

GRADUATION CEREMONY

BLOEMFONTEIN CAMPUS

VISION130
Renew and Reimagine
towards 2034



EXCELLENCE

TUESDAY | 8 APRIL 2025 | 13:30



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 | 13:30
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 Fauconnier – 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

**VISEKANSELIER 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 tsehetisa 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 tsehetisa 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.

Ditakaletso 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



Mr T Hlase
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

DIPLOMAS

POSTGRADUATE DIPLOMA IN CHARTERED ACCOUNTANCY

BALOYI, Ntsakiso Precilla
BELL, Noluvuyo
BRITZ, Jané
DAKAMELA, Artvilla Sanele
DLAMINI, Nosihle Pearl
JOOD, Bokao Rutheine
KHORLOO, Nikita Winsumbruu
LICEA, Kopo Lehakwe
MABEA, Kamogelo Simon
MADULA, Zwonaka
MAKGALANYANE, Galaletsang Philly
MALUNGA, Sarah Kensani
MASHEGO, Pale
MATHONSI, Twisiso Shamine
MATSOSO, Tebello Emily
MAYEKISO, Mbali Zimkhitha
MKHWANAZI, Ntsietseng Betty
MOJELA, Raesetja Linah
MOKHOSI, Katleho
MOLIMO, Pabatso Botlenyana
MSIMANG, Thulani Sibongakonke

MUDAU, Mulweli
NGEMA, Cedric Thembeka
NKHATHO, Fumane Esther
NOBELA, Nompilo Zinnia
NTUSE, Siviwe
NYAMANE, Thokozile Jacqueline
PHUKUBYE, Boikanyo
RADEBE, Boitumelo Charlotte
SAMELA, Uhlumile Unathi
SEFOLOKO, Disema Lucky
SHUPING, Boitumelo Motlakgosi
SIBANDA, Makabongwe Wandile
SIKHAKHANE, Nonkazimulo Felicia Sibusisiwe
THEKWANE, Thatego Shane

POSTGRADUATE DIPLOMA IN PUBLIC ADMINISTRATION

BOTSANE, Makhetha Lawrence*
DLAMINI, Patricia
GABORONE, Malekgetho Magaborone Abigail
KOATLA, Paulina Matumelo*
LEGODI, Nomthandazo Judith
MAHARAJ, Seema
MAKGOE, Tseko Lucas
MAKHETHA, Mmalibuseng Melita
MALEHO, Godiraone Mc Donald
MANZI, Zakhele
MASOETSA, Tsiu

MBENA, Mbuyiselo Johannes
MINNIE, Anneline
MOLETSANE, Michelle Angeline
MOLOKO, Kelebogile Queen
MOROANE, Pinky Jeanett
MOROKA, Mmamoabi Rose-Maria
RENS, Bukelwa Yvonne
SEMPE, Lerato Florence
SEMPE, Lesego Petunia
SHABE, Sechaba Matthews
TSEWU, Tozama

BACHELOR'S DEGREES

BACHELOR OF ACCOUNTING

APANU, Stavros Bukenke
BUTHELEZI, Nomfundo
CASTELYN, Michelle
CHABAEMANG, Tsholanang Boineelo*
COETZEE, Rianmarie*
DASH, Mafedile Florina*
DIMPANE, Reitumetse Malebogo
DUPLESSIS, Payton
GELDENHUYS, Jurie Johannes
GREYLING, Inge
GREYVENSTEIN, Lyneel Alice
HADEBE, Lungile Cecilia
HERTZOG, Corlie*
HLONGWANE, Sifiso Themba



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

LIFEANYI, Favour

JACOBS, Keeran Cade*

JWARA, Ntsoaki

KASSELMAN, Wian Franco

KHOHLAKALA, Samkelo

KHUMALO, Mbali Vanessa

KHUMALO, Nompumelelo Sihle

KHUMALO, Sinazo Zethembe
Minenhle

KOBENI, Mbasakazi

KOUPIS, Michael Costa

LEGODI, Boitumelo Nelly*

LEKALAKALA, Goitsiona Cynthia

LETSOALO, Karabo Mary

LUSIBA, Samukelisiwe Valencia

MABOTE, Mpho

MAJOLA, Unathi Mmatshapo
Adelaide

MAKENE, Taolo Goodwill

MALATOLE, Ramokone Dineo

MAMETJE, Elijah Thabo

MAPHOSO, Flament Tsholofelo

MASAKALA, Katleho Lawrance

MASEKWANA, Onesimo

MATHE, Montsheng Evodia

MATHIPA, Makhosazana Claire

MATUBE, Kerotse Rethabile

MAWELELE, Dzunani Relieve

MBELE, Ntando

MCLACHLAN, Angus Joshua*

MGUDLWA, Kutlwano

MOEKETSI, Thato

MOKGOSHI, Tshiamo

MOLIBELI, Itumeleng Ignatia
Naledi

MONYEBODI, Maphuti Isabel

MOTLHATLHEDI, Thato
Relebogile

MOTSAPOLE, Abel Moloi

MOTSIKWE, Pogisho Thapelo

MPENDULO, Asithandile

MPENYANA, Lulamile

NKOSI, Jabu Junior Kelvin

NKOSI, Ncedo

NONKEWANA, Bongile

RANGONGO, Tubatsi Paul

ROBBERTS, Anika Dominique*

SAUROMBE, Rumbidzayi

SETAE, Tumiso Jessica

SIBITANE, Nkosingiphile

SIBUTA, Sisipho

SITHOLE, Samkelo Mvumele

SKHOSANA, Thandiwe Sibongile

SPADONIE, Ellen Charlotte

STOFFEL, Bokang Innocent

TERBLANS, Janelie

TLHOPHANE, Kutlwano

VAN DER MERWE, Karla*

VAN DER WALT, Ruan

VAN GEND, Pieter Willem*

VAN STADEN, Rivan

VOLSCHENK, Daniel Blignaut*

BACHELOR OF ADMINISTRATION

ANDREWS, Marshe Deonice

BAARTMAN, Alexander Ayabulela

BANDA, Lerato Felicia

BANDA, Reotshepile Agnes

BERENG, Gofaone Michelle

BOGOPA, Thabiso

BULULU, Kelebogile

BUTHELEZI, Veronica Siphesihle

CEBISA, Nomonde

CHARLIE, Azola Nwabisa

CHAVALALA, Saint

CHINGONO, Beverly Natalie

COETZER, Johannes Jacobus

DE BRUIN, Mia Cameron Diaz

DIEDRICKS, Arlonso John

DIKOLANYANE, Dimpho Nancy*

DIRADINGOE, Bonolo
Kelibilemang

DITUKU, Gontle Queeneth

DLABU, Rearabetswe Lukhanyo

DLADLA, Aviwe

DLADLA, Likhona

DLALISA, Bongani

DLAMINI, Balungile Alicia

DLAMINI, Dimakatso

DLAMINI, Nikeziwe*

DOULAND, Kelly Vanessa

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



DYALA, Babulele	KHOZA, Thandolwethu Shawn	MAGUBANE, Nonzima Amanda
FINGER, Diteboho Madithebe	KHUMALO, Simphiwe	MAGWILI, Betty Zandile
FITI, Vuyisa	KHUMALO, Siyabonga	MAHLABEGOANE, Ramatsobane Lerato Stella*
GABENI, Khanani Beverley	KHUMALO, Siyethaba Nonjabulo	MAHLALELA, Bongumenzi Gift
GASEHETE, Bonno Eugene	KILI, Yamkela	MAHLOPHE, Nkeletseng
GECA, Emihle Mechelle	KINASE, Londiwe	MAJAKE, Tshidi
GIDI, Ntsikayomzi	KITIME, Christinah Anna	MAKABA, Dimpho Ramodimo
GOLIATH, Zimbini	KUBHEKA, Ntando	MAKHAFOLA, Hunadi
GUMBI, Sihlelelwe Jenneth	KUHLANE, Sibahle	MAKHATHINI, Banele Andiswa
GUMEDE, Bongi	LAVISA, Asisipho*	MAKWELA, Ngwanamogale Linah Tercious
GUMEDE, Nolithando Esther	LEBALLO, Motheo Dineo	MAMPHOLO, Ignatius
GUMENGE, Neliseka	LEBEKO, Lesenya Teboho Melvin	MANHIQUE, Cloudious
GWANE, Lulama	LEBESE, Dineo Sharon	MANHIQUE, Ronaldo Emmanuel
GWANYA, Yonela Nozakile	LEHIHI, Modisaotsile Wilson	MANYANE, Karabo
HILTON, Xoliswa Andria	LEPHUTHING, Kgomotso	MAPHOTO, Bonolo Maphuti*
HLANGANE, Qaqamba	LESORO, Relebohile Chevonne	MAQABE, Refilwe Porcia
HOZA, Atabile	LETSIDIDI, Tshireletso	MAQEBA, Siyabonga
JANSEN, Sade Kayrin	LUSWAZI, Zandile Sandile	MASEKO, Thobeka Fikile
JILE, Tshegofatso Eunice	LUTHER, Kaylee Richardene	MASEMOLA, Keoagile*
JOHNSON, Abigail Dorothy	MAAFO, Thuto Kamohelo	MASHEGO, Kutlwano Lesego
JOJO, Qhayiya Mihle	MAARMAN, Tlotlo Boitshoko	MASIBA, Relebogile Basetsana
JWAAI, Thina	MABASO, Kwanele S'Bonokuhle	MASITHA, Karabo
KHAMBULE, Thabo	MABASO, Xolile Mzamo	MASO, Inga*
KHANYILE, Simphiwe Bonga	MABIJA, Esihle	MASOOANE, Kutloano
KHASU, Katleho Poloko	MABOGOANE, Raymond	MATHE, Mpho*
KHONZE, Mamello Tholwana	MABULA, Nkoai	MATHUNJWA, Sanele Waaswa Makadunyiswe
KHOZA, Lindokuhle	MABUYA, Lusanda	MATLAKALA, Sello
KHOZA, Nompumelelo	MADIDA, Nokuthula	MATLHANE, Neo
KHOZA, Thandolwethu Immarencia	MADWALENI, Monelisi	
	MADYEGASVA, Tanatswa	



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

MATLHARE, Pabalelo*	MKHONTO, Lebogang	MOSEME, Mpho Salmina Rearabetswe
MAVUYA, Nikelo	MKHONZA, Nomgqibelo Ceroline	MOTAUNG, Kgothatso Kenneth
MAYILA, Khanyisile	MKHONZA, Ntsikelelo Prosper	MOTHA, Sicelo Lesley
MAZIBUKO, Mxolisi	MKHOSI, Yolokazi	MOTLAKOE, Khanyisile
MAZIBUKO, Nobelungu Christina	MKHWANAZI, Balungile	MOTLHABANE, Lebogang
MBANYANA, Siphumelele Zanovuyo	MKHWEDINANA, Anelisiwe	MOTLOBA, Emily Molebengeng
MBELE, Jabulile Precious*	MLATHA, Khethukuthula	MOTLOUNG, Palesa Gloria
MBETHE, Themba Johannes	MMANGOALE, Lehlogonolo	MOTOLWANA, Virginie-Pondela
MBHELE, Lwazi	MNDEBELE, Sphehile Noluthando*	MOTSEKI, Carmen Nthabeleng
MBINI, Sonwabile	MNGUNI, Nontobeko Snethemba	MOTSOENENG, Mathapelo Tryphina
MBOPHA, Phelokazi	MNGUNI, Nosipho Buhle	MOYA, Yanga Yanga
MBUTUMA, Apiwe Irene	MNTUNGWA, Andiswa Snothando	MPEDI, Sylphy Michelle
MC CARTHY, Kiana Ebeth	MODIBEDI, Lesedi Cebisile Tatenda*	MPHATSOENYANE, Ntsiwa
MCHUNU, Aphiwe Akhona	MOFOKENG, Karabo	MPHUTHI, Nthabiseng Falcit
MCHUNU, Mxolisi Sfanele	MOFOKENG, Khathatso	MSHWESHWE, Lukho
MDHLULI, Craig Mbuso	MOFOKENG, Thandiwe Lilian	MSIBI, Sihle Tando
MDLALOSE, Nqubeko Lindelwa	MOFOKENG, Tumelo Ignitius	MSIMANGO, Khanyisile
MEKGWE, Kamogelo Mighty	MOGOJE, Bridgett Tholoane	MSIZA, Zinhle*
METISO, Thulile	MOHLAKE, Baleseng	MTANGAYI, Elam Elam
MEYA, Fikile Florina	MOHLOKOANE, Tshomarelo	MTHEMBU, Londeka Thandeka
MFENGWANA, Nomathamsanqa	MOKHELE, Kearabetswe	MTHEMBU, Siyamthanda June
MFENQA, Avela	MOKHELE, Nombulelo Primrose	MUKHWA, Shumani
MFUNYISWA, Ernest Thabiso	MOKOENA, Mamello Precious	MUNETSI, Gerald Tanatswa
MGABHI, Asanda	MOKOENA, Mbalenhle Carol	MZIMBA, Siyathandwa
MGIIKA, Aviwe	MOLELE, Mogale Prince Khutso	MZIMELA, Cebelihle
MHLABA, Nokwanda Angel	MOLOTO, Bridgett	NDABA, Amanda Prisca
MHLANGA, Snakhokonke Asanda	MONOKOA, Jwalane Sharon	NDABA, Lunga Matimu
MKHABELA, Manelisi Azile	MOROKE, Kamogelo*	NDIMANDE, Siphingcebo Maxwell
MKHIZE, Siyabonga		

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



NDLOVU, Melissa
NDLOVU, Samkelisiwe
NELANI, Zandile
NGIDI, Yolanda Lerato
NGQWEMLA, Dhaluxolo Ernest
NGUBANE, Mandisa
Nompumelelo
NGUBANE, Sthulile Sthabile
NGUBANE, Thobelani Percival
NGWEPE, Tebatso Moloko
NGWEVU, Mkhusele
NKALA, Nomcebo Ivy
NKANYANE, Cathrine*
NKOMANA, Ziyanda
NKOSANA, Lungile
NKOSI, Amina
NKOSI, Buhle
NKOSI, Prince Siphosethu
NKOSI, Sanele S'Bongokuhle
NKOSI, Sifundo
NKOSI, Thokozane Steve
NKOSI, Thokozani Michael
NKWANYANA, Gugu Penelope
NODLAYIYA, Ndinani
NTAU, Ikanyeng Leintjie
NTEO, Keletso Advice
NTIMANE, Lindokuhle Precious
NTJOBOKO, Teboho Siyabonga
Thabo
NTONGA, Sibusiso

NTSHINGILA, Ntombenhle
Precious Nomthandazo
NTSIBULANE, Malefu Evonia
NTSONTE, Nolukholo
NTUANE, Kgalalelo Oboitshepo
NTULI, Mthandazeleni Bennet
NXUMALO, Sakhizwe
NYEMBE, Busisiwe Mbali
NYEMBE, Duduzile Felicia
NYEMBE, Lunga Francis
PATO, Minentle
PHAHLWA, Pamela
PHAMBANE, Kulani Shawn
PHATOLI, Rose Palesa
PHETLA, Ramayisela Karabo
PHEZISA, Philisiwe
PHONGOSHE, Azile
PHUSHULI, Gloria
PINANA, Philela
PINGA, Amandias Shanon
PINZI, Hlumela
PITSO, Lebohang Aphaphia
PITSO, Nthabiseng Eunice
QOKOLWENI, Nosipho Nomhle
RADEBE, Nompumelelo
RAHLAPANE, Masedi Ashley
RAJOELE, Christina
RAMABULANA, Ndalamo Jessica
RAMPA, Katlego
RAMSAHAR, Avika

RAOFELANE, Lebohang Bernett
RAPULENG, Cecilia Ntsoaki
RAWUZELA, Nomfefe
ROESTOF, Nthathi Moleboheng
SAAL, Quelin Allister
SEBEGO, Gomolemo Rachael
SEBIGI, Neo
SEGALOE, Karabo Precious
SEHLABO, Tsholofelo
SEKOBOTO, Paballo Agnes
SELLO, Grace Neo
SELLO, Katleho
SENOGE, Neo Million
SENOKOANE, Tshenolo Goodwill
SETHENE, Mamello Tuku Portia*
SHABANGU, Noxolo Promise
SHELEMBE, Anele Nokuthula
SHOKANE, Puseletso
Schaimaine*
SHOZI, Londeka
SILEYI, Vuyolwethu
SITHOLE, Kelebogile Millicent
SITHOLE, Manjasa Martha
SITHOLE, Mpumelelo
SKOSANA, Duduzile
SKOSANA, Thato
SODINGA, Phendulwa Bonisiwe
THAISI, Ithabeleng
THETELE, Kgomotso
THOBEJANE, Gothusamang
Calvin



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

THUNGO, Ntombizethu Wendile*

THUSI, Mbali Abongile

THUSINI, Nontokozo Esther

TIETIES, Valme Lavern

TITUS, Vuyoelwa Jacelee

TJALE, Reneilwe Makgau

TLAKA, Thato

TSHANDU, Siphokazi

TSHAZI, Zukile

TSHOBEKA, Nonceba Hilda

TSHWEZA, Asanda

TSOTETSI, Boitumelo Faith

TUNYISWA, Leo Linamandla

UMEH, Christine Nkeiruka*

VEZI, Nomvelo

VILAKAZI, Wonderboy Tebogo

WESSELS, Tyron Anthony

WILLIAMS, Lameez Cindy

WOGQOYI, Asisipho

XABA, Thembelihle Siphelele

ZAZELA, Asavela

ZIKHALI, Phumzimpilo Mmeli

ZIZI, Sandisiwe

ZONDEKA, Ziyathandwa Elphina

ZONDO, Londiwe

ZUKE, Olwethu

ZULU, Aphiwe Philasande

ZULU, Nduduzo Nkululeko

ZWENI, Phuthumisa

HONOURS DEGREES

BACHELOR OF ACCOUNTING HONOURS

BLACK, Charlene*

BOTHA, Adriaan Lodewikus

CALLIS, James Andrew

CHAMBISSSE, Lindeni Innocentia

CLAASSENS, Christelle

CLOETE, Luan

DAVIDS, Cheslyn Calvinio Eoun

DAVIDS, Lithazo

DE NYSSCHEN, Michelle Heike

DU TOIT, Daniel

DU TOIT, Gerda Wanja

ENGELBRECHT, Bianca

FENG, Yu Wen

HAGEMEISTER, Thomas Kopano

JOOSTE, Kaitlyn Camryn

JORDAAN, Ingeborg

KGATWE, Mosetsanagape Felicia

MABITLE, Gopolang Paballo

MASHITWA, Kamogelo

MBANA, Ntuthuko

MOCKE, Rozelle Endricia

MOHAPI, Itumeleng Teboho

MOHLOBOLANE, Alex Molefi

MOPELI, Onalerona Kamohelo

MWALE, Tumelo Romeo

NKOHLA, Rethabile Marcia

OOSTHUIZEN, Charlize

PAKO, Makoko

PHELE, Boikarabelo

SCOTT, Annelé

STEYN, Chané

STRAUSS, Ray-Nic Xavier

VAN GRAAN, Cecilé Elza

VENTER, Maria Jacoba

VERMEULEN, Louis Jacobus

VICENTE, Jason Frade

BACHELOR OF ADMINISTRATION HONOURS

BOOI, Nomonde Natasha Paticus

BUTHELEZI, Londiwe Nobuhle

CHAUQUE, Adelia Zenobia Zerah*

DLABAZANA, Bhongolethu
Ronaldo

DLAMINI, Andiswa

DLAMINI, Palesa Patricia

GABISA, Sibahle

GIWU, Wandisile

HAMISI, Livhuwani

HLABISA, Thabile Nonhle

JANTJIE, Phumzwa Yvodia

KALIPA, Bulelwa Prudence

KHOTLE, Primrose Mapaseka*

LEKEBA, Lefa Frederick-John



LIMAKWE, Minentle

MAFATA, Boniswa Thuto

MAGUDU, Zamkelekile

MAMETJA, Makau Pheladi*

MASHIANE, Karabo

MATYENI, Sibahle

MAZWI, Chulumanco

MDA, Mhlali

MDINGI, Lutho Sihle

MHLANZI, Luyanda

MHLONGO, Zanele

MLANYENI, Matsheliso Gladys

MOGOERA, Lesego

MOHLOLI, Thato Kuoape
Theophilus

MOLALE, Tlotliso

MOSEA, Tshediso Patrick

MOSHANE, Basetsana Angina

MPONDONKULU, Abakhe

NDLELA, Sinethemba Lungile

NHALUNGA, Elda Joao*

NKABINDE, Mantombazana

NKUMBESI, Ahlume

NTULI, Kholeka Naledi*

NTULI, Londiwe Sibahle

SEBILOANE, Diabeng Getrude*

SENNA, Atang Onkemetse Faith

SETLHODI, Olebogeng

SHEZI, Londiwe*

SHILANGU, Isaac Banele

SONKWENYE, Esona

VELAPHI, Mpho

ZIHLANGU, Ovayo

MASTER'S DEGREES

MASTER OF ADMINISTRATION

KUFANDIRORI, Rangarirai
Humphrey

Dissertation Title: AN ANALYSIS
OF THE POLICY APPROACH TO
LAND REFORM IN ZIMBABWE –
1980 – 2014

Supervisor: Dr L Du Plessis

MOKOENA, Gerald Luka

Dissertation Title: COMMUNITY
PARTICIPATION IN LOCAL
GOVERNMENT SERVICE
DELIVERY SYSTEMS: THE
CASE OF BUSHBUCKRIDGE
LOCAL MUNICIPALITY

Supervisor: Dr MIM Biljohn

MASTER OF PUBLIC ADMINISTRATION

ANDREWS, Rudessa Celene
Leelah

BEKEBEKE, Babalwa Cynthia

KANTANI, Lesego Puleng

MABILO, Tshepo Mthuli

MAILE, Kalosi Lucas

MAZIBUKO, Nasi

MELAMU, Yvonne Mpoletsang

MLISANA, Sisa*

NAUDE, Quiwen Jacobus
Francois*



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

DOCTORAL DEGREES

DILOTSOTLHE, Moathodi Justice

Moathodi Justice Dilotsotlhe was born in Mahikeng on 13 February 1974. He attended Kebalepile Secondary where he matriculated in 1990. He obtained a Bachelor of Arts degree in 1995, a Bachelor of Arts Hons in 1998 with a distinction in Text and Discourse, and his master's degree in Business Administration with distinctions in Statistics and Research Methodology, in 2015. He started his career as a researcher in 1995 and has occupied various positions. In 2023, the Provincial Treasury in Northwest Province appointed him as a provincial Executive Representative.

With his thesis titled: **A CHANGE MANAGEMENT COMMUNICATION FRAMEWORK FOR EFFECTIVE PUBLIC SERVICE DELIVERY IN SOUTH AFRICA**, the candidate contributes to scholarship on Change Management and Public Service Delivery, focusing on how a change management communication framework can enhance service delivery. Using a quantitative approach, Moathodi sampled 200 respondents comprising heads of departments (HoDs), project managers, and change management practitioners in the public service in South Africa to understand and explain how change management communication not only impacts change but also impacts public service delivery. The research makes a significant contribution by positioning its findings in the complexity of South Africa's public sector, characterised by distinct socio-economic challenges, government structures, and cultural subtleties that define and shape the execution of change. The change management communication framework developed through the study provides a structural foundation for the implementation of change in South Africa, confirming its relevance and applicability to local contexts.

Supervisor: Prof CJ Hendriks

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN BUSINESS ADMINISTRATION

SLABBERT, Andrika Jacoba Mara

Anke Slabbert (née Kilian) was born on February 19, 1975, in Bothaville, Free State. She matriculated from Hoopstad High School in 1992 and earned a BCom (Honours) from Vista University in 1997. She completed an MBA at the University of the Free State (UFS) in 2006. She lectured at TVET Goldfields College (1996–2006) before transitioning to the corporate sector. In 2009, she returned to academia at the Central University of Technology, specialising in Project Management and Entrepreneurship. She remains active in research, focusing on business strategy and entrepreneurship.

With her thesis titled: **AN ENTREPRENEURIAL SKILLS FRAMEWORK TO PROMOTE ECONOMIC SUSTAINABILITY OF UPCOMING COMMERCIAL FARMERS IN THE FREE STATE**, the candidate advances agricultural entrepreneurship research. Using a Delphi-DEMATEL mixed methods approach, 30 experts identified essential skills for long-term success. The DEMATEL technique mapped cause-effect relationships, ranking skills by importance. Critical thinking emerged as key for navigating modern farming complexities, while personal attributes proved vital in applying entrepreneurial competencies. Financial and risk management were recontextualised to address market volatility and environmental risks. The resulting framework provides data driven insights for policymakers, educators, and farmers, advocating for tailored skills development programs. By addressing Free



State farmers' challenges, this study fills a crucial gap in agricultural entrepreneurship literature and presents a strategic model for sustainable commercial farming in South Africa and beyond.

Supervisor: Dr K Booysen

Co-Supervisor: Prof A Meintjies

DOCTOR OF PHILOSOPHY WITH SPECIALISATION IN PUBLIC ADMINISTRATION AND MANAGEMENT

DU PLESSIS, Ambrosé Ray

Ambrosé Ray Du Plessis, born on 9 October 1987 in Welkom, Free State, matriculated at Welkom Gimnasium in 2006. He earned a BA in Governance and Political Transformation in 2010 and an Honours degree in International Relations in 2011 at the University of the Free State (UFS). In 2011, he was an exchange student in Political Science at Appalachian State University, U.S. He completed his Master's in Political Science at UFS in 2014. Ambrosé began his career as a junior lecturer in 2011 and became a lecturer in Public Administration and Management in 2016 at UFS.

With his thesis titled: **THE POLITICAL-ADMINISTRATIVE DICHOTOMY IN COALITION-LED METROPOLITAN MUNICIPALITIES: A SOUTH AFRICAN PERSPECTIVE**, the candidate makes a novel contribution, expanding the theory of the political-administrative dichotomy beyond the locus and focus of Public Administration (e.g., public organisational domain) by cross-fertilising the political administrative dichotomy theoretical discourse with theoretical contributions from Political Science (e.g., Coalition Theory). The candidate devised an alternative contextual coalition-led framework towards a functioning political-administrative dichotomy in the City of Johannesburg. This study adopted a qualitative research approach, and a case study design situated within the interpretive research paradigm. The participants' lived experiences revealed significant cross-cutting lessons for uncovering the nexus between the political administrative dichotomy and coalition-led governments in developed and developing countries. Most coalition-led governments have been short-lived in the City of Johannesburg Metropolitan Municipality. The empirical data revealed the significance of pre- and postcoalition discussions and the need to design comprehensive and in-depth coalition agreements.

Supervisor: Prof L Lues

TSEISA, Papali Anna Motsoametsi

Papali Tseisa was born on the 4th of March 1986 in Maseru, Lesotho. She matriculated in 2003 at Paul VI High School and in 2008 obtained a Bachelor of Arts in Public Administration and Political Science from the National University of Lesotho. In 2013 she graduated with a Bachelor of Administration Honours degree from the University of the Free State and in 2016 with a Master's degree in Management from the University of the Witwatersrand. Her career as a Human Resources Officer began in 2009 and presently, she is a Human Resources Professional and Researcher at the Ministry of Agriculture, Food Security and Nutrition in Lesotho.

With her thesis titled: **TRAINING AND DEVELOPMENT OF PARLIAMENTARY OFFICIALS IN LESOTHO**, the candidate makes a significant contribution to the field of parliamentary studies and governance in Africa, with clear implications for improving democratic institutions in the region. Using a qualitative case study design, Papali sampled officials working at the Senate and the National Assembly of Lesotho to understand and explain why the training and development of officials in the Parliament of Lesotho does not produce the anticipated results as shown by the theories, literature and policies on training and development. The study presents the argument that



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

training and development interventions are haphazard, top-down, unsystematic, un-contextualized and inadequate, and that these characteristics conflict with the theoretical framework of the study. The training and development framework presented by the study can, if implemented, contribute to improved performance, morale and motivated officials.

Supervisor: Prof CJ Hendriks

DEAN'S MEDAL

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

LAVISA, Asisipho

BACHELOR OF ADMINISTRATION



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.

KEEPING YOU INFORMED AND CONNECTED

We strive to keep you informed of the latest news, campaigns, events, reunions, and projects emerging from the UFS. But to stay connected with us, you must update your contact details regularly. Stay in touch with us by visiting our website, Facebook, and LinkedIn pages, and keep an eye out for emails from us. Let us keep you connected with your alma mater and other UFS alumni locally and globally. Not only do we want to keep you connected, but we want to continue celebrating you as you achieve excellence in the future.

Stay connected by ensuring 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



Follow us on
Facebook



Find us on
LinkedIn

alumni@ufs.ac.za | www.ufs.ac.za

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

VISION **130**
Renew and Reimagine
towards 2034



UNIVERSITY OF THE
FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIBESITHI YA
FREISTATA
ALUMNI