieve greater brand loyalty. The study provides valuable insights for business-to-business solar distributors seeking to enhance customer loyalty.

Supervisor: Dr TF Rukuni

Co-Supervisor: Dr ES Nkwei

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Mlungisi Richard Mbili was born in Port Shepstone, KwaZulu Natal, on December 29, 1979. He matriculated from Umzumbe

High School and holds a Bachelor of Administration in Industrial Psychology, a Postgraduate Diploma in Labour Law, an Honours in Industrial Psychology, and a Master of Commerce in Business Administration from the University of Johannesburg. His career began as a private-sector administrator before joining the Department of Labour as an HR Practitioner and later becoming Assistant Director. He was Deputy Director of Programme Management at the Department of Tourism and currently manages Chain Management at the Department of Public Works and Infrastructure.

With his thesis titled: **A STRATEGIC PROCUREMENT FRAMEWORK IN SUSTAINING THE CONSTRUCTION SECTOR: A CASE OF KWAZULU-NATAL SMMEs**, the candidate makes a contribution to scholarship in public procurement and the SMME sector by proposing a strategic procurement framework for developing and sustaining SMMEs in the construction sector. Using a mixed-method approach with 20 expert public service officials and 527 SMME owners, the study examines BBBEE empowerment elements, human capital, and the influence of ICT in sustaining construction SMMEs in South Africa. The study highlights gaps in the monitoring and evaluation of



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contractor development programmes (CDP) and argues that the 30-day public sector payment period is unsuitable for the programme. Findings suggest the Construction Industry Development Board (CIDB) adopt a staggered contractor grading approach to upgrade and manage contractors. It also recommends that government institutions ensure their departmental structures are adequately equipped with professionally trained officials to manage the contractor development programme effectively.

Supervisor: Dr EE Benedict

Co-Supervisor: Prof HA Koloba

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN DEVELOPMENT STUDIES

NALWAMBA, Daizy Shoma

Daizy Shoma Nalwamba was born in Lusaka, Zambia, on 29 March 1992. She received her secondary education in Western Province, Zambia, matriculating at St. John's Secondary School in 2009. She obtained a bachelor's degree in Environmental Education with merit from the University of Zambia in 2015 and a Master of Science degree in Environmental Management from the University of Lusaka in 2021. She began her career as an environmentalist lecturer at Chreso University, Zambia, in 2018.

With her thesis titled: **THE ROLE OF ENVIRONMENTAL EDUCATION IN FOSTERING AGENTS OF ENVIRONMENTAL SUSTAINABILITY IN ZAMBIA: A CAPABILITY APPROACH**, the candidate contributes to scholarship on environmental sustainability and environmental education, focusing on how agential freedoms for environmental sustainability can be enhanced. Through an explorative case study in Zambia, Daizy employed the capability approach to understand the valued opportunities and freedoms necessary for environmental sustainability. Her study illuminates the voices of lecturers, students, graduates, and environmental policy institutions, arguing that environmental issues, though global, are highly contextual, necessitating an educational response that addresses these complexities. The study proposes a capability-based framework for environmental education aimed at environmental sustainability and identifies various opportunities and freedoms essential for driving the anticipated changes. Her study makes an original theoretical contribution by identifying eco-capabilities that higher education should foster to enhance both individual and collective actions towards environmental sustainability.

Supervisor: Ass Prof F Mkwanzani

Co-Supervisors: Dr E Mboyonga and Prof MJ Walker

SIKALA, Judith

Judith Sikala was born on 25 February 1982 in Harare, Zimbabwe, and matriculated from Rutope Secondary School in 1999. In 2013, she obtained a diploma in Primary Education and started her career as a primary teacher in Mazowe. She earned a bachelor's degree in Educational Management and Leadership in 2018 and a Master of Education in Educational Leadership in 2020, both from Midlands State University, Zimbabwe, achieving 13 and five distinctions respectively.

With her thesis titled: **AN ANALYSIS OF EDUCATION 5.0 POLICY TO ADVANCE HUMAN DEVELOPMENT: A CASE STUDY OF ONE ZIMBABWEAN PUBLIC UNIVERSITY**, the candidate contributes to scholarship on Higher



Education and Human Development. Judith sampled 58 participants – comprising students, lecturers, and key informants – from a selected university in Zimbabwe to analyse how the Education 5.0 policy constrains or enables opportunities and freedoms for human development in teaching and learning. Although Education 5.0 has the potential to boost employment opportunities in Zimbabwe, its successful implementation has been hindered by a lack of financial, human, technological, and material resources, exacerbated by the country's economic limitations. The study advocates for a 21st century, human development-focused university, emphasising the need for holistic teaching and learning processes that promote economic, political, and social freedoms for critical citizenship rather than focusing on a single dimension only.

Supervisor: Ass Prof F Mkwanzani

Co-Supervisors: Dr T Banda and Prof MJ Walker

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN ECONOMICS

CHIKUMBI, Felix

Felix Chikumbi was born in Chingola, Zambia, on 25th October 1973. He received his secondary education in Chingola where he matriculated at Kabundi Secondary School in 1992. He obtained his BA in Economics and Statistics in 1996 at the University of Zambia and in 2010 an MA in Economic Policy and Management. He started his career as a Statistician at the Zambia Telecommunications Company in Ndola and became the Customer Services Manager in charge of Data Services. He later joined the Copperbelt University in 2011 as a lecturer in the Department of Economics, teaching macroeconomics, public finance, and economic development.

With his thesis titled: **GLOBAL ECONOMIC SHOCKS AND MACROECONOMIC PERFORMANCE IN ZAMBIA: ASSESSING VULNERABILITY AND POLICY OPTIONS**, the candidate makes a contribution to the literature on macroeconomic volatility in developing countries, focusing specifically on the case of Zambia. Using novel and advanced econometric methods, particularly the Structural VARX, Bayesian VARX, and Global VAR model, the study reveals a vulnerability of the Zambian economy to commodity price shocks, external demand shocks, and international monetary policy spillovers emanating from major advanced and regional economies. The study further underscores the transformative power of informed policy responses by harnessing a combination of fiscal and monetary policy and structural reforms to diversify the Zambian economy.

Supervisor: Dr AJ van Niekerk

Co-Supervisor: Dr D Fadiran

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN MANAGEMENT ACCOUNTING

WATSON, Shaun

Shaun Watson was born in Bloemfontein and completed his secondary education at Saint Andrews School, Bloemfontein, in 1995. He obtained his B.Compt degree in 1999 and a B.Acc Honours degree in 2000 from the University of the Free State. He qualified as a Chartered Accountant (SA) in 2004 and obtained an M.Com (Acc) from the University of Pretoria in 2012. Shaun has been an academic at UFS since 2006 and currently lectures



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finance to under- and postgraduate students at the University of the Free State. He has also lectured internationally at the University of Bremen, Germany.

With his thesis titled: **MARKET EFFICIENCY AND SHARE PRICE REACTION FOLLOWING THE RETROSPECTIVE RESTATEMENT OF FINANCIAL STATEMENTS OF JSE-LISTED COMPANIES**, the candidate examines market efficiency by analysing both short-term and medium-to-long-term share price reactions to financial restatements. A key contribution of the study is the distinction between four categories of restatements—new accounting standards, changes in accounting policy, prior period errors, and JSE Financial Reporting Investigation Panel (FRIP) recommendations—providing insights into their respective market impacts. The analysis, based on 268 JSE-listed companies over a ten-year period, reveals that while the market demonstrates semi-strong efficiency for restatements due to new accounting standards, inefficiencies persist in other categories, increasing information asymmetry and investor uncertainty. The study applies multiple abnormal return estimation models to ensure robust results and offers valuable insights for investors, regulators, and policymakers to enhance financial reporting transparency and regulatory oversight in emerging markets.

Supervisor: Dr C Crous

Co-Supervisor: Prof A Van Aardt Smit

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN TAXATION

LOMBARD, Marese

Marese Lombard was born on 8 August 1989 in Bethal, Mpumalanga. She matriculated at Hoogenhout High School in 2007 after which she attained a B.Acc. degree at the end of 2010. She continued with and completed her B.Acc. Hons in 2011. From 2012-2014 she conducted her articles at Mazars in Bloemfontein and completed her two board exams. She subsequently qualified as a chartered accountant (CA(SA)) at the beginning of 2015. She started her career in academia and received her M.Acc. in Accountancy in 2018, which was focused on sugar tax.

With her thesis titled: **TAXATION AS A METHOD TO PROMOTE SUSTAINABLE AGRICULTURE IN SOUTH AFRICA**, the candidate contributes to scholarship by having identified guidelines that are attributable to the main objectives of sustainable agriculture, which assisted in guiding the identification of tax provisions that could be said to promote sustainable agriculture. Empirically, this study is the first to provide empirical evidence regarding the possible use of specific tax provisions in promoting sustainable agriculture in South Africa. Insight was also gained as to the main reasons why agricultural producers have not yet invested in more sustainable options such as renewable energy. Areas for future innovation were also identified. At the policy level, the findings of this study support the development and implementation of tax provisions that can guide policymakers in crafting effective tax legislation in order to promote sustainable agriculture in South Africa.

Supervisor: Prof A Koekemoer

Co-Supervisor: Dr A Oosthuizen

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DEAN'S MEDAL

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

CELE, Caltine Bongiwe

BACHELOR OF COMMERCE HONOURS WITH SPECIALISATION IN BUSINESS MANAGEMENT



CONGRADULATIONS,

Class of 2024, on your graduation! You are now officially alumni of the University of the Free State (UFS) and part of an ever-growing community of excellence. We are proud of your achievements and excited to see what your future holds and to connect with you in the bright future ahead of you.

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