

NELSON MANDELA
UNIVERSITY

PROSPECTUS
2023



Change the World

PO Box 77000
Nelson Mandela University
Gqeberha, 6031, South Africa

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NELSON MANDELA
UNIVERSITY

GENERAL PROSPECTUS 2023

The complete 2023 University Prospectus consists of the following parts:

- General Prospectus
- Student Account Guide
- Prospectuses of the respective faculties:
 - Faculty of Business and Economic Sciences
 - Faculty of Education
 - Faculty of Engineering, the Built Environment and Technology
 - Faculty of Health Sciences
 - Faculty of Humanities
 - Faculty of Law
 - Faculty of Science

Copies of separate parts of the prospectus are obtainable from:

The Registrar
PO Box 77000
Nelson Mandela University
GQEBERHA
6031
SOUTH AFRICA

NB

Although the information contained in this Prospectus has been compiled as accurately as possible, the Council and the Senate of the Nelson Mandela University accept no responsibility for any errors or omissions. This Prospectus is only applicable to the 2023 academic year.

Information reflected in this Prospectus is as available at the time of going to publication.

ADDRESS OF THE UNIVERSITY**Student Access and Enrolment**

PO Box 77000
Nelson Mandela University
GQEBERHA
6031

Assessment and Graduation

PO Box 77000
Nelson Mandela University
GQEBERHA
6031

Finance

The Finance Department
PO Box 77000
Nelson Mandela University
GQEBERHA
6031

Telephone numbers

PE Campuses: +27 41 504-1111
Mandela International Office: +27 41 504-2161
George Campus: +27 44 801-1511
Student enquiries: +27 41 504-9000

e-mail: info@mandela.ac.za

Website: <http://www.mandela.ac.za>

VISION 2030 STRATEGY**VISION**

To be a dynamic African university, recognised for its leadership in generating cutting-edge knowledge for a sustainable future.

MISSION

To offer a diverse range of life-changing educational experiences for a better world.

To achieve our vision and mission, we will ensure that:

- Our values inform and define our institutional ethos and distinctive educational purpose and philosophy.
- We are committed to promoting equity of access and opportunities so as to give students the best chance of success in their pursuit of lifelong learning and diverse educational goals.
- We provide a vibrant, stimulating and richly diverse environment that enables staff and students to reach their full potential.
- We develop graduates and diplomates to be responsible global citizens capable of critical reasoning, innovation, and adaptability.
- We create and sustain an environment that encourages and supports a vibrant research, scholarship and innovation culture.
- We engage in mutually beneficial partnerships locally, nationally and globally to enhance social, economic, and ecological sustainability.

VALUES**Respect for diversity**

- We reflect and serve diverse regional, national and global communities.
- We promote an open society where critical scholarship and the expression of a multiplicity of opinions and ideas are actively encouraged.
- We foster an environment in which diversity is appreciated, respected and celebrated.
- We foster a culture that welcomes and respects diverse identities, heritages and life experiences.

Excellence

- We encourage the pursuit of the highest levels of academic, civic and personal achievement.
- We provide a supportive and affirming environment that enables our students, employees and publics to reach their full potential.
- We pursue inclusive excellence by embedding equality of access and opportunity in our policies, processes, systems and practices.
- We seek to foster a culture of intellectual and personal growth and lifelong learning.
- We promote, recognise and reward excellence in our teaching, learning, research, innovation, creative outputs, engagement and service delivery.

Social justice and equality

- We are dedicated to the realisation of a socially just, democratic society that promotes equality for all irrespective of race, gender, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, physical and learning abilities, national origins, religion, conscience, belief, culture and language.
- We encourage mutually beneficial, equalising partnerships and engagement with our core publics to co-create sustainable, innovative solutions to persistent societal and planetary challenges.

- We cultivate living, learning and work environments that enable students and employees to realise their full potential, without fear of discrimination, harassment or violence.
- We develop our graduates as global citizens capable of developing and applying knowledge across multiple contexts to make meaningful contributions to advancing a socially just, equal society.

Ubuntu

- We are a people-centred, values-driven university that seeks to foster a compassionate and caring institutional culture.
- We respect the dignity of others and strive to be human-centred and relational.
- We recognise our mutual interdependence.
- We promote socially conscious and responsible citizenship.

Integrity

- We commit ourselves to the highest standards of personal honesty and exemplary moral character.
- We are dedicated to cultivating an atmosphere of trust.
- We take responsibility for our decisions, behaviours, actions and the consequences thereof.
- We ensure the integrity of our policies, information, systems and processes.

Sustainable stewardship

- We are committed to environmental sustainability and recognise our responsibility to conserve, protect and sustainably manage natural resources for current and future generations.
- We promote the integration of sustainability into our governance, leadership, academic core missions, operations, as well as the design and maintenance of physical and digital infrastructure.
- We inspire students and employees to embrace responsible stewardship of all financial, human, infrastructural and environmental resources entrusted to them.

EDUCATIONAL PURPOSE AND PHILOSOPHY

- We strive to be in the service of society through our learning and teaching, research, innovation and engagement activities. To achieve this:
- We are committed to liberating the full human potential of our employees and students in the pursuit of responsible, democratic global citizenship.
- We advance the frontiers of knowledge to contribute to a socially just and sustainable future in the service of society.
- We adopt innovative, humanising pedagogies and practices that affirm diverse knowledge paradigms and world views.
- We inspire our stakeholders to be passionate about and respectful of an ecologically diverse and sustainable natural environment.
- We are known for our values-driven, inclusive institutional culture that encourages all members of the University community to contribute optimally to the vibrancy of intellectual discourse and the respectful contestation of ideas.
- We place students at the centre of all we do to enable them to deploy their agency during their studies and in their future lives as alumni.
- We seek to address the grand challenges confronting society & the planet through the co-creation of sustainable solutions with all our publics.

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USEFUL TELEPHONE NUMBERS

| | 2nd Avenue | Summerstrand North | Summerstrand South | Missionvale | George |
|---|---|--|---|--------------------|---------------|
| Protection Services | 041-5043710 | 041-5043636 or 5043483 | 041-5042482 or 5042009 | 041-5041307 | 044-8015050 |
| Emergency | | | | | |
| Student Access and Enrolment Enquiries | | | 041-5041111 | | 044-8015194 |
| Alumni Relations Office | | 041-5043935 | | | |
| Arts and Culture | | | 041-5042508 | | 044-8015029 |
| Assessment and Graduation | 041-5041111 | 041-5041111 | | 041-5041111 | 044-8015090 |
| Business School | 0861504500 | | | | |
| Cashiers | 041-5043838 | 041-5049138 | 0415042513 | 041-5041287 | 044-8015003 |
| Communication and Marketing | | 041-5043339 041-5042824 | | | 044-8015098 |
| Emthonjeni – Fountain of Student Wellness | 041-5043854 | 041-5043222 | 041-5042511 | 041-5041106 | 044-8015051 |
| Faculty of Business & Economic Sciences | 041-5043804 041-5043706 041-5043802 | | 041-5042939 041-5042120 041-5042248 | 041-5041130 | 044-8015566 |
| Faculty of Education | | | 041-5044568 041-5042125 | 041-5041130 | |
| Faculty of Engineering, the Built Environment and Technology | | 041-5043446 041-5043447 041-5043480 041-5043660 | | | 044-8015566 |
| Faculty of Health Sciences | | | 041-5042957 041-5042121 041-5042956 041-5042749 | 041-5041178 | |
| Faculty of Humanities | | | 041-5042802 041-5042855 041-5043252 041-5043478 041-5044608 | | 044-80155090 |
| Faculty of Law | | | 041-5042474 041-5042588 | | |
| Faculty of Science | | 041-5049922 | 041-5042679 041-5042268 041-5049922 | 041-5041178 | 044-8015048 |
| Financial Aid | | 041-5049971 | 041-5049926 | 041-5041242 | 044-8015130 |
| First Year Success, SI, Learning Development and Academic Coaches | | | 041-5042918 | 041-5042918 | |
| Health Services | 041-5043762 | 041-5043364 | 041-5042174 | 041-5041374 | 044-8015062 |
| HIV/AIDS Unit | | | 041-5042876 | | |
| Legal Services | | | 041-5043263 | | |
| Library and Information Services | 041-5043851 | 041-5043410 | 041-5042294 | 041-5041269 | 044 8015151 |
| Madibaz Sport | | | 041-5042165 | 041-5041244 | 044-8015037 |
| Maintenance Services | 041-5043347 | 041- 5043347 | 041-5043347 | 041-5043347 | 044-8015006 |
| Mandela International Office | | | 041-5042161 | | |
| Off-Campus Programmes Incl. Distance Education | | | 041-5042896 | | |
| Postal Services | | 041-5043559 | 041-5042163 | 041-5041258 | 044-8015111 |

| | 2nd Avenue | Summerstrand North | Summerstrand South | Missionvale | George |
|--|-------------------|---------------------------|----------------------------|--------------------|----------------------------|
| 041-5042009 CRIME LINE ANONYMOUS: 041-5049998 | | | | | |
| Research Development: Honours, M & D Bursaries | | | 041-5042538 | | |
| Research Management | | | 041-5044536 | | |
| Student Accounts | 041-5044364 | 041-5044364 | 041-5044364 | 041-5044364 | 044-8015053 |
| Student Governance and Development | | 041-5043351 | 041-5042491 | 041-5041235 | |
| Student Housing | 041-5043839 | 041-5043941 | 041-5042261 | | 044-8015034 |
| Student Records and Registration | | | 041-5044321 041-5044112 | | 044-8015048 044-8015566 |
| Teaching Development | 0415043835 | 041-5042135 | 041-5042293 | 041-5041279 | |
| Transformation Office | | | 041-5042870 | | |

ABOUT NELSON MANDELA UNIVERSITY

Nelson Mandela University is a new generation university, distinguished by a wide range of study options and access routes open to students. With 470 programmes from certificate through to doctoral level across 200 different career fields, Nelson Mandela University truly is a comprehensive university.

Founded on more than a century of quality higher education, Nelson Mandela University nurtures innovation, fosters creativity, embraces technology and develops people towards changing the world for the better. The University was previously known as Nelson Mandela Metropolitan University (NMMU), but on 21 July 2017 it was officially re-launched as Nelson Mandela University – the only university in the world to have been given this privilege. Our alumni also come from the University of Port Elizabeth, the Port Elizabeth Technikon and Port Elizabeth campus of Vista University, as these three institutions were merged to form NMMU in 2005.

The University has a strong record of accomplishment of research, working extensively in partnership with business and industry, and has an even more exciting future ahead of it, especially in terms of its contribution to the socioeconomic development of the metro, region, country and continent of Africa.

This is due, among other new and growing ventures, to Nelson Mandela University's bold journey towards becoming the leading destination for all Ocean Sciences related teaching, learning, research and engagement in Africa with the launch of its dedicated Campus in September 2017.

Our Campuses

The launch of the Ocean Sciences Campus means Nelson Mandela University now has seven campuses and about 31 860 students.

Six of Nelson Mandela University's campuses are in Nelson Mandela Bay and one is in George on the Garden Route. The seven campuses are:

- South Campus in Summerstrand (within a 720-hectare private nature reserve)
- North Campus in Summerstrand
- Ocean Sciences Campus, adjacent to North and South campuses in Summerstrand
- Second Avenue Campus, home to our "green" Business School, in Summerstrand
- Bird Street Campus, a growing postgraduate arts hub in Central
- Missionvale Campus in Missionvale
- George Campus in George

Facilities and supportive learning and teaching environment

Nelson Mandela University is privileged to have outstanding facilities. All students have access to well-equipped laboratories, some of which are open 24/7, and free Wi-Fi throughout all its campuses. All lecture halls are equipped with the latest technology and students have the opportunity of using additional e-learning tools online. The campus libraries and information services network offer a state-of-the-art integrated online system. There are cafeterias, food courts and coffee shops.

A range of opportunities is provided to enhance the academic success of students. These include a first-year orientation programme, peer-facilitated learning opportunities (eg, Supplemental Instruction, e-PAL, tutorials, practicals, mentor programmes, 'Keys to Success' workshops and online resources). The University also promotes learning and development beyond the classroom towards enhancing holistic student development. To recognise this learning, Nelson Mandela University has developed an innovative, electronic co-curricular record system. This record complements the students' academic record.

The University also offers the finest sporting facilities in the Eastern Cape and numerous venues for conferences, meetings and other special events.

Faculties

Nelson Mandela University has seven faculties. They are:

- Business and Economic Sciences
- Education
- Engineering, the Built Environment and Technology
- Health Sciences
- Humanities
- Law
- Science

Academic focus areas

Though the University prides itself on its vast range of programme offerings, it has a number of strategic areas in terms of its core business of learning and teaching, research, innovation and internationalisation. These are:

- Health and wellness
- Economic and business development with a focus on job creation and entrepreneurship
- Materials and process development for industry and manufacturing
- Emerging information and communications technology for development
- Environmental and natural resource management
- Culture, communication and language
- Leadership, governance, democracy and justice
- Educational development in support of excellence in teaching, learning and curriculum
- Infrastructure and human settlement development

Strategic research areas

- Biodiversity conservation and restoration
- Coastal marine and shallow water ecosystems
- Cyber citizenship
- Democratisation, conflict and poverty
- Earth Stewardship Science
- Health and wellbeing
- Humanising pedagogies
- Manufacturing technology and engineering
- Nanoscale characterisation and development of strategic materials
- Science, Mathematics and Technology Education for Society
- Strategic energy technologies
- Sustainable human settlement development and management
- Sustainable local economic development

Research, Innovation and Internationalisation entities

Nelson Mandela University has more than 30 focused institutes, centres and units that exist over and above the formal academic structures. These are aimed at promoting research, technology transfer and innovation. They include the likes of InnoVenton, the University's go-getting Institute for Chemical Technology and Downstream Chemicals; eNtsoa, an institute that focuses on seeking solutions through engineering; Earth Stewardship Science Research Institute (ESSRI); and the Institute for Coastal and Marine Research (CMR – University-wide transdisciplinary ocean and coastal sciences research Institute). Many are award-winning entities. The University also has many more engagement institutes, centres and units and two clinics serving society in various initiatives. Its mobile Zanemphilo health platform, for example, serves both indigent communities and its Health Sciences students with practical experience. The latter forms part of the growing Interprofessional Education (IPE) that will undergird the University's Health Science qualifications as it moves towards the formalisation of its Medical School.

'Green' endeavours

In line with its value of respect for the natural environment, Nelson Mandela University is involved in a large number of "green" initiatives that will not only reduce its own carbon footprint but is also assisting others in seeking renewable energy resource solutions. The university's Business School, for example, was the first in the country to be awarded four-star "green" accreditation for a public and education building by the Green Building Council of South Africa in 2013. The "green" agenda is supported by the Centre for Renewable Energy, which is recognised as a research leader in the field, and the University's overriding strategic priority towards all-round environmental economic and environmental sustainability.

International links

Just over 8% of the University's student body comes from 51 different countries outside of South Africa. The Mandela International Office fosters relationships and manages inter-institutional linkages to enrich both Nelson Mandela University staff and students. These partnerships also foster our growing research.

ACADEMIC DRESS

Special academic attire was designed for office-bearers at Nelson Mandela University to be worn at prestigious academic events like graduation.

Each outfit – from that of the Chancellor and Vice-Chancellor to those of the Executive Deans – has been meticulously selected to signify a particular office; this is a tradition that is consistent with universities throughout the world.

The gowns, caps and hoods of Nelson Mandela University graduates were similarly inspired and are explained in detail below.

Academic dress for graduates at Nelson Mandela University is as follows:**Doctoral degrees**

Gown: Cardinal red polyester cashmere gown with long pointed sleeves pleated up with blue cord and button and lined with blue satin with 125mm facings and a blue collar.

Hood: Full shape hood in cardinal red polyester cashmere lined with faculty colour satin and edged around the cowl with 75mm faculty colour ribbon with 15mm blue ribbon overlaid central. 50mm wide straight neckband in cardinal red polyester cashmere, 25mm faculty colour ribbon in centre of neckband with 15mm blue ribbon overlaid central to faculty ribbon.

Cap: Round doctor's bonnet in black velvet with faculty colour cord and tassel.

Master's degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail is used.

Hood: Full shape blue hood lined faculty colour satin and edged around the outside of the cowl with 75mm faculty colour with ribbon. 50mm straight neckband in blue with 25mm faculty colour ribbon centred.

Cap: Black mortarboard with blue tassel.

Postgraduate diplomas

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin. Straight neckband with 15mm faculty ribbon on top edge of neckband and around cowl. 15mm silver grey ribbon on bottom edge of neckband and around cowl spaced 20mm away from the faculty colour.

Cap: Black mortarboard with blue tassel.

Bachelor honours degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside. 15mm silver grey ribbon runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.

Cap: Black mortarboard with blue tassel.

Four-year bachelor's degrees (including Bachelor of Technology degrees)

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside. Silver grey cord runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.

Cap: Black mortarboard with blue tassel.

Three-year bachelor's degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside.

Cap: Black mortarboard with blue tassel.

Advanced diploma

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband. 15mm faculty colour ribbon on top and bottom of neckband around cowl.

Cap: Black mortarboard with blue tassel.

Diploma

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood with 50mm wide straight neckband. 25mm faculty colour ribbon on centre of neckband.

Cap: Black mortarboard with blue tassel.

Faculty colours

| | |
|---|-------------------|
| Business and Economic Sciences: | Plum |
| Business School | Black and magenta |
| Education: | Orange |
| Engineering, the Built Environment and Technology: | Light blue |
| Health Sciences: | Apple green |
| Humanities: | Yellow |
| Law: | Grey blue |
| Science: | Dark green |

Messrs T. Birch & Co (Pty) Ltd and its subsidiary, Croft Magill & Watson (Pty) Ltd, have been appointed as official robe-makers to the University and as contracted suppliers of choice to students for graduation academic attire.

Photos In Seconds has been appointed as the official photographer of the University.

ACADEMIC CALENDAR**ACADEMIC CALENDAR 2023**

UNIVERSITY OPENS 03 January 2023

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS

| | | | | |
|---|-----------------------------|----|------------------------------|---------|
| Recess: | Sunday, 01 January 2023 | to | Monday, 02 January 2023 | 2 days |
| University opens: | Tuesday, 03 January 2023 | | | |
| 2022 Year-End Re-assessment Period | Friday, 13 January 2023 | to | Monday, 23 January 2023 | 7 Days |
| First Year Student Success Programme | Saturday, 04 February 2023 | to | Friday, 17 February 2023 | 11 days |
| Teaching Cycle 1 | Monday, 20 February 2023 | to | Thursday, 06 April 2023 | 33 days |
| First teaching cycle recess | Friday, 07 April 2023 | to | Sunday, 16 April 2023 | 10 days |
| Teaching Cycle 2 | Monday, 17 April 2023 | to | Friday, 02 June 2023 | 32 days |
| Study Period | Saturday, 03 June 2023 | to | Sunday, 04 June 2023 | 2 days |
| Mid-Year Assessment Period | Monday, 05 June 2023 | to | Monday, 26 June 2023 | 18 days |
| Second teaching cycle recess: | Tuesday, 27 June 2023 | to | Sunday, 16 July 2023 | 20 days |
| Mid-Year Re-assessment Period | Monday, 17 July 2023 | to | Friday, 21 July 2023 | 5 days |
| Teaching Cycle 3 | Monday, 24 July 2023 | to | Wednesday, 06 September 2023 | 32 days |
| Third teaching cycle recess | Thursday, 07 September 2023 | to | Wednesday, 13 September 2023 | 7 days |
| Teaching Cycle 4 | Thursday, 14 September 2023 | to | Friday, 27 October 2023 | 31 days |
| Study Period | Wednesday, 01 November 2023 | to | Friday, 03 November 2023 | 3 days |
| Year-End Assessment Period | Saturday, 04 November 2023 | to | Friday, 24 November 2023 | 18 days |
| Fourth teaching cycle recess | Saturday, 25 November 2023 | to | Sunday, 31 December 2023 | 37 days |
| 2023 Year-End Re-assessment Period | Monday, 15 January 2024 | to | Tuesday, 23 January 2024 | 7 Days |

GRADUATION CEREMONIES

| | | | | |
|--------------------------------------|---------------------------|----|--------------------------|---------|
| Autumn graduation (George): | Tuesday, 11 April 2023 | to | Tuesday, 11 April 2023 | 1 day |
| Autumn graduation (Gqeberha): | Thursday, 13 April 2023 | to | Saturday, 29 April 2023 | 13 days |
| Summer graduation (Gqeberha): | Tuesday, 12 December 2023 | | Friday, 15 December 2023 | 4 days |

NOTE: The University reserves the right to amend the planned institutional dates.

PUBLIC AND UNIVERSITY HOLIDAYS

| | | |
|-------------------------------|-------------------------|------------------|
| First teaching cycle: | Sunday, 01 January 2023 | New Year's Day |
| | Monday, 02 January 2023 | Public Holiday |
| | Tuesday, 21 March 2023 | Human Rights Day |
| | Friday, 07 April 2023 | Good Friday |
| | Monday, 10 April 2023 | Family Day |
| Second teaching cycle: | Thursday, 27 April 2023 | Freedom Day |
| | Monday, 01 May 2023 | Workers' Day |
| | Tuesday, 02 May 2023 | Public Holiday |
| | Friday, 16 June 2023 | Youth Day |

| | | |
|-------------------------------|----------------------------|-----------------------|
| Third teaching cycle: | Wednesday, 09 August 2023 | National Women's Day |
| Fourth teaching cycle: | Sunday, 24 September 2023 | Heritage Day |
| | Monday, 25 September 2023 | Public Holiday |
| | Saturday, 16 December 2023 | Day of Reconciliation |
| | Monday, 25 December 2023 | Christmas Day |
| | Tuesday, 26 December 2023 | Day of Goodwill |

| GRADUATE SCHOOL CALENDAR: 2023 | | | | |
|---|----------------------------|---------------------------------|-----------------------------|---------|
| UNIVERSITY OPENS | | Tuesday, 03 January 2023 | | |
| TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS | | | | |
| Recess: | Sunday, 01 January 2023 | to | Monday, 02 January 2023 | 2 days |
| University opens: | Tuesday, 03 January 2023 | | | |
| Registration | Wednesday, 11 January 2023 | to | Saturday, 21 January 2023 | 10 days |
| First Trimester teaching cycle: | Monday, 23 January 2023 | to | Friday, 05 May 2023 | 70 days |
| First Trimester teaching cycle assessment period | Monday, 08 May 2023 | to | Friday, 12 May 2023 | 5 days |
| First Trimester teaching cycle re-assessment period | Tuesday, 20 June 2023 | to | Thursday, 22 June 2023 | 3 days |
| Second Trimester teaching cycle: | Monday, 15 May 2023 | to | Thursday, 03 August 2023 | 58 days |
| Second Trimester teaching cycle assessment period | Friday, 04 August 2023 | to | Friday, 11 August 2023 | 4 days |
| Second Trimester teaching cycle re-assessment period | Tuesday, 19 September 2023 | to | Thursday, 21 September 2023 | 3 days |
| Third Trimester teaching cycle: | Monday, 14 August 2023 | to | Friday, 03 November 2023 | 60 days |
| Third Trimester teaching cycle assessment period | Monday, 06 November 2023 | to | Friday, 10 November 2023 | 5 days |
| Recess: | Saturday, 11 November 2023 | to | Sunday, 31 December 2023 | 50 days |
| GRADUATION CEREMONIES | | | | |
| Autumn graduation (George): | Tuesday, 11 April 2023 | to | Tuesday, 11 April 2023 | 1 day |
| Autumn graduation (Gqeberha): | Thursday, 13 April 2023 | to | Saturday, 29 April 2023 | 13 days |
| Summer graduation (Gqeberha): | Tuesday, 12 December 2023 | | Friday, 15 December 2023 | 4 days |

NOTE: The University reserves the right to amend the planned institutional dates.

| PUBLIC AND UNIVERSITY HOLIDAYS | | |
|--------------------------------|----------------------------|-----------------------|
| First teaching cycle: | Sunday, 01 January 2023 | New Year's Day |
| | Monday, 02 January 2023 | Public Holiday |
| | Tuesday, 21 March 2023 | Human Rights Day |
| | Friday, 07 April 2023 | Good Friday |
| | Monday, 10 April 2023 | Family Day |
| Second teaching cycle: | Thursday, 27 April 2023 | Freedom Day |
| | Monday, 01 May 2023 | Workers' Day |
| | Tuesday, 02 May 2023 | Public Holiday |
| | Friday, 16 June 2023 | Youth Day |
| Third teaching cycle: | Wednesday, 09 August 2023 | National Women's Day |
| Fourth teaching cycle: | Sunday, 24 September 2023 | Heritage Day |
| | Monday, 25 September 2023 | Public Holiday |
| | Saturday, 16 December 2023 | Day of Reconciliation |
| | Monday, 25 December 2023 | Christmas Day |
| | Tuesday, 26 December 2023 | Day of Goodwill |

| |
|---|
| MEDICAL SCHOOL ACADEMIC CALENDAR: 2023 |
|---|

| | |
|-------------------------|------------------------|
| UNIVERSITY OPENS | 03 January 2023 |
|-------------------------|------------------------|

| FIRST YEAR | | | | |
|--|-----------------------------|----|-----------------------------|---------|
| Student Success Programme | Saturday, 04 February 2023 | to | Friday, 17 February 2023 | 11 days |
| MBChB I Specific Orientation | Wednesday, 15 February 2023 | to | Friday, 17 February 2023 | 3 days |
| 2023 First teaching cycle: | Monday, 20 February 2023 | to | Friday, 31 March 2023 | 29 days |
| 2023 First teaching cycle recess: | Saturday, 01 April 2023 | to | Sunday, 16 April 2023 | 12 days |
| 2023 Second teaching cycle: | Monday, 17 April 2023 | to | Thursday, 15 June 2023 | 42 days |
| 2023 Second teaching cycle recess: | Friday, 16 June 2023 | to | Sunday, 09 July 2023 | 24 days |
| 2023 Third teaching cycle: | Monday, 10 July 2023 | to | Friday, 01 September 2023 | 39 days |
| 2023 Third teaching cycle recess: | Saturday, 02 September 2023 | to | Sunday, 10 September 2023 | 9 days |
| 2023 Fourth teaching cycle: | Monday, 11 September 2023 | to | Friday, 27 October 2023 | 34 days |
| Study Period | Saturday, 28 October 2023 | to | Sunday, 05 November 2023 | 9 days |
| 2023 Year-end End-of-module assessments: | Monday, 06 November 2023 | to | Friday, 10 November 2023 | 5 days |
| 2023 Fourth teaching cycle recess: | Saturday, 11 November 2023 | to | Monday, 28 November 2022 | 18 days |
| 2023 Year-end End-of-module re-assessments: | Wednesday, 29 November 2023 | to | Wednesday, 29 November 2023 | 1 day |
| Recess: | Thursday, 30 November 2023 | to | Sunday, 31 December 2023 | 32 days |
| SECOND YEAR | | | | |
| 2023 First teaching cycle: | Monday 30 January | to | Friday 31 March | 44 days |
| 2023 First teaching cycle recess: | Saturday, 01 April 2023 | to | Sunday, 16 April 2023 | 12 days |
| 2023 Second teaching cycle: | Monday, 17 April 2023 | to | Thursday, 15 June 2023 | 42 days |
| 2023 Second teaching cycle recess: | Friday, 16 June 2023 | to | Sunday, 09 July 2023 | 24 days |
| 2023 Third teaching cycle: | Monday, 10 July 2023 | to | Friday, 01 September 2023 | 39 days |
| 2023 Third teaching cycle recess: | Saturday, 02 September 2023 | to | Sunday, 10 September 2023 | 9 days |
| 2023 Fourth teaching cycle: | Monday, 11 September 2023 | to | Friday, 03 November 2023 | 39 days |
| Study Period | Saturday, 04 November 2023 | to | Tuesday, 14 November 2023 | 11 days |
| 2023 Year-end End-of-module assessments: | Wednesday, 15 November 2023 | to | Thursday, 23 November 2023 | 8 days |
| 2023 Fourth teaching cycle recess: | Friday, 24 November 2023 | to | Sunday, 10 December 2023 | 17 days |
| 2023 Year-end End-of-module re-assessments: | Monday, 11 December 2023 | to | Thursday, 14 December 2023 | 4 days |

| | | | | |
|---|--------------------------|----|--------------------------|---------|
| 2023 Fourth teaching cycle recess: | Friday, 15 December 2023 | to | Sunday, 31 December 2023 | 17 days |
|---|--------------------------|----|--------------------------|---------|

| THIRD YEAR | | | | |
|--|-----------------------------|----|---------------------------|---------|
| 2023 First teaching cycle: | Monday 30 January | to | Friday 31 March | 44 days |
| 2023 First teaching cycle recess: | Saturday, 01 April 2023 | to | Sunday, 16 April 2023 | 12 days |
| 2023 Second teaching cycle: | Monday, 17 April 2023 | to | Thursday, 15 June 2023 | 42 days |
| 2023 Second teaching cycle recess: | Friday, 16 June 2023 | to | Sunday, 09 July 2023 | 24 days |
| 2023 Third teaching cycle: | Monday, 10 July 2023 | to | Friday, 01 September 2023 | 39 days |
| 2023 Third teaching cycle recess: | Saturday, 02 September 2023 | to | Sunday, 10 September 2023 | 9 days |
| 2023 Fourth teaching cycle: | Monday, 11 September 2023 | to | Friday, 03 November 2023 | 39 days |
| Study Period | Saturday, 04 November 2023 | to | Tuesday, 14 November 2023 | 11 days |
| 2023 Year-end End-of-module assessments: | Wednesday, 15 November 2023 | to | Friday, 24 November 2023 | 10 days |
| 2023 Fourth teaching cycle recess: | Saturday, 25 November 2023 | to | Sunday, 10 December 2023 | 16 days |
| 2023 Year-end End-of-module re-assessments: | Monday, 11 December 2023 | to | Friday, 15 December 2023 | 5 days |
| 2023 Fourth teaching cycle recess: | Saturday, 16 December 2023 | to | Sunday, 31 December 2023 | 17 days |

NOTE: The University reserves the right to amend the planned institutional dates.

| PUBLIC AND UNIVERSITY HOLIDAYS | | |
|--------------------------------|----------------------------|-----------------------|
| First teaching cycle: | Sunday, 01 January 2023 | New Year's Day |
| | Monday, 02 January 2023 | Public Holiday |
| | Tuesday, 21 March 2023 | Human Rights Day |
| | Friday, 07 April 2023 | Good Friday |
| | Monday, 10 April 2023 | Family Day |
| Second teaching cycle: | Thursday, 27 April 2023 | Freedom Day |
| | Monday, 01 May 2023 | Workers' Day |
| | Tuesday, 02 May 2023 | Public Holiday |
| | Friday, 16 June 2023 | Youth Day |
| | Wednesday, 09 August 2023 | National Women's Day |
| Third teaching cycle: | Sunday, 24 September 2023 | Heritage Day |
| | Monday, 25 September 2023 | Public Holiday |
| | Saturday, 16 December 2023 | Day of Reconciliation |
| | Monday, 25 December 2023 | Christmas Day |
| | Tuesday, 26 December 2023 | Day of Goodwill |

OFFICE-BEARERS OF THE UNIVERSITY**CHANCELLOR**

DR GJ FRASER-MOLEKETI: MAdmin (UP), DPhil (hc) (Mandela University)

CHAIRPERSON OF COUNCIL

AMBASSADOR NP JANUARY-BARDILL: BA, Cert in Ed(UBL), MA(Essex University, UK), Dip HR Management (Damelin), Doctor of Laws (hc) (Glasgow Caledonian University)

VICE-CHANCELLOR

PROF SW MUTHWA: BA(SW)(Fort Hare), BA(SW)Hons(Wits), MSc, PhD(London University, UK)

DEPUTY VICE-CHANCELLOR: ENGAGEMENT AND TRANSFORMATION

PROF A KEET: BA, HDE, BEd, MEd (UWC), PhD (Edu Mang, Law and Policy) (UP)

DEPUTY VICE-CHANCELLOR: LEARNING AND TEACHING

Vacant

DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS

MR LE HASHATSE: BJourn& Media, BAHons(Rhodes), MA(Edith Cowan University, Australia)

DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION

DR T MGWEBI: BSc, BScHons, MSc, HDipEd(Unitra); PhD(UCT); PGDeg(Tertiary Education Management)(University of Melbourne, Australia)

EXECUTIVE DIRECTOR: FINANCE

MR MR MONAGHAN: BCom(UPE), BComHons(UNISA), Professional Accountant(SA)

DEAN OF STUDENTS

MR LP JACK: NDip(PMA)(EC Technikon), BTech(PM)(PET), BAPhil(US), MCom(UKZN)

REGISTRAR

MR EB DE KOKER: BA(UCT), BAHons(UNISA), MA(Pub Admin) (University of Warwick, UK)

EXECUTIVE DEANS OF FACULTIES:**BUSINESS AND ECONOMIC SCIENCES**

PROF HR LLOYD: BCom, BComHons, MCom, DCom(UPE)

EDUCATION

DR SF MOENG: BA, HDE, BEdHons(UPE), MSc(St Cloud State University, USA), DEd(NMMU)

ENGINEERING, THE BUILT ENVIRONMENT AND TECHNOLOGY

PROF M SHELDON; BTech BA; Doctor of Chemical Engineering (CPUT); PrTech Eng

HEALTH SCIENCES

PROF Z ZINGELA: MBChB(Natal), FCPsych(SA), MMed(UP) PhD (Mandela Uni)

HUMANITIES

PROF P MASEKO: BA, BAHons(UWC), MA, Cert in Assessor's Course (Curriculum Development and Assessment in HE), PhD, PGDip in Higher Ed(RU)

LAW

DR L BIGGS: BCom Law, LLB(UPE), LLM(Labour Law) (*cum laude*), LLD(NMMU)

SCIENCE

PROF A MURONGA: BSc, UED(UNIVEN), BScHons, MSc(UCT), PhD(University of Minnesota, USA)

DEAN OF LEARNING AND TEACHING

DR P KOTA-NYATI: BA(Vista), BAHons, MA Couns Psych(UPE), DPhil(Mandela Uni)

CAMPUS HEADS**SENIOR DIRECTOR: GEORGE CAMPUS**

DR K MAWILA: BSocSci(UCT), MA(MSU, USA), PhD(UM, USA), MDP(SU)

SENIOR DIRECTOR: MISSIONVALE, BIRD STREET AND SECOND AVENUE CAMPUSES

MS S MASIZA: Adv Cert Sourcing and Supply Chain Management(UNISA), Adv Cert Quality Management(Singapore), ND in Industrial Engineering(PE Tech), MBA(NMMU)

SENIOR DIRECTORS**CHIEF INFORMATION OFFICER**

DR S BOSIRE: BBA-MIS (Andrews), MBA(Heriot-Watt), MPA(UFH), MCSSA, DBA(NMMU)

COMMUNICATION AND MARKETING

MS CC JANNEKER: BA(UNISA), MBA(UNISA-SBL), Dip Public Relations(PRISA), Dip(Academy of Learning)

FINANCE

MRS M JOGEE-JAMAL: BComHons(UPE), CA(SA)

MANAGEMENT ACCOUNTING AND ANALYTICS

MR S GEQEZA: BCom Accounting (NMMU), BCom Hons (Accounting) (UNISA), MBA (MANCOSA) CA (SA)

EXECUTIVE DIRECTOR HUMAN RESOURCES

MS N SISHUBA: MSc Public Policy Mngt(London University, UK), MBA(South Eastern Louisiana University, USA), MAdmin (UFH), Project Mgt (Damelin)

INTERNAL AUDIT

MR S NYENYISO: NDip(Internal Audit)(Pretoria Technikon), BTech(Internal Audit)(Tshwane University of Technology), MPhil(Internal Auditing)(University of Pretoria), Certified Internal Auditor (CIA), Certified Fraud Examiner(CFE)

INTERNATIONAL OFFICE

DR B MTYINGIZANA: BA (LAW) (Wits), BAHONS (Soc) (Wits), MA (Soc) (Wits) PhD (Soc) (Rhodes)

OFFICE FOR INSTITUTIONAL STRATEGY

PROF HJ NEL: BA, BAHons, MA, DPhil(UPE)

STRATEGIC RESOURCE MOBILISATION AND ADVANCEMENT

DR D WEBB: BA(UCT), BAHons(University of South Africa), MA(Rhodes University), DLitt et. Phil(University of Fort Hare)

PRESIDENT OF ALUMNI ASSOCIATION

MR K BLOSE: BSc(Construction Economics), BScHons(Quantity Surveying)(NMMU)

COUNCIL

The Council, established in terms of section 27(4) of the Higher Education Act, Act 101 of 1997, as amended and constituted in accordance with paragraph 5 of the Institutional Statute, is the governing body of the University and consists of –

- (a) members appointed in terms of par 5(3)(a) of the Statute:
- Judge N Dambuza
Mr M Dayimani
Ms S Jongile
Dr M Mayekiso
Adv B Linchwe-Tlhakung
Prof L Lange
Mr D MacLean
Ms Z Nyoka
Mr S Ncume
Mr J Samuels
Ms R Van Wyk
- (b) members appointed by the Alumni Association: Mr K Blose
Ms M Mbaco(Vice-Chairperson)
- (c) members appointed by the Minister of Higher Education, Science and Innovation:
Ambassador NP January-Bardill (Chairperson)
Dr C Beck-Reinhardt
Mr L Mosana
Rev M Sibeko
Mr S Somdyala
- (d) the Vice-Chancellor: Prof S Muthwa
- (e) three Deputy Vice-Chancellors:
Learning and Teaching Dr SF Moeng
People and Operations Mr L Hashatse
Research, Innovation and Internationalisation Dr T Mgwebi
- (f) two members elected by the Senate: Dr SF Moeng
Prof D van Greunen
- (g) two students elected by the SRC Mr P Hlongwane
Ms S Mpanza
- (h) one academic employee of the University
elected by such employees: Prof N Mkhize
- (i) one employee, other than an academic employee,
of the University, elected by such employees: Ms L Roodt
- (j) chairperson of the Institutional Forum Dr B Sebake
- (k) Advisory Members:
Executive Director: Finance Mr M Monaghan
Executive Director: Human Resources Ms N Sishuba
- (l) Permanent Invitees:
Deputy Vice-Chancellor: Engagement and Transformation Portfolio Prof A Keet
Senior Director: Institutional Strategy Prof H Nel
- (n) Secretariat:
Registrar Mr EB De Koker
Deputy Director: Institutional Governance Ms L Davids

COUNCIL COMMITTEES***EXECUTIVE COMMITTEE OF COUNCIL (EXCO)***

The Executive Committee of Council consists of –

- | | |
|--|--------------------------------|
| (a) the Chairperson of Council | Ambassador NP January- Bardill |
| (b) the Vice-Chairperson of Council | Ms M Mbaco |
| (c) the chairpersons of the following committees of Council: | |
| Audit and Risk Committee | Ms R Van Wyk |
| Finance and Facilities Committee | Mr D MacLean |
| Governance and Ethics Committee | Mr J Samuels |
| Higher Education Committee | Mr L Mosana |
| Human Resources and Remuneration Committees | Adv B Linchwe-Tlhakung |
| (d) the Vice-Chancellor | Prof S Muthwa |

Advisory members

Mr M Monaghan (Executive Director: Finance)

Mr L Hashatse (Deputy Vice-Chancellor: People and Operations)

AUDIT AND RISK COMMITTEE (ARC)

Ms R van Wyk (Chairperson)

Mr L Billings

Ms P Mzizi

Mr S Ncume

Adv B Linchwe-Tlhakung

Mr G Zamisa

Invitees

Prof S Muthwa (Vice-Chancellor)

Mr M Monaghan (Executive Director: Finance)

Mr L Hashatse (Deputy Vice-Chancellor: People and Operations)

Mr S Nyenyiso (Senior Director: Internal Audit)

Dr S Bosire (Chief Information Officer)

Mr E de Koker (Registrar)

Ms N Sishuba (Executive Director: Human Resources)

Nexia SAB&T: External Auditors

Ernst & Young: External Auditors

FINANCE AND FACILITIES COMMITTEE (FFC)

Mr D Maclean (Chairperson)

Ms Z Nyoka

Mr M Lorgat

Mr M Odayar

Mr S Somdyala

Prof S Muthwa (Vice-Chancellor)

Mr L Hashatse (Deputy Vice-Chancellor: People and Operations)

Mr M Monaghan (Executive Director: Finance)

Invitees

Mr M Syce (Senior Director: Infrastructure Services and Space Optimisation)

GOVERNANCE AND ETHICS COMMITTEE (GEC)

Mr J Samuels (Chairperson)
 Ms S Jongile
 Prof S Muthwa (Vice-Chancellor)
 Mr K Blose
 Ms M Mbaco
 Mr M Dayimani

HUMAN RESOURCES AND REMUNERATION COMMITTEE (HRREM)

Adv B Linchwe-Tlhakung (Chairperson)
 Ms S Jongile
 Mr D Maclean
 Mr M Odayar
 Judge N Dambuza
 Mr M Dayimani
 Prof S Muthwa (Vice-Chancellor)
 Mr L Hashatse (Deputy Vice-Chancellor: People and Operations)

Advisory members

Mr M Monaghan (Executive Director: Finance)
 Ms N Sishuba (Executive Director: Human Resources)

HIGHER EDUCATION COMMITTEE (HEC)

Mr L Mosana (Chairperson)
 Prof S Muthwa (Vice-Chancellor)
 Dr M Moeng (Acting Deputy Vice-Chancellor: Learning and Teaching)
 Dr T Mgwebi (Deputy Vice-Chancellor: Research, Innovation and Internationalisation)
 Dr C Beck-Reinhardt
 Prof L Lange
 Ms M Mbaco

Advisory member

Dr D Webb (Senior Director: Strategic Resource Mobilisation and Advancement)

Invitees

Prof A Keet (Deputy Vice-Chancellor: Engagement and Transformation)
 Dr P Mensah (Acting Senior Director: Office for International Education)
 Ms C Janneker (Senior Director: Marketing and Communication)

JOINT COMMITTEE OF COUNCIL AND SENATE

The Honorary Doctoral Degrees Committee consists of the following members:

HONORARY DOCTORAL DEGREES COMMITTEE (HDDC)

| | |
|---|---|
| The Chairperson of Council | Ambassador NP January-Bardill (Chairperson) |
| The Vice-Chairperson of Council | Ms M Mbaco |
| The Vice-Chancellor | Prof S Muthwa |
| The Deputy Vice-Chancellor: Research, Innovation and Internationalisation | Dr T Mgwebi |
| The Deputy Vice-Chancellor: Learning and Teaching | Dr M Moeng (Acting) |

Three members who are not employees or students of the University,
appointed by Council

Chancellor: Dr GJ Fraser-Moleketi
Rev M Sibeko
Mr P Hlongwana
Ms S Mpanza

The two student members on Council

A member of Senate from each faculty (appointed by the respective Faculty Boards)

- Business and Economic Sciences Prof H Lloyd (Prof MR Mey)
- Education Dr H Sathorar (Dr T Mapasa)
- Engineering, the Built Environment and Technology Executive Dean Prof M Sheldon
- Health Sciences Prof JR Naidoo (Prof Z Soji)
- Humanities (Prof LL Kwatsha)
- Law Prof J Botha (Prof A Mukheibir)
- Science Prof Z Tshentu

Secretariat

The Registrar or his/her nominee acts as secretary to Committees of Council

SENATE

The composition and functions of Senate, as well as other matters related to the activities of Senate, as described in paragraphs 21 and 22 of the Statute.

Vice-Chancellor: Prof S Muthwa (Chairperson)

Deputy Vice-Chancellors:

- Engagement and Transformation: Prof A Keet
- Learning and Teaching: Dr SF Moeng (Acting)
- People and Operations: Mr L Hashatse
- Research, Innovation and Internationalisation: Dr T Mgwebi

Registrar: Mr EB De Koker

Executive Deans:

- Business and Economic Sciences Prof HR Lloyd
- Education: Dr SF Moeng
- Engineering, the Built Environment and Technology: Prof M Sheldon
- Health Sciences: Prof Z Zingela
- Humanities: Prof P Maseko
- Law: Prof L Biggs
- Science: Prof A Muronga

Dean of Learning and Teaching: Dr P Kota-Nyati

Campus Principal: George Campus: Dr K Mawila

Senior Director: Missionvale, Bird Street and Second Avenue Campuses: Ms S Masiza

Senior Director: Office for International Education: Dr P Mensah (Acting)

Senior Director: Institutional Strategy: Prof H Nel

Directors of Schools (excluding full professors)

Prof Y Ally (Health Sciences Learning and Teaching), Prof P Binsbergen (Music Art and Design), Dr N Breakfast (History and Politics), Prof E Campbell (Acting: Environmental Sciences), Prof G Crafford (Acting: Built Environment), Prof M Crous (Language Media and Culture), Mr W Draai (Built Environment and Civil Engineering), Prof H Fourie (Accounting), Dr B Hlangothi (Biomolecular and Chemical Sciences), Prof J Louw (School Natural Resource Management George), Prof F Nomvete (Medical School), Prof L Ntombana (Governmental and Social Sciences), Dr S Petratos (Information and Communication Technology), Prof N Smith (Health Science Learning and Teaching), Prof Z Soji (School of Lifestyle Science & Behavioural Science), Prof M van Eyk (Management Sciences), Prof R Van Niekerk (Industrial Psychology and HR), Mr B Varghese (Architecture), vacant (Business School)

Heads of Departments (excluding full professors)

Prof F Amoah (Marketing Management), Dr K Asmah-Andoh (Public Management & Leadership), Ms E Ayesu-Koranteng (Acting Building and Human Settlement Development) Ms L Bester (Applied Accounting), Prof J Botha (Public Law), Dr R Bower (Music), Dr W Brettenny (Statistics), Mr GT Cook (Logistics Management), Mr RC Cumberlege (Quantity Surveying), Dr H Davids (Physiology), Dr A Deliwe (Business Management), Mev A du Preez (Applied Technologies), Prof D Erasmus (Acting: Criminal and Procedural Law), Dr S February (Business School), Prof G Freedman (Industrial and Organizational Psychology), Prof L Futchter (IT Management and Governance), Dr P Gama (Botany), Prof V Goliath (Social Development Professions), Prof A Gresse (Dietetics), Prof J Greyling (Computer Sciences), Mr R Harmse (Software Engineering), Ms T Hlam (Foundation Phase Primary Schooling), Mr J Jordaan (Agricultural Management), Ms L Kant (Agriculture and Game Management), Dr M Khapayi (Agriculture), Dr A Kholvadia (Human Movement Science), Dr I Konik (Philosophy), Ms N Krwentela (Acting: Emergency Medical Care) Prof H Lombard (Mechanical Engineering), Dr AS Lourens (Industrial Engineering), Prof J Louw (Forestry), Dr J Lück (Applied Language Studies), Dr M Luvano - Keele (Pharmacy), Dr Z Made (Language and Literature), Prof S Mago (Development Studies), Dr B Magoqwana (Sociology and Anthropology), Dr T Mapasa (Intermediate Phase Primary Schooling), Dr W Mbava (Mathematics and Applied Mathematics), Prof S Mishi (Economics), Prof N Mkhize (History and Political Studies), Dr B Ngcamuza (Public Management & Leadership), Prof V Nyoni (Visual Arts) Dr A Ogunlaja (Chemistry), Ms H Oosthuizen (Post Schooling), Mr G Phillips (Electrical Engineering), Prof S Pillay (Post Graduate Studies), Mr M Potgieter (Zoology), Dr N Radana (Nursing Science), Dr H Sathorar (Secondary Schooling), Prof F Smith (Mechatronics), Dr B Somai (Biochemistry and Microbiology), Ms C Swanepoel (Environmental Health), Dr P Tai Hing (Management Practice), Prof Mark Tait (Acting: Mercantile Law), Prof K Thomson (Department of Network Engineering),

Mrs S Tili (Medical Laboratory Sciences), Mr H Tonga (Architectural Technology and Interior Design), Dr S van Zyl (Tourism), Prof Jan Venter (Conservation Management), Dr J Vermaak (Media and Communication), Prof A Werner (Human Resources Management), Mrs R Williams (Radiography).

Director: Academic Administration: Mr TT Kungune
Director: Academic Planning: Ms C Dwyer
Director: Library and Information Services: Mr L Reid
Director: Research Capacity Development: Dr P Mensah
Director: Research Support and Management: Dr K Mzilikazi
Director: Innovation Office: Dr N Gumede
Director: Transformation Office: Dr R-A Levendal

Full Professors:

Prof K Abou-El-Hossein, Prof CA Arnolds, Prof SE Blignaut, Prof R Boswell, Prof JR Botha, Prof RA Botha, Prof J Cherry, Prof M Cullen, Prof S Ekolu, Prof SM Farrington, Prof H Fourie, Prof IA Gorlach, Prof P Gqola, Prof DG Hattingh, Prof A Hurst, Prof IN Litvine, Prof RS Masango, Prof MR Mey, Prof A Mukheibir, Prof JR Naidoo, Prof R Ncwadi, Prof Ngcobo-Sithole, Prof WA Olivier, Prof S Perks, Prof P Poisat, Prof D Pottas, Prof E Knoetze, Prof A Konik, Prof J Kruger, Prof MJ Roberts, Prof C Rootman, Prof BM Scholtz, Prof W Shakantu, Prof A Singleton, Prof JJ Smallwood, Prof EE Smith, Prof L Stroud, Prof FW Struwig, Prof N Strydom, Prof Madele Tait, Prof I Truter, Prof ZR Tshentu, Prof EE van Dyk, Prof TI van Niekerk, Prof D van Rooyen, Prof HJ van As, Prof D van Greunen, Prof RM van Rooyen, Prof E Venter, Prof P Watts, Prof JL Wesson.

Two members of Council, designated by the Council: Ms Mbaco

Four members of the SRC (2022): Mr P Hlongwane, Mr C Masixole, Ms S Mpanza, Mr C Vukubi.

An academic employee from each faculty, elected by the respective faculty boards:

- Humanities: Mr J Mathurine (2022/11/15 – 2025/11/14)
- Business and Economics Sciences: Ms J Christian (2022/03/18 – 2025/03/17)
- Education: Dr L Maluleka (2022/08/30 – 2025/08/29)
- Engineering, the Built Environment and Technology: Ms B Ngoqo (2022/11/03 – 2025/11/02)
- Health Science: Prof Elma de Vries (2022/11/04 – 2025/11/03)
- Law: Dr L Biggs (2022/06/08 – 2025/06/07)
- Science: Dr A Potts (2022/03/24 – 2025/03/23)

An academic employee from the George Campus, elected by such employees: Dr A Potgieter (2022/11/21 – 2025/11/20)

An academic employee from the Missionvale, Bird Street and Second Avenue Campuses, elected by such employees:

Mr ZN Tshabalala (2022/11/21 – 2025/11/20)

A non-academic employee from each faculty, elected by such employees of each faculty:

- Humanities: Ms N Bobi (2022/11/15 – 2025/11/14)
- Business and Economic Sciences: Mr A Smith (2022/03/18 – 2025/03/17)
- Education: Ms D Botha (2022/08/30 – 2025/08/30)
- Engineering, the Built Environment and Technology: Mrs L Blom (2022/08/23 – 2025/08/22)
- Health Sciences: Vacant
- Law: Ms N Sompondo (2022/06/08 – 2025/06/07)
- Science: Vacant

A non-academic employee from the George Campus, elected by such employees:

Ms M Piko (2022/11/21 – 2025/11/20)

A non-academic employee from the Missionvale, Bird Street and Second Avenue Campuses, elected by such employees:

Vacant

A Black academic employee from each faculty elected by the academic employees of each faculty:

- Humanities: Mr O Mtimka (2022/11/15 – 2025/11/14)
- Business and Economics Science: Dr V Msuthwana (2022/05/16 – 2025/05/15)
- Education: Vacant
- Engineering, the Built Environment and Technology: Ms E Ayesu-Koranteng (2022/08/23 – 2025/08/22)
- Health Sciences: Prof F Nomvete (2022/09/07 – 2025/09/06)
- Law: Mr T Qotoyi (2021/02/19 – 2023/02/18)
- Science: Mr M Ramantswana (2022/07/12 – 2025/07/11)

Chairperson: Central Timetabling Working Group: Dean: Learning and Teaching: Dr P Kota-Nyati**Additional members appointed in terms of par 22 (1) (y) of the Statute:** None**COMMITTEES OF SENATE****EXECUTIVE COMMITTEE OF SENATE (ECS)**

The Executive Committee of Senate consists of the following members:

- (a) Vice-Chancellor (Chairperson)
- (b) Deputy Vice-Chancellors
- (c) Registrar
- (d) Executive Deans of Faculties
- (e) George Campus Principal
- (f) Two members of the SRC
- (g) Two members of the Senate who are academic employees, elected by Senate, with due regard to racial and gender representivity
- (h) Dean of Learning and Teaching
- (i) Senior Director: International Education
- (j) Senior Director: Institutional Strategy
- (k) Senior Director: Missionvale, 2nd Avenue and Bird Street Campuses
- (l) Director: Academic Administration (Advisory member)

MANAGEMENT COMMITTEE OF THE ECS (ECS MANCO)

The Management Committee of the ECS consist of the following members:

- (a) Vice-Chancellor or nominee (Chairperson)
- (b) Deputy Vice-Chancellor: Learning and Teaching (Vice-Chairperson)
- (c) Deputy Vice-Chancellors (at the discretion of the Vice-Chancellor)
- (d) Registrar
- (e) Executive Dean(s) concerned

UNDERGRADUATE APPEALS COMMITTEE (UAC)

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Relevant Executive Deans
- (d) Relevant Deputy Deans
- (e) Dean: Learning and Teaching
- (f) Director: Academic Administration

ACADEMIC PROGRAMME COMMITTEE (APC)

The Academic Programmes Committee consists of the following members:

- (a) Director: Academic Planning (Chairperson)
- (b) Dean: Learning and Teaching (Vice-Chairperson)
- (c) Director: Academic Administration or nominee
- (d) Director: Teaching and Development
- (e) Director: Quality Advancement
- (f) Senior Manager: Academic Planning
- (g) Teaching Development: Curriculum Development Specialist
- (h) Learning Development: Academic Development Specialist
- (i) Director: Learning and Development or nominee (co-opted)

PROFESSORIAL AND ACADEMIC TITLES COMMITTEE (PATC)

The Professorial and Academic Titles Committee consists of the following members:

- (a) Vice-Chancellor (Chairperson)
- (b) Deputy Vice-Chancellors (Vice-Chairperson) (rotational)
- (c) Deputy Vice-Chancellor: Learning and Teaching
- (d) Deputy Vice-Chancellor: Research, Innovation and Internationalisation
- (e) Deputy Vice-Chancellor: Engagement and Transformation Portfolio
- (f) The relevant Executive Dean/Senior Director
- (g) One of the two Senate members on Council

Permanent Invitees:

Director: Research Management
Executive Director: Human Resources

RESEARCH AND INNOVATION COMMITTEE (RIC)

The Research and Innovation Committee consists of the following members:

- (a) Deputy Vice-Chancellor: Research, Innovation and Internationalisation (Chairperson)
- (b) Director: Research Support and Management (Vice-Chairperson)
- (c) Deputy Vice-Chancellors
- (d) Executive Director: Finance
- (e) George Campus Principal
- (f) Senior Director: Missionvale, 2nd Avenue and Bird Street Campuses
- (f) Senior Director: Institutional Strategy
- (g) Senior Director: Office for International Education
- (h) Senior Director: Communication and Marketing or nominee
- (i) Dean: Learning and Teaching
- (j) Dean: Student Life and Development
- (k) Director: Technology Transfer Office
- (l) Director: Research (Health Sciences Faculty)
- (m) Director: Research Development
- (n) Director: Research Support and Management
- (o) Director: Library and Information Services
- (p) Directors of Institutional Research and Engagement Entities
- (q) Faculty Research Committee Chairpersons
- (r) SRC Representative
- (s) The following advisory members: Research Chair Representatives of:
 - Social Sciences and Humanities Discipline
 - Natural and Health Sciences Discipline
 - Engineering Discipline

- (t) Executive Deans of Faculties (ex-officio)
- (u) Members of the HEAVA cohort, directly aligned with current research themes (reviewed annually)
(Ex-officio member (ex-officio))

Sub-committees of Research and Innovation Committee (RIC)

Research Ethics Committee – Animal (REC-A)

Membership should be representative of active research disciplines including both clinical and non-clinical fields of research. Each of the following categories should be represented in the membership of the committee.

- (a) Chairperson
- (b) Vice-Chairperson
- (c) A person(s) with qualifications in veterinary science.
- (d) A person(s) with substantial recent experience in the use of animals in scientific or teaching activities. This shall include two representatives (academic and technician) from each of the departments of Biochemistry and Microbiology, Botany, Pharmacy, Physiology, Zoology and the School for Natural Resource Management.
- (e) A person(s) with commitment to and experience in the welfare of animals who is not associated with the institution, and who is not involved in the care and use of animals for scientific purposes.
- (f) An independent person(s) who does not currently and has not previously conducted scientific or teaching activities using animals.
- (g) Additional members: such co-opted experts or persons from a specific discipline to provide expertise on specific issues or seek written advice as may be determined by the committee from time to time.

(An individual may represent more than one category, but the committee shall comprise of at least four persons.)

Research Ethics Committee – Human (REC-H)

Membership should be representative of active research disciplines including both clinical and non-clinical fields of research. Each of the following categories should be represented in the membership of the committee (given that one individual may represent more than one category).

- (a) Chairperson
- (b) Vice-Chairperson
- (c) A medical practitioner or relevant health professional
- (d) A person with the relevant legal expertise
- (e) A non-employee of the Nelson Mandela University
- (f) A representative from Research Development
- (g) A representative from each Faculty Post Graduate Studies Committee (FPGSC) taking into consideration issues of succession when nominating members and secundi.
- (h) Additional members: New members may be appointed as required by shifts in research directions or new strategic research partnerships.

FACULTY BOARDS

- (a) Executive Dean (Chairperson)
- (b) Vice-Chairperson
- (c) Heads of academic departments and directors of schools, where applicable
- (d) Permanent full-time academic staff members in the faculty
- (e) One or more representatives of the students in the faculty, as the Faculty Board may determine, elected by the students concerned in accordance with the constitution of the SRC
- (f) Faculty Academic Administration or Faculty Administration Managers
- (g) Such other persons co-opted by the Faculty Board on such conditions as the Faculty Board may determine

Subcommittees of Faculty Boards**Faculty Management Committee (FMC)**

A Faculty Management Committee is established for each faculty. The composition of a FMC is determined by the Faculty Board, provided that the chairperson of the Faculty Board is the chairperson of the FMC.

Faculty Learning and Teaching Committee (FLTC)

While each Faculty Board should determine the composition of its Faculty LTC, it should comprise of the following core members:

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Heads of academic departments and directors of schools, where applicable
- (d) Permanent full-time academic staff members in the faculty
- (e) One or more representatives of the students in the faculty, as the Faculty Board may determine, elected by the students concerned in accordance with the constitution of the SRC
- (f) The Manager: Faculty Administration or Faculty Administration Managers

Faculty Research and Engagement Committee (FREC)

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Executive Dean
- (d) Faculty Members as determined by the Faculty Board
 - Directors of Schools
 - Heads of Departments
 - Heads of research entities
 - The representative for the faculty on the Research Ethics Committee: Human/Animal
 - Heads of academic departments and directors of schools, where applicable
- (e) Permanent full-time academic staff members in the faculty
- (f) One or more representatives of the students in the faculty, as the Faculty Board may determine, elected by the students concerned in accordance with the constitution of the SRC
- (g) The Manager: Faculty Administration or Faculty Administration Managers

Faculty Postgraduate Studies Committee (FPGSC)

A Faculty Postgraduate Studies Committee (FPGSC) is established for each faculty. The FPGSC consists of the following members:

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Executive Dean
- (d) Faculty Members as determined by the Faculty Board

- Directors of Schools
 - Heads of Departments
 - Heads of research entities
 - The representative for the faculty on the Research Ethics Committee: Human/Animal
 - Heads of academic departments and directors of schools, where applicable
- (e) Permanent full-time academic staff members in the faculty
- (f) One or more representatives of the students in the faculty, as the Faculty Board may determine, elected by the students concerned in accordance with the constitution of the SRC
- (g) The Manager: Faculty Administration or Faculty Administration Managers

LIBRARY AND INFORMATION SERVICES COMMITTEE (LISC)

The Library and Information Services Committee consists of the following members:

- (a) Deputy Vice-Chancellor: Research, Innovation and Internationalisation (Chairperson)
- (b) Director: Library and Information Services (Vice-Chairperson)
- (c) One representative from each Faculty appointed by the respective Faculty Boards:
- Business and Economic Sciences
 - Education
 - Engineering, the Built Environment and Technology
 - Health Sciences
 - Humanities
 - Law
 - Science
- (d) Chief Information Officer
- (e) Senior Director: Missionvale, Bird Street and Second Avenue Campuses
- (f) George Campus Principal (or nominee)
- (g) Director: Research Support and Management
- (h) Deputy Director: Library Information Systems and Digital Applications
- (i) Deputy Director: Bibliographic Services
- (j) Deputy Director: Information Services and Training
- (k) Deputy Director: Circulation Services
- (l) Deputy Director: Budget and Finance Management
- (m) Two representatives from the SRC

ENGAGEMENT AND TRANSFORMATION COMMITTEE (ETC)

- (a) Deputy Vice-Chancellor: Engagement and Transformation (Chairperson)
- (b) Senior Director: Institutional Strategy (Vice-Chairperson)
- (c) Deputy Vice-Chancellors
- (d) Dean of Student Life and Development
- (e) Executive Director: Finance
- (f) Executive Director: Human Resources
- (g) Senior Director: George Campus
- (h) Senior Director, 2nd Avenue, Missionvale and Bird Street Campuses
- (i) Senior Director: Institutional Strategy
- (j) Senior Director: Communication and Marketing
- (k) Dean: Learning and Teaching
- (l) Director: Innovation Office
- (m) Director: Engagement Office
- (n) Director: Transformation or nominee
- (o) Directors of University Research and Engagement Institutes
- (p) Directors of institution-wide Research and Engagement Centres
- (q) Faculty Engagement-Committee Chairpersons
- (r) SRC representative
- (s) A member appointed by each of the recognised trade unions
- (t) One member of the Institutional Forum
- (u) Two members of the Senate
- (v) Chairpersons of subcommittees e.g. Equity, Disability Forum, Sexual Harassment, Gender, etc.
- (w) One representative from the HIV and Aids Unit
- (x) Ex-Officio Members: Executive Deans

Subcommittee of the Engagement and Transformation Committee**Sexual Harassment and Offences Committee (SHOC)**

The Sexual Harassment Committee consist of the following members:

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Dean: Student Life and Development or Nominee
- (d) Director: Employee Relations
- (e) Director: Student Housing
- (f) Director: Human Capital Management
- (g) Director: Protection Services or Nominee
- (h) Senior Residence Manager
- (i) Manager: Employment Equity
- (j) One representative from Student Counselling, Career and Development Centre (Nelson Mandela Bay Campuses)
- (k) One representative from Student Counselling, Career and Development Centre (George campus)
- (l) One representative from the Student Governance and Development Services (Nelson Mandela Bay Campuses)
- (m) One representative from the Student Governance and Development Services (George campus)
- (n) One representative from Emthonjeni Student Wellness (Nelson Mandela Bay Campuses)
- (o) One representative from Emthonjeni Student Wellness (George campus)
- (p) One representative from Campus Health Services (Nelson Mandela Bay Campuses)
- (q) One representative from Campus Health Services (George campus)
- (r) One representative from Marketing and Communication
- (s) A nominee from the Faculty of Law.
- (t) One representative from each of the recognized unions.
- (u) One SRC member (Nelson Mandela Bay Campuses)
- (v) One SRC member (George Campus)

LEARNING AND TEACHING COMMITTEE (LTC)

The Learning and Teaching Committee consists of the following members:

- (a) Deputy Vice Chancellor: Learning and Teaching (Chairperson)
- (b) Dean: Learning and Teaching (Vice-Chairperson)
- (c) Executive Deans of Faculties or Deputy Deans
- (d) Dean of Student Life and Development
- (e) Senior Director: Missionvale, Bird Street and Second Avenue Campuses (or Learning and Teaching Representative)
- (f) Senior Director: Office for International Education
- (g) Director: Academic Planning
- (h) Director: Teaching Development
- (i) Director: Learning Development
- (j) Director: eMthonjeni Student Wellness
- (k) Deputy Director: Disability Services and Student Life Services
- (l) Deputy Director: Faculty Academic Administration and Timetabling
- (m) Deputy Director: Assessment and Graduation
- (n) Senior Manager: Student Leadership and Training
- (o) One Representative of the Student Success Coaches
- (p) The Chairperson of each of the seven Faculty LTCs
- (q) George Campus representative from the Faculties of Business Economic Sciences and Science
- (r) George Campus representative from LTCollab
- (s) Chairpersons of Sub-Committees or Working Groups
- (t) Two students appointed by the SRC
Faculty Student Representatives from each of the faculties

Working Group of Learning and Teaching Committee**Central Timetable Working Group**

- (a) Chairperson
- (b) Vice-Chairperson
- (c) The Manager: Central Timetabling Office
- (d) One representative from Academic Administration, as nominated by the Registrar
- (e) One representative from LT Collab
- (f) Representatives from Support Services (Cleaning Services, Protection Services, SHEQ)
- (g) One representative from ICT
- (h) One representative from Infrastructure Services
- (i) One representative each from the Estate and Facilities Management
- (j) One representative each from the George and Missionvale campuses, who will be able to represent the interests of academic staff on that campus (the faculty and campus representation may overlap). The George and Missionvale Campus representatives are appointed by the respective Campus Principals.
- (k) One or more representatives, as determined by each FMC, for each faculty present on South, 2nd Avenue and North campuses, who will be able to represent the interests of academic staff on that campus (the faculty and campus representation may overlap), who will perform functions including, but not limited to, the following:
 - To advise the FMC on timetabling matters
 - To liaise with the CTO on timetabling matters

Subcommittee of Learning and Teaching Committee

Co-Curricular Student Development Committee (CCSDC)

The Co-Curricular Student Development Committee consists of the following members:

- (a) Chairperson: Dean of Learning and Teaching or nominee
- (b) Deputy Director: Arts and Culture
- (c) Manager: Student Life and Events
- (d) Senior Manager: Leadership Training and Development
- (e) Coordinator: Orientation
- (f) Director: Student Housing
- (g) Two academic representatives from the LTC
- (h) One representative from each of the following sections appointed by the relevant Executive Director/Senior Director/Director:
 - Teaching Development
 - Emthonjeni – Fountain of Student Wellness
 - Engagement Office
 - Office for International Education
 - HIV and Aids Unit
 - Organisational Transformation Monitoring and Evaluation (*Ex Officio*)
 - Madibaz Sport
 - Student Housing
 - The Student Development Services on the George Campus
 - SRC
- (i) Such additional members as may be determined by the committee in consultation with the LTC.

POSTGRADUATE STUDIES COMMITTEE (PGSC)

The Postgraduate Studies Committee consists of the following members:

- (a) Deputy Vice-Chancellor: Research, Innovation and Internationalisation (Chairperson)
- (b) Deputy Vice-Chancellor: Learning and Teaching (*Ex-Officio*)
- (c) Dean of Learning and Teaching
- (d) Director: Academic Administration
- (e) Director: Research Development
- (f) Senior Director: Office for International Education
- (g) Faculty Representatives
- (h) Two student representatives (preferably postgraduate students nominated by the SRC)
- (i) *Ex Officio*: One representative appointed by the relevant Executive Director/Senior Director/Director: Organisational Transformation Monitoring and Evaluation

TRANSDISCIPLINARITY AND INTERNATIONALISATION COMMITTEE (TIC)

- (a) A Deputy Vice Chancellor (Chairperson)
- (b) Vice-Chairperson
- (c) Deputy Vice-Chancellors
- (d) Executive Deans
- (e) Dean of Student Life and Development
- (f) Dean: Learning and Teaching
- (g) Senior Director: Strategic Resource Mobilisation and Advancement
- (h) Senior Director: Office for International Education
- (i) Senior Director: Institutional Strategy
- (j) George Campus Principal
- (k) Senior Director: Missionvale, Bird Street and Second Avenue Campuses
- (l) Director: Research Management
- (m) Director: Research Development

- (n) Heads of University-wide Entities
- (o) Head of Ocean Sciences
- (p) Research Chairs
- (q) One of the two SRC members on Council (appointed by the SRC)
- (r) One of the two Senate members on Council (appointed by Senate)
- (s) Co-opted members
- (t) Advisory members
- (u) One Member of the Engagement Forum
- (v) Two members nominated from HEAVAs (approved by the Chairperson)
- (w) Two external international advisory members
- (x) One member from industry/business
- (y) External entities and societal formations (from time to time)
- (z) Ex-officio: Director: Academic Administration

INSTITUTIONAL FORUM (IF)

The Institutional Forum consists of representatives of the following bodies/constituencies:

| | |
|---------------------------------|-------------------------------|
| Chairperson | Dr B Sebake |
| | Administrative Representative |
| Vice Chairperson | Mr W Draai |
| | NTEU Representative |
| Council | Ms M Mbaco |
| Council | Adv B Linchwe-Tlhakung |
| Management | Prof A Keet |
| Management | Prof H Nel |
| Senate Representative | Vacant |
| Senate Representative | Prof J Botha |
| Alternate Senate Representative | Vacant |
| Academic Representative | Vacant |
| Academic Representative | Dr SN Dyubhele |
| Administrative Representative | Ms R Chetty |
| | Mrs E Labuschagne |
| Equity Office Representative | Vacant |
| NEHAWU | Mr M Klass |
| NTEU | Mr W Draai |
| | Mr H Van Zyl |
| Alumni Association | Mr K Matiso |
| Co-opted 'non' voting Member | Dr RA Levendal |
| SRC | Mr P Hlongwane |
| | Ms S Mpanza |

ALUMNI ASSOCIATION (AA)

The Alumni Association consists of the following members:

- (a) the Vice-Chancellor and members of the Extended Management Committee;
- (b) persons to whom a degree or a diploma, including honorary degrees, has been awarded or conferred by the University, the former University of Port Elizabeth or the former Port Elizabeth Technikon, including diplomats of the former institutions which preceded the establishment of the Port Elizabeth Technikon;
- (c) academic employees appointed to permanent positions at the University;
- (d) professors emeriti and other retired academic employees of the University and former institutions;
- (e) such employees who were entitled to membership of the Convocations of the former University of Port Elizabeth and former Port Elizabeth Technikon; and
- (f) any person to whom the Executive Committee of the Association, upon invitation to or

application by such person, has granted membership of the Association.

Executive Committee of Alumni Association

| | |
|---|----------------|
| President | Mr K Blose |
| Vice-President | Ms M Mbaco |
| Treasurer | Mr W Kupangwa |
| Secretary, being the Director: Alumni Relations | Mr P Geswindt |
| Elected Additional Member | Mrs A Mlatsha |
| Elected Additional Member | Adv T Nkala |
| Elected Additional Member | Mr A Sityata |
| Elected Additional Member | Mr L Xotyeni |
| Member elected to Council | Mr K Blose |
| Member elected to Council | Ms M Mbaco |
| Member elected to the Institutional Forum | Mr K Matiso |
| Dean of Student Life and Development | Mr L Jack |
| Chairperson of Student Alumni Society | Vacant |
| SRC President | Mr P Hlongwane |
| Senior Director: Strategic Resource Mobilisation and Advancement | Dr D Webb |
| Senior Director: Communication and Marketing | Ms C Janneker |
| Deanery representative designated by the Deputy Vice-Chancellor: Learning and Teaching | Prof M Mey |

STUDENT SERVICES COUNCIL (SSC)

The Student Services Council consists of the following members:

- (a) Dean of Student Life and Development (Chairperson)
- (b) Vice-Chairperson
- (c) One representative from each of the following departments/units -
 - (i) Student Governance and Development
 - (ii) Student Housing
 - (iii) Financial Aid
 - (iv) Student Sport
 - (v) Student Support Services
 - (vi) Universal Accessibility and Disability Services
 - (vii) Campus Health Services
 - (viii) Arts and Culture
 - (ix) Finance
 - (x) Academic Administration
 - (xi) Emthonjeni Fountain of Student Wellness
 - (xii) Campus Protection Services
 - (xiii) Legal Services
 - (xiv) Representatives from Missionvale, Bird Street and Second Avenue and George Campuses
 - (xv) Director: Transformation
- (d) One Executive Dean, appointed by the Deputy Vice-Chancellor: Learning and Teaching
- (e) Six members of the SRC or nominees
- (f) Invited representatives (at the discretion of the Chairperson or at the request of the committee.

MANAGEMENT COMMITTEE (MANCO)

MANCO consist of the following members:

- (a) Vice-Chancellor (Chairperson)
- (b) Deputy Vice-Chancellor: Engagement and Transformation
- (c) Deputy Vice-Chancellor: Learning and Teaching
- (d) Deputy Vice-Chancellor: People and Operations

- (e) Deputy Vice-Chancellor: Research, Innovation and Internationalisation
- (f) Registrar
- (g) Executive Director: Finance
- (h) Dean of Student Life and Development
- (i) The persons co-opted in terms of paragraph 58(2)(a) of the Statute on MANCO in an advisory capacity are –
 - Executive Support to the Vice-Chancellor
 - Executive Director: Human Resources
 - Senior Director: Internal Audit
 - Senior Director: Institutional Strategy
 - Senior Director: Strategic Resource Mobilisation and Advancement
 - Such other persons as invited by the Chairperson

COMMITTEES OF MANAGEMENT COMMITTEE (MANCO)

EXTENDED MANAGEMENT COMMITTEE (EXTENDED MANCO)

The Extended MANCO consists of the following members:

- (a) Chairperson
- (b) Vice-Chairperson
- (c) MANCO members
- (d) Executive Directors other than MANCO members
- (e) All senior Management Staff within the PL2-4 cohort of staff as per the Rules of the University
- (f) Other such persons as invited by the Chairperson

ARTS, CULTURE AND HERITAGE COMMITTEE (ACHC)

The Arts, Culture and Heritage Committee consists of the following members:

- (a) Deputy Vice-Chancellor: People and Operations (Chairperson)
- (b) Deputy Vice-Chancellor: Learning and Teaching (Ex Officio)
- (c) Deputy Vice-Chancellor: Research, Innovation and Internationalisation (Ex-Officio)
- (d) Executive Dean: Faculty of Humanities or nominee
- (e) Executive Director: Finance (or nominee)
- (f) Senior Director: Institutional Strategy (or representative)
- (g) Dean of Students
- (h) Director: Visual and Performing Arts
- (i) Director: School of Architecture
- (j) Senior Director: Communication and Marketing or nominee
- (k) Executive Support to the VC
- (l) HOD: Visual Arts
- (m) HOD: Music
- (n) Deputy Director: Arts Culture and Heritage
- (o) Curator: Nelson Mandela University Archives and Exhibition Centre
- (p) The SRC representative for the arts portfolio
- (q) Senior Director: George Campus
- (r) Senior Director: Missionvale, Bird Street and Second Avenue Campuses
- (s) Director: Alumni Association or nominee
- (t) Any other co-opted persons (for such period as determined by the committee) on account of their expertise

STRATEGIC RESOURCES AND FINANCIAL SUSTAINABILITY COMMITTEE (SRFSC)

- (a) Senior Director: Institutional Strategy (Chairperson)
- (b) Senior Director: Strategic Resource Mobilisation and Advancement (Vice-Chairperson)
- (c) Chief Information Officer
- (d) Senior Director: Management Accounting and Analytics
- (e) Senior Director: Human Resources
- (f) Senior Director: Legal Services

- (g) Senior Director: Infrastructure, Services and Optimisation
- (h) Dean: Learning and Teaching
- (i) Representative of Executive Deans in Science, EBET, Health Sciences, Humanities, Law, BES and Education Faculties
- (j) Director: Research Support and Management
- (k) Director: Student Governance and Development
- (l) Engagement and Transformation Portfolio representative at Director level
- (m) Risk Management representative
- (n) SRC Representative

CAPITAL RESOURCES ALLOCATION COMMITTEE (CRAC)

The Capital Resources Allocation Committee consists of the following members:

- (a) Executive Director: Finance (Chairperson)
- (b) A senior member from the Department of Finance appointed by Executive Director: Finance
- (c) Director: Research Management
- (d) Director: Information and Communication Technology Services and Operations
- (e) Director: Procurement and Assets
- (f) Deputy Director: Integrated Media Services
- (g) Director: Infrastructure Services and Sustainability
- (h) Two Senate members appointed by Senate

ENROLMENT MANAGEMENT COMMITTEE (EMC)

- (a) Chairperson
- (b) Vice-Chairperson
- (c) Chief Information Officer
- (d) Two Executive Deans (as nominated by Deans Forum)
- (e) Executive Support to the Vice-Chancellor
- (f) Dean of Student Life and Development
- (g) Senior Director: Office for International Education
- (h) Director: Academic Administration
- (i) Director: Learning Development
- (j) Director: Quality Advancement
- (k) Director: Student Housing
- (l) Director: Student Governance and Development
- (m) Director: Emthonjeni – Student Wellness
- (n) Director: Research Development
- (o) Director: ICT Information Systems and Development
- (p) Director: ICT Operations and Service Delivery
- (q) Director: Revenue Management
- (r) Deputy Director: Student Recruitment
- (s) Deputy Director: ERP/MIS Development
- (t) Deputy Director: Financial Aid
- (u) Deputy Director: Student Systems, Registrations and Records
- (v) Deputy Director: Faculty Academic Administration and Timetabling
- (w) Senior Faculty Administration Managers
- (x) Senior Manager: Student Access and Enrolment
- (y) SRC President
- (z) Two additional SRC representatives

HEALTH CARE COMMITTEE (HCC)

The Health Care Committee consists of the following members:

- (a) A representative from Senior Management, appointed by MANCO, who acts as Chairperson
- (b) Executive Director: Human Resources or nominee
- (c) Deputy Director: Human Resources Specialised Services
- (d) Executive Director: Finance or nominee
- (e) Dean of Students or nominee
- (f) A representative of Transformation Office
- (g) A representative of Nelson Mandela University pensioners with a secundus
- (h) A representative from NEHAWU with a secundus
- (i) A representative from NTEU with a secundus
- (j) By invitation, in an advisory capacity, representatives from the Nelson Mandela University Healthcare Consultants, without voting rights.
- (k) By invitation, in an advisory capacity, appropriate experts as and when required, without voting rights.

HUMAN RESOURCES DEVELOPMENT COMMITTEE (HRDC)

The Human Resources Development Committee consists of the following members:

- (a) Executive Director: Human Resources (Chairperson)
- (b) Vice-Chairperson
- (c) Senior Director: Institutional Strategy
- (d) Skills Development Facilitator
- (e) One representative from Human Resources (Organisational Development field)
- (f) One representative from Teaching Development
- (g) One representative from the Research Development Department
- (h) One representative from Institutional Strategy and Information Analysis
- (i) One representative from the Transformation Office
- (j) Two representatives from each of the recognised trade unions, one representing academic staff and one representing administrative and service staff
- (k) One representative from Continuing Education and Community Engagement
- (l) Two senior academics elected by the Deans Forum - one from Social Sciences and Humanities and one from Science, Engineering and Technology (At least one of these representatives should be from the historically disadvantaged group.)

INFORMATION AND COMMUNICATION TECHNOLOGY COMMITTEE (ICTC)

The Information and Communication Technology Committee consists of the following members:

- (a) Deputy Vice-Chancellor: People and Operations (Chairperson)
- (b) Chief Information Officer
- (c) Director: Information and Communication Technology Services and Operations
- (d) Executive Director: Finance or nominee
- (e) Two academic staff members appointed by the Deputy Vice-Chancellor: Learning and Teaching
- (f) Dean of Students
- (g) Director: Academic Administration
- (h) Deputy Director: Information and Communication Technology Service Delivery
- (i) One member from Strategic Intelligence and Data Analytics (SIDA)
- (j) One member from Internal Audit Department (advisory member)
- (k) One member from Library Services
- (l) One representative from George Campus
- (m) Such other members as determined by MANCO

ESTATE AND FACILITIES MANAGEMENT COMMITTEE (EFMC)

The Estate and Facilities Management Committee consists of the following members:

- (a) Deputy Vice-Chancellor: People and Operations (Chairperson)
- (b) Senior Director: Infrastructure Services and Space Optimisation
- (c) Senior Director: Finance or nominee
- (d) Director: Employee Relations
- (e) Director: George Campus Operations
- (f) Director: Campus Health Services
- (g) Director: Maintenance Services
- (h) Director: Protection Services
- (i) Director: Madibaz Sport or nominee
- (j) Director: Student Housing
- (k) Acting Director: Support Services
- (l) Deputy Director: Faculty Administration and Timetabling
- (m) One academic employee designated by the Deputy Vice-Chancellor: Learning and Teaching
- (n) GRM2 (1) Compliance Engineer
- (o) Senior Manager: Health, Safety and Environment
- (p) A member from each recognised trade union
- (q) Two representatives from the SRC

RISK MANAGEMENT COMMITTEE (RMC)

The Risk Management Committee consists of the following members who will also serve as Risk Champions:

- (a) Registrar (Chairperson)
- (b) Academic leader with expertise in Risk and Ethics supported by Head of Risk and Ethics Advisory
- (c) A representative from each faculty (preferably Executive Dean, Deputy Dean, Head of Department/ Director of School)
- (d) Senior Director: Missionvale, Bird Street and Second Avenue Campuses
- (e) George Campus Principal
- (f) Director: Library and Information Services
- (g) Director: Transformation
- (h) Director: Research Support and Management
- (i) Senior Director: Office of International Education
- (j) Dean of Student Life and Development
- (k) Dean of Learning and Teaching
- (l) Senior Director: Support Services
- (m) Senior Director: Infrastructure Services and Space Optimisation
- (n) Senior Director: Institutional Strategy
- (o) Senior Director: Marketing and Communication
- (p) Senior Director: Strategic Resource Mobilisation and Advancement
- (q) Chief Information Officer
- (r) Senior Director: Finance
- (s) Senior Director: Internal Audit
- (t) Deputy Director: Learning and Development
- (u) Head of Risk and Ethics Advisory
- (v) MANCO members (*Ex Officio*)

TENDER ADJUDICATION COMMITTEE (TAC)

The Tender Adjudication Committee consists of the following members:

- (a) Executive Director: Finance (Chairperson)
- (b) Academic leader with expertise in procurement supported by Senior Director: Finance (Vice-Chairperson)
- (c) One member with expertise in administrative law appointed by the Faculty of Law
- (d) Senior Director: Finance
- (e) An academic employee with expertise in purchasing and logistics, appointed by Senate
- (f) Senior Director: Support Services
- (g) Chief Information Officer
- (h) Senior Director: Infrastructure Services and Space Optimisation
- (i) Director: Supply Chain Management (Advisory member)

Co-opted members

- (j) Director: Infrastructure Services and Sustainability
- (k) Director: Information Technology and communications Services and Operations

Advisory members

One member from internal audit

Director: Supply Chain Management

One member from each recognized trade union appointed by such union

One member of the SRC

JOINT COMMITTEES OF MANAGEMENT COMMITTEE AND SENATE**QUALITY COMMITTEE (QC)**

The Quality Committee consist of the following members

- (a) Senior Director: Institutional Strategy (Chairperson)
- (b) Dean: Learning and Teaching (Vice-Chairperson)
- (c) Deputy Vice-Chancellor: Engagement and Transformation
- (d) Deputy Vice-Chancellor: Learning and Teaching
- (e) Deputy Vice-Chancellor: People and Operations
- (f) Deputy Vice-Chancellor: Research, Innovation and Internationalisation
- (g) Registrar or Nominee
- (h) One Dean, designated by the Deputy Vice-Chancellor: Learning and Teaching
- (i) Dean: Learning and Teaching
- (j) Dean of Students
- (k) Senior Director: Internal Audit (or nominee)
- (l) Senior Director: Office for International Education
- (m) Director: Quality Advancement
- (n) Director: Academic Planning
- (o) Director: Engagement Office
- (p) Director: Transformation Office
- (q) Director: Research Development
- (r) Deputy Director: Human Resource Management Information (or nominee)
- (s) Finance Department nominee
- (t) Co-opted members: Quality Consultant: Academic Review, and Quality Consultant: Support Functions

LINE MANAGEMENT COMMITTEES***SPORT COMMITTEE (SC)***

The Sport Committee consists of the following members:

- (a) Dean of Students (Chairperson)
- (b) A member of Senate
- (c) Chairperson of the Sport Council
- (d) Three (3) other members of the Sport Council
- (e) Senior Director: Communication and Marketing or nominee
- (f) Head: Department of Human Movement Science or nominee
- (g) Executive Director: Finance or nominee
- (h) Manager: Universal Accessibility and Disability Services or nominee
- (i) Director: Sport or nominee
- (j) Senior Director: Missionvale, Bird Street and Second Avenue Campuses or nominee
- (k) Senior Director: George Campus or nominee
- (l) Two (2) members who are representative of the local community who are invited by the committee

STUDENT ORIENTATION COMMITTEE (SOC)

The Student Orientation Committee consist of the following members:

- (a) Dean of Learning and Teaching (Chairperson)
- (b) One representative from each Faculty appointed by the relevant Executive Dean. In the case of larger faculties, more than one representative should be appointed.
- (c) One student representative from each faculty appointed by the relevant Executive Dean.
- (d) Coordinator: Orientation
- (e) Disability Officer (*Ex Officio*)
- (f) Two representatives from each of the following sections appointed by the relevant Executive Director/Registrar/Senior Director/ Director:
 - Academic Administration
 - Teaching Development
 - Emthonjeni – Fountain of Student Wellness
 - Communication and Marketing
 - Office for International Education
 - SRC
 - Two student representatives appointed by the Dean of Students.

EXECUTIVE MANAGEMENT AND SUPPORT STAFF**OFFICE OF THE VICE-CHANCELLOR**

Vice-Chancellor

Prof SW Muthwa BA(SW)(Fort Hare), BA(SW) Hons(Wits), MSc (London School of Economics, UK), PhD(London University, UK)

Executive Support to the Vice-Chancellor
Personal AssistantVacant
Ms B Shushu Nat Dip HRM (DIT), Dip Lab Law (GIMT), Mast Dip HRM (UJ)**OFFICE OF THE DEPUTY VICE-CHANCELLOR:
ENGAGEMENT AND TRANSFORMATION**Deputy Vice-Chancellor: Engagement and
Transformation

Prof A Keet BA, HDE, BEd, MEd (UWC), PhD (Edu Mang, Law and Policy) (UP)

Personal Assistant

Vacant

OFFICE OF THE DEPUTY VICE-CHANCELLOR: LEARNING AND TEACHINGDeputy Vice-Chancellor: Learning and
Teaching

Dr SF Moeng (Acting)

Personal Assistant

Ms Y Ferreira NHC: Private Secretary (Uitenhage
Technical College)**OFFICE OF THE DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS**Deputy Vice-Chancellor: People and
Operations

Mr LE Hashatse BJourn& Media, BAHons (Rhodes), MA(Edith Cowan University, Australia)

Personal Assistant

Ms M Murphy NDip Off Mgt & Tech(NMMU),
BTech Mgt(NMMU)**OFFICE OF THE DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION**Deputy Vice-Chancellor: Research, Innovation
and InternationalisationDr T Mgwebi BSc, BScHons, MSc, HDipEd (Unitra);
PhD(UCT); PGDeg(Tertiary Education
Management)(University of Melbourne, Australia)

Personal Assistant

Vacant

OFFICE OF THE EXECUTIVE DIRECTOR: FINANCE

Executive Director

Mr MR Monaghan: BCom(UPE), BComHons (UNISA), Professional Accountant(SA)

Personal Assistant

Ms D Harris ND (Bus Man) (Tech) (Free State),
MDP (Business School UFS)**OFFICE OF THE REGISTRAR**

Registrar

Mr EB De Koker BA(UCT), BAHons(UNISA),
MA(Pub Admin) (University of Warwick, UK)

Executive Secretary

Vacant

OFFICE OF THE DEAN OF STUDENTS

Dean of Students

Mr LP Jack NDip (PMA) (EC Technikon), BTech (PM) (PET), BA Phil (US), MCom (Leadership Studies) (UKZN)

Personal Assistant

Mrs S Kali BA Psychology (NMMU), PG Diploma
Marine & Maritime (NMMU)

SENIOR MANAGEMENT AND SUPPORT STAFF

OFFICE OF THE EXECUTIVE DIRECTOR: HUMAN RESOURCES

| | |
|--------------------|---|
| Executive Director | Ms N Sishuba MSc Public Policy Mngt(London University, UK), MBA(South Eastern Louisiana University, USA); MAdmin(UFH); Project Mgt(Damelin) |
| Personal Assistant | Ms B Qabaka NDip (Public Admin and Mgt) (PENTECH), BTech (Public Management – CPUT) MBA (NMMU), Project Mgt (Mandela Uni) |

EXECUTIVE DEANS OF FACULTIES

Business and Economic Sciences

| | |
|---------------------|--|
| Executive Dean | Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE) |
| Executive Secretary | Ms R Petersen |
| Deputy Dean | Prof M R Mey NH Dip (Mgt Prac) (PET), BCom (UPE), BComHons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP |
| Secretary | Ms K Alexander NDip (PRM) (NMMU), BTech (PRM) (NMMU) |

Education

| | |
|---------------------|---|
| Executive Dean | Dr SF Moeng BA, HDE, BEd Hons(UPE), MSc (St Cloud State University), DEd(NMMU) |
| Executive Secretary | Ms JL Smith BSocSci (Rhodes) |
| Deputy Dean | Dr T Morar PTD (Dower College), BA (UPE), BEd Hons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia) |

Engineering, the Built Environment and Technology

| | |
|---------------------|---|
| Executive Dean | Prof M Sheldon; BTech BA; Doctor of Chemical Engineering (CPUT); PrTech Eng |
| Deputy Dean | Prof D Pottas (Acting) BScHons (PU CHE), PhD (RAU), MCSSA |
| Executive Secretary | Ms C Dale |

Health Sciences

| | |
|---------------------|--|
| Executive Dean | Prof Z Zingela MBChB (Natal), FCPsych (SA), MMed (UP) |
| Deputy Dean | Prof D van Rooyen BCur, BCurHons, MCur, PhD, PGD Edu & CC, ACGM, ANSAf |
| Executive Secretary | Ms A Maasdorp |

Humanities

| | |
|---------------------|--|
| Executive Dean | Prof P Maseko BA, BAHons (UWC), MA, Cert in Assessor's Course (Curriculum Development and Assessment in HE), PhD, PGDip in Higher Ed(RU) |
| Executive Secretary | Ms N Mtise NDip: Public Management (NMMU), BTech: Public Management (WSU), PGDip: Archives & Records Management (UFH) |
| Deputy Dean | Dr J C Lück BA, HDE (RU), BEd (UPE), MPhil (US), PhD (RU) |

Law

| | |
|---------------------|---|
| Executive Dean | Dr L Biggs BCom (Law), LLB (UPE), LLM (Labour Law) (<i>cum laude</i>), LLD (NMMU) |
| Executive Secretary | Ms P Pindani HCert: IT – End User Support (NMMU), Dip Management (NMU) |
| Deputy Dean Acting | Ms L Coetzee (Acting) |

Science

| | |
|---------------------|--|
| Executive Dean | Prof A Muronga BSc, UED(UNIVEN), BScHons, MSc(UCT), PhD (University of Minnesota, USA) |
| Executive Secretary | Ms D Ntintili |
| Deputy Dean | Prof ZR Tshentu BSc Hons (UPE), MSc (UPE), PhD (NMMU) |

OFFICE OF THE DEAN OF LEARNING AND TEACHING

| | |
|---------------------|---|
| Dean | Dr PP Kota-Nyati BA(Vista), BAHons, MA Couns Psych (UPE), DPhil (Mandela Uni) |
| Executive Secretary | Ms L Qwabe ND Office Management (PE College) |

CAMPUS HEADS

| | |
|---------------------------------------|--|
| Senior Director: George Campus | Dr K Mawila B.Soc.Sci (UCT), MA (MSU, USA), PhD (UM, USA), MDP(SU) |
| Personal Assistant | Ms L Muller |

Senior Director: Missionvale, Bird Street and Second Avenue Campuses

| | |
|--------------------|--|
| | Ms S Masiza Adv Cert Sourcing and Supply Chain Management (UNISA) Adv Cert Quality Management, (Singapore), NDip: Industrial Engineering (PE Tech) MBA (NMMU) |
| Personal Assistant | Ms G Slabbert Protocol Int.Cert. (EU International School of Protocol), Adv Cert Office Management (Damelin) ND Management (NMMU), BTech Management (NMMU) |

SENIOR DIRECTORS**OFFICE OF THE SENIOR DIRECTOR: INTERNAL AUDIT**

| | |
|---------------------|---|
| Senior Director | Mr S Nyenysio NDip (Internal Audit) (Pretoria Technikon), BTech (Internal Audit) (Tshwane University of Technology), MPhil (Internal Auditing) (University of Pretoria), Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE) |
| Executive Secretary | Ms Fezeka Maweza |

OFFICE OF THE CHIEF INFORMATION OFFICER

| | |
|---------------------------|--|
| Chief Information Officer | Dr S Bosire BBA -MIS (Andrews), MBA (Heriot-Watt), MPA (UFH), MCSSA, DBA(NMMU) |
| Personal Assistant | Ms N Moodley Cert PR (PRISA-accredited -Varsity College, Business Management Programme (NMMU Business School), Project Management (NMMU) |

OFFICE OF THE SENIOR DIRECTOR: COMMUNICATION AND MARKETING

| | |
|---------------------|---|
| Senior Director | Ms CC Janneker BA (UNISA), MBA (UNISA-SBL), Dip Public Relations (PRISA); Dip (Academy of Learning) |
| Executive Secretary | Vacant |

**OFFICE OF THE SENIOR DIRECTOR: INFRASTRUCTURE SERVICES AND SPACE
OPTIMISATION**

| | |
|---------------------|---|
| Senior Director | Mr M Syce NHD (Arch) (CPUT), MSc (BE) (Fac Man) (UPE), Pr SArchT, MSACAP, MSAIAT |
| Executive Secretary | Ms J Kannemeyer ND (PR) (PET); BA Psyc, BAHons (Psyc) (NMMU) |

OFFICE OF THE SENIOR DIRECTOR: FINANCE

| | |
|---------------------|---|
| Senior Director | Mrs M Jogee-Jamal BComHons(UPE), CA(SA) |
| Executive Secretary | Ms P Vamba |

OFFICE OF THE SENIOR DIRECTOR: MANAGEMENT ACCOUNTING AND ANALYTICS

| | |
|-----------------|--|
| Senior Director | Mr S Gegeza BCom Accounting (NMMU) BCom Hons(Accounting) (UNISA) MBA (MANCOSA) CA (SA) |
|-----------------|--|

OFFICE OF THE SENIOR DIRECTOR: INSTITUTIONAL STRATEGY

| | |
|------------------------------|---|
| Senior Director | Prof HJ Nel BA, BAHons, MA, DPhil(UPE) |
| Portfolio Operations Manager | Ms K Moodley BCom (UNISA), PGCE (NMMU), MBA (NMMU) |

OFFICE OF THE SENIOR DIRECTOR: MANDELA INTERNATIONAL OFFICE

| | |
|--------------------------|---|
| Senior Director (Acting) | Dr P Mensah |
| Personal Assistant | Ms A Xanti NDip (PRM), Advance Dip (PRM) (Mandela Uni) |

**OFFICE OF THE SENIOR DIRECTOR: STRATEGIC RESOURCE MOBILISATION AND
ADVANCEMENT**

| | |
|--------------------|---|
| Senior Director | Dr D Webb BA (UCT), BA Honours (University of South Africa), MA (Rhodes University), DLitt et. Phil (University of Fort Hare) |
| Personal Assistant | Ms J Bezuidenhout BTech (Mgt)(NMMU) |

PROFESSORS EMERITI***Professors and Associate Professors***

ALLEN, NPL (Fine Arts)

ANSTEY, M (Industrial Relations Unit)

BADENHORST, HJ (Educational
Psychology)

BAIRD, D (Zoology)

BALL, CAB (Physics)

BATE, GC (Botany)

BEZUIDENHOUT, DM (DVC: Academic)

BEZUIDENHOUT, FJ (Sociology and
Anthropology)BOOTH, GL (Mathematics and Applied
Mathematics)

BOOTH, PWK (Geology)

BOSCH, JK (Business Management)

BOTH, CJ (Latin)

BOTH, MM (Education)

BRETTENNY, A (Accounting)

BRYANT, EP (English)

BUYS, BR (Mathematics)

BUYS, FJ (Human Movement Science)

BUYS, NS (Quantity Surveying)

COETZEE, JA (Geography)

CULL, CE (Studio Arts)

DE JAGER, NJ (Professional Training of
Teachers)DE KOCK, G DE V (Computer Science and
Information Systems)

DE VYNCK, JEK (French)

DE WET, JG (Music)

DORFLING, NJ (Executive Dean: Faculty of
Business and Economic Sciences)

DU PLESSIS, AP (Business Management)

DU PREEZ, JGH (Chemistry)

DU RANDT, WSH (Afrikaans/Nederlands)

DU TOIT, CM (Business Management/
University Education)

EKSTEEN, B (Construction Management)

ENGELBRECHT, JAA (Physics)

ERWEE, JA (Director: CENCE)

FINNEMORE, M (Industrial Relations Unit)

FORSYTH, D (Accounting)

FURSTENBERG, JP (Zoology)

GARDNER, B (Accounting)

GOUWS, S (Didactical Pedagogy)

GREBE, R (Philosophy of Education)

GROENEWALD, NJ (Mathematics and
Applied Mathematics)

HAINES, R (Development Studies)

HALL, PR (Mathematics and Applied
Mathematics)

HEIMES, K (Music)

HOLDERNESS, WL (Education)

HORN, GS (Logistics)

IMMELMAN, APJ (Accounting)

JACOBS, PP (Anthropology)

JANSE VAN VUUREN, HE (Afrikaans-
Nederlands)

JEFFERY, CD (English)

JEFFERY, HLT (Engineering)

JONKER, JA (Business School)

KEMP, ND (Management Practice)

KIRSTEN, JM (Philosophy)

KNOETZE, C (Education)

KOTZÉ, EF (Applied Language Studies/
Afrikaans-Nederlands)

KOTZÉ, JMA (Psychological Pedagogics)

KOTZÉ, WJ (Nursing Science)

KRIGE, P (Psychology)

KRUGER, WJ (African Languages)

LEMMER, AN (Education)

LEITCH, AWR (DVC: RII)

LE ROUX, GK (Quantity Surveying)

LE ROUX, P (Economics)

LEVIN, M (Campus Director Vista PE and
Professor of Economics)

LONG, SS (Civil Engineering)

LOUBSER, JE (Afrikaans/Nederlands)

LOYSON, PLR (Chemistry)

MARAIS, JFK (Zoology)

MARX, FE (Law)

MAZIBUKO, NE (Business Management)

McCARTHY, T (Pharmacy)

McCLELAND, CW (Chemistry)

McGILL, WJ (Chemistry)

MELLISH, JM (Nursing Science)

MÜLLER, AL (Economics and Economic History)
MULLINS, E (Institute for Planning Research)

NAUDÉ, RJ (Biochemistry and Microbiology)
NICOL, IG (Professional Training of Teachers)

OLIVIER, B (Journalism, Media and Philosophy)
OLIVIER, MAJ (Education)

PAUW, HC (Sociology and Anthropology)
PELLE, PWJ (Accounting)
PHILLIPS, R (Mechanical Engineering)
PIENAAR, P (Philosophy of Education)
PIETERSE, JJ (Graduate School of Business)
POTGIETER, B (Pharmacy)
POTGIETER, JF (Planning Research)
POTGIETER, JM (Applied Mathematics)
POTGIETER, MC (Social Development Professions)
PRINSLOO, KS (Accounting)

RADDER, L (Marketing)
RAMSAY-SLOGROVE, SD (Accounting)
RICKS, EJ (Nursing)
ROBERTSON, BL (Botany)
ROHWER, HE (Chemistry)
ROUSSEAU, GG (Industrial and Organisational Psychology)
RUST, IC (Geology)

SCHOEMAN, SJ (Philosophy)
SHARWOOD, DW (Applied Science)
SMAL, PJ (Education)
SNELGAR, RJ (Industrial Psychology and HR)
SNYMAN, HC (Former Vice-Chancellor: Port Elizabeth Technikon)
TAYLOR, CA (Didactical Pedagogics)
TERBLANCHE, HO (History)
TERBLANCHE, SS (History)
THERON, JD (Architecture)
THIPA, HM (African Languages)
TROSKIE, AJJ (Music)
TWIGG, D (Mechanical Engineering)

VAN DER WESTHUIZEN, CP (Education)
VAN NIEKERK, WP (Business Management)
VAN ZIJL, J (Semitic Languages)
VAN ZYL, GJJ (Mathematical Statistics)
VAN LOGGERENBERG, C (DVC: Academic)
VOGES, RP (Campus Director Vista PE)

WAIT, CVR (Economics and Economic History)
WATSON, MB (Psychology)
WELLS, BK (DVC: Research and Technology)
WISEMAN, IC (Pharmacy)
WISSINK, HF (Commerce and Governmental Studies)
WOOD, GS (Commercial Law) (Vista)
WOOD, NG (Education Law)
WOOLDRIDGE, TH (Zoology)

ZEELIE, JJ (Health)

Special Professors

DREYER, PJ (Graaff-Reinet Teachers' College)
KAKEMBO, V (Geosciences)

ACADEMIC STAFF IN FACULTIES

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

Office of the Dean

Executive Dean

Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)

Executive Secretary

Ms R Petersen

Human Resources Consultant

Mrs I van Rensburg BTech (HRM) (UNISA)

Office of the Deputy Dean

Deputy Dean

Prof M R Mey NH Dip (Mgt Prac) (PET), BCom (UPE), BComHons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP

Secretary

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Faculty Administration

Senior Manager: Faculty Academic Administration

Ms L Roodt BCom (NMMU)

Manager: Faculty Academic Administration

Mr A Smith BCom (NMMU)

PG Faculty Academic Administration Consultant

Ms L van Rensburg NDip (Mgt) (NMMU), BTech (Mgt) (NMMU)

2nd Avenue Campus

Faculty Academic Administration Consultants

Ms M Mazinyo BA (UPE), BAHons (NMMU)

Mrs F Ngubo NDip (Com Adm) (PET)

Mr X Sipoyo ND: Tourism Management (CPUT)

South Campus

Faculty Academic Administration Consultants

Mr S Khuzwayo BCom (UKZN)

Ms N Bulembu BCom (Vista)

Ms D Gert

Mr M Klaas NDip (Off Mgt and Tech) (NMMU)

Ms M Naidoo NDip (Off Mgt and Tech) (*cum laude*) (PET)

George Campus

Faculty Academic Administration Consultant

Ms N Nokhepheyi NDip (OMT), BTech (OMT) (CPUT)

DEPARTMENTAL SECRETARIES

Accounting Sciences

Mrs B D Hayes
(2nd Avenue)

Administrative Assistants

Ms Y Belani BTech (Man) (NMMU)

Ms YA de Beer

Ms Z Ngqoyiya

Applied Accounting

Mrs A Abrahams

Business Management

Ms N Adams (South Campus)

Administrative Assistant

Ms V Vinqi NDip (Pub Man) (NMMU - PET) (South Campus)

Business School

Mrs J Hadwen

Development Studies

Ms J Daya

| | |
|---|--|
| <i>Economics</i> | Ms D Erasmus BA (App Lang Studies) (<i>cum laude</i>) (UPE), BAHons (<i>cum laude</i>) (NMMU) Ms E Moodley NDip (GD) (NMMU) (2 nd Avenue Campus) |
| <i>Graduate School</i> | Ms T Ferreira Ms J Junicke |
| <i>Human Resource Management</i> | Mrs R Felix |
| <i>Industrial and Organisational Psychology</i> | Ms K-L Roodt BTech (Mgt) (NMMU), MTech (Bus Admin) (NMMU) (South Campus) |
| <i>Leadership Academy</i> | Ms W Bosch |
| <i>Logistics Management</i> | Mrs C Vögts |
| <i>Management Practice</i> | Mrs S N Ngcosini NDip (Pub Man & Adm) (PET), BTech (Pub Man & Adm) (PET) |
| <i>Marketing Management</i> | Ms R Pather |
| <i>Tourism: Administrative Assistant</i> | Vacant |

BUSINESS SCHOOL

Director of School (Acting) Prof M Mey

| | |
|--|---|
| <i>Personal Assistant: Business School</i> | Vacant |
| <i>Receptionist</i> | Mrs L Qinga ND: SBM (WSU) |
| <i>Adjunct Professor</i> | Prof B Bonakele BJuris (Fort Hare), LLB (Fort Hare), MBA (GIBS) |
| <i>Research Associate</i> | Dr B M K Robinson BComHons (UNISA), MBL (UNISA SBL), DBA (NMMU) |
| <i>Academic Research Coordinator</i> | Dr SM Boucher BCom (NMU), MBA (NMU), DBA (NMU), Dip Business Analysis (FTI) |
| <i>Human Resource Consultant</i> | Mrs I van Rensburg BTech (HRM) (UNISA) |
| <i>Media/IT Support</i> | Mr T Scheinberg CCNA (NMMU), Dip (Travel & Tourism) (Damelin) |
| <i>Marketing Material Practitioner</i> | Mr D Kriel BA (MCC) (NMMU), MA (Applied Media Studies) (Mandela Uni) |

GRADUATE SCHOOL

Director: Graduate School

| | |
|-------------------------|---|
| | Dr S A F February DTech: Business Administration (TUT), MBA (MANCOSA), Cert. Management Studies (MANCOSA), Advanced Operations Management (DUT), PRINCE2 Project Management Practitioner, Agile Project Management Practitioner (APMG), Certified Process Professional (CPP), Customer Experience Professional (CCXP) |
| <i>Professors</i> | Prof CA Arnolds BEconHons STD (UWC), MCom (Vista), DCom (UPE) Prof M D M Cullen BA (UPE), HED (UPE), Dip PR (PET), HBA (US), MBA (Potch), DBA (NMMU) Prof P Poisat BComHons (UPE), MTech (HRM) (PET), DTech (NMMU), MIPM, RPP |
| <i>Senior Lecturers</i> | Dr JFE Fraser BCom (Wits), BComHons (Wits), MCom, DCom (UP) Mr D Giyose NDip Electrical Engineering (CPUT), MBA (NMMU) |

| | |
|--|--|
| | Dr H Janse van Rensburg BCom (UPE), BComHons (Acc) (UPE), HDE (UPE), MCom (FMS) (UP), PhD (NMMU) |
| <i>Lecturer</i> | Dr L De Koker BSc (UCT), BSc (Hons) UWC, MSc (UWC) PhD (UWC) Dr N Hadi B(Public Management – Stellenbosch University), MPhil (Maritime Studies - Stellenbosch University), M (Town and Regional Planning) (UP), PhD (NMU) |
| <i>Academic Research Coordinator</i> | Vacant |
| <i>Research Assistant</i> | Vacant |
| <i>Secretary: Graduate School Director</i> | Ms T Ferreira |
| <i>Secretary Graduate School</i> | Ms J Junicke |
| <i>Head: Marketing and Relationship Office Acting</i> | Ms C Castelyn (Acting) |
| <i>Marketing and Admission Coordinator</i> | Vacant |
| <i>MBA Co-ordinator</i> | Ms L van Wyk |
| <i>Academic Programme Coordinator</i> | Ms J Ehlers NDip (PRM) (NMMU), BTech (PRM) (NMMU) |
| LEADERSHIP ACADEMY | |
| <i>Director</i> | Mr L Mouton BA (Pol Sci) (UP), BAHons (Int Pol) (UP) |
| <i>Secretary to Director: Leadership Academy</i> | Ms W Bosch |
| <i>Senior Manager: Business Development and Strategic Liason</i> | Ms L Vasi BA (UNISA), ABP, BComHons (NMMU), MBA(NMMU) |
| <i>Senior Manager: Innovation and Development</i> | Ms J Staphorst NDip (Exec Secr) (PET) (<i>cum laude</i>), NH Dip (Off Admin), NH Dip (Post School Ed) (PET), BAHons (Group Dynamics) (<i>cum laude</i>) (NMMU) |
| <i>Senior Programme Specialist Open Programmes (FLP/ILP/ IPMP)</i> | Ms N Crause |
| <i>Senior Programme Specialist Open Programmes (BMP/ALP/ MDP)</i> | Ms S Whitehouse |
| <i>Programme Co-ordinator</i> | Ms V Bosch NDip (HRM) (NMMU) |
| <i>Accreditation Co-ordinators</i> | Ms A Ngeva BA (HRM), BAHons (NMMU) Ms L Taylor BAHons (Psych) (<i>cum laude</i>), PGDip (Bus Admin) (<i>cum laude</i>) (NMMU) Ms M Truter Dip (HRM), BTech (HRM) (NMMU) |
| <i>System Administrator</i> | Ms C Phillips Diploma (Adv Sec and Comp Skills) |
| <i>Manager: Operations</i> | Ms I de Lange NDip (HRM), PDBA (NMMU) |
| <i>Senior Programme Specialist</i> | Vacant |
| <i>Administrative Assistant</i> | Mrs M Tshona |
| <i>Marketing Consultant</i> | Vacant |
| <i>Marketing Co-ordinator</i> | Mrs D Pillay BCom (Uni Natal), BComHons (<i>cum laude</i>) (UNISA) |
| <i>Financial Administrator</i> | Ms F Jiba BTech (CMA) (NMMU) |
| <i>Costing Controller</i> | Mrs D du Preez BTech (CMA) (NMMU), MBA (NMU) |
| <i>Costing Clerks</i> | Ms VS Mashaya BCom (Gen Acc) (NMMU) Adv Dip (AccSci) (UNISA) |
| <i>Programme Coordinator</i> | Vacant |

Programme Co-ordinator

Ms K Udemans

Senior Programme Co-ordinator

Ms L Fritz BA (HRM), BAHons (Group Dynamics) (NMMU), PDBA (NMMU)

SCHOOL OF ACCOUNTING

Director of School

Prof H Fourie NDip Gov Fin (Pret Tech), BTech IntAud (Pret Tech), MTech IntAud (TUT), DCom (Int Aud) (UP), Professional Accountant (SAIPA)

School Administrator

Mrs R Kock BTech (Man) (NMMU)

Secretary

Ms B D Hayes

Honorary Professor

Prof L M Van Vuuren MCom (UP), PG Dip (TE) (UNISA), ACMA CA (SA)

Applied Accounting

Head of Department

Ms L Bester ND (Int Aud) (PET), BTech (Int Aud) (PET), MTech (CMA) (NMMU), Professional Accountant (SA), Master Tax Professional (SAIT)

Senior Lecturers

Ms TG Beck Dip (CMA) (PET), BTech (CMA), MTech (CMA) (NMMU), Professional Accountant (SA)

Mr T A V Jodwana BCom, HDE (RU), MTech CMA (NMMU), Professional Accountant (SA)

Mr M Labuschagne ND (Int Aud) (PET), BTech (Int Aud) (NMMU), MCom (Accounting) (NMMU), Certified Internal Auditor (CIA), Certified Control Self Assessor (CCSA), Certified Fraud Examiner (CFE)

Mr L Roodt BTech (CMA) (PET), MTech (CMA) (NMMU), Professional Accountant (SA)

Ms J Struwig BCom, BComHons (US), BComptHons (UNISA), BComHons (Tax) (UP), MCom (Tax) (UP), CA (SA)

Lecturers

Ms R Abrahams BCom, BTech (CMA), MTech (CMA) (NMMU)

Ms M Chalmers BComHons (UPE), CA (SA)

Mr D Chauke PGD IA (UNISA), PIA (IIA SA), MCom Accounting (NMU)

Ms CS Grondt BCom (NMMU), PGDip Accounting Sciences (UNISA), AGA (SA)

A Koeberg BCom (Acc) (UPE), MBA (NMMU)

Ms L Mangisa BComHons (NMMU), CA (SA)

Ms L Schoeman BTech (CMA), MTech (CMA) (NMMU)

Mr B Van Der Ross Dip Int Aud, BTech Internal Aud (NMMU), MTech (CMA) (NMU)

Associate Lecturers

Ms A Govender BCom (Accounting) (UKZN), PG Diploma (Accounting) (UNISA)

Mr A Khan NDip (CMA)

Mr I Sityata BTech: Internal Auditing (CPUT), MCom Internal Auditing (CPUT)

Accounting Sciences*Head of Department*

Prof A Singleton BCom (UPE), BComHons (UPE), MCom (UPE), CA (SA)

Emeritus Professors

Prof A J N Brettenny BComHons (UCT), M Acc (UN), CA (SA)

Professors

Prof D Forsyth BCom (UN), CTA (RU), CA (SA)

Prof A Singleton BCom (UPE), BComHons (UPE), MCom (UPE), CA (SA)

Senior Lecturers

Ms J Christian BComAcc (Hons) (UNISA), CA (SA), MCom (Accounting) (UP)

Ms S Diedericks BComHons (UPE), CA (SA), MCom (Accounting) (UP)

Ms L D De Villiers BCom (UPE), HED, BEdHons (UPE), MCom (Accounting) (NMU)

Mr K D Freeman BCom (UPE), BComHons (UN), CA (SA)

Mr T Jagwanth BComAcc, (UKZN), PGDip (Acc Science) (UNISA), MComAcc (UKZN).

Ms A Le Roux BComHons (NMMU), CA (SA), MCom (Taxation) (NMMU)

Ms S Snyders BComAcc Hons (NMMU), CA (SA)

Lecturers

Ms KM Belcher BCom GDA (UCT) CA (SA)

Mr P Brodrick BCom(UPE) CA (SA)

Ms C Fourie BComAcc (Hons), CA (SA), MCom (Taxation) (NMMU)

Mr L Jacobus PG DipAcc (NMU) CA (SA)

Mr N Kader PG Dip Acc (UNISA), PG Dip Applied Acc (UNISA), mcOM Acc (UP)

Ms F Khan BCompt Hons (UNISA), MCom SA and International Tax (NWU) CA(SA)

Mr E le Roux BAcc (US), CA (SA)

Ms L Macpherson BComAcc (Hons) (NMMU), CA (SA)

Mr L Molatlhwe BCom (RAU), BComHons (RAU), CA (SA)

Ms S Moolman BAccHons (US), CA (SA)

Ms M Ntintelo BusSci Fin with Acc (UCT), BComHons Acc (UCT), CA (SA)

Ms F Oliveria BComAcc (NMMU), Post grad Dip Acc (UKZN), CA (SA)

Mr G Sarpong BCom (NMMU) CA (SA)

Ms TL Smith BComAcc (Hons) NMU CA (SA)

Mrs S Terblanche BCom (US), HED (US)

Associate Lecturer

Ms B Peter BCom (Hons) (Vista), BTech (CMA) (NMMU)

Administrative Assistants

Ms Y Belani BTech (Man) (NMMU)

Ms C Cupido BA (Stellenbosch), MBA (Regent Bus School)

Ms YA de Beer

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|--|---|
| | Ms Z Ngqoyiya NDip (Off Man & Tech) (NMMU) |
| <i>School Administrator</i> | Mrs RA Kock BTech (Man) (NMMU) |
| <i>Secretary</i> | Mrs BD Hayes |
| SCHOOL FOR ECONOMICS, DEVELOPMENT AND TOURISM | |
| <i>Director of School</i> | Prof M R Ncwadi BA (Vista) BAHons (Vista), MA (Economics) (UPE), PhD (NMMU) |
| <i>Administrative Assistant</i> | Ms J Keir |
| Economics | |
| <i>Head of Department</i> | Vacant |
| <i>Honorary Professor</i> | Prof R W K Parsons BCom (UCT), BAHons (UCT), DCom (hc) (UPE), FlstD |
| <i>Emeritus Professors</i> | Prof P le Roux BCom (PU for CHE), BComHons (UOFS), MCom (UOFS), PhD (Vista) Prof C V R Wait BCom (US), BCom (Honours) (US), MCom (US), DCom (US) |
| <i>Associate Professor</i> | Prof S Mishi BCom (<i>cum laude</i>) (UFH), BComHons (Financial Markets) (<i>cum laude</i>) (UFH), MCom (Economics) (UFH), DCom (Economics) (UFH) Prof A Phiri BCom (NWU), BComHons (NWU), MCom (NWU), DCom (NWU) |
| <i>Senior Lecturers</i> | Dr N S Dyubhele BCom (RU), BComHons (RU), HDE (RU), AdvDipl (Mkt Mgt) (UNISA), PG Dip (Economic Impact Assessment) (Molde College, Norway), MCom (Vista), DCom (NMMU) Dr L Jeke BCom (<i>cum laude</i>) (UFH), BComHons (UCT), MCom (Economics) (UFH), DCom (Economics) (UFH) |
| <i>Lecturers</i> | Mr S Dingela BCom (NMMU), BComHons (NMMU), MCom (NMMU) Ms A Fotoyi BCom (NMMU), BComHons (NMMU), MCom (NMMU) Mr C B Johnson BCom Law (NMMU), BComHons (NMMU), MCom (<i>cum laude</i>) (Mandela Uni) Ms W Matekenya BCom (UFH), BComHons (UFH), MCom (UFH) Dr T Qabhobho BCom (NMMU), BComHons (NMMU), MCom (NMMU), PhD (Mandela Uni) Ms S E Tessendorf BCom (UPE), BComHons (UPE), MCom (NMMU) |
| <i>Associate Lecturers</i> | Ms C Mpuku BComRat (NMMU), BComHons (NMMU), MCom (Mandela Uni) Mrs G S Pereira BA (Vista) BAHons (Vista) Ms Z Sikhunyana BA (Dev Studies) (NMMU), BComHons (Financial Markets) (UFH), MCom (Economics) (UFH) |
| <i>Administrative Assistants</i> | Ms D Erasmus BA (App Lang Studies) (<i>cum laude</i>) (UPE), BAHons (<i>cum laude</i>) (NMMU) Ms E Moodley NDip (GD) (NMMU) (2 nd Avenue Campus) |

Development Studies

| | |
|---------------------------------|--|
| <i>Head of Department</i> | Prof S Mago PGHET (UFH), BSc (Economics) (University of Zimbabwe), MBA (Zimbabwe Open University), PhD(UFH) |
| <i>Emeritus Professor</i> | Prof R Haines BA (UN), BAHons (UN); MA (UN); PhD (University of London) |
| <i>Professors</i> | Prof J M Cherry BA (UCT), BAHons (UCT), MA (UCT), PhD (Rhodes) Prof S Mago PGDHET (UFH), CSM(ZIM), BSc Economics(Hons) (UZ), MBA (ZOU), PhD(UFH) |
| <i>Senior Lecturer</i> | Dr A van den Berg BA, BAHons (Dev Studies), MA (UPE), PhD (NMMU) |
| <i>Lecturers</i> | Dr F Modiba BA, BAHons, MA, DLitt et Phil (UNISA) Mr S Phiri BAHons (Economics) (Newcastle-upon-Tyne, UK), MA (Dev Studies) (NMMU) Ms D Tembo BSc (Enviro Sciences), MA (Dev Studies) (NMMU) |
| <i>Associate Lecturers</i> | Ms C Kani BA (NMMU), BAHons (NMU) Mr M Shoba BAdmin, BA, MA (Dev Studies) (University of Zululand) |
| <i>Administrative Assistant</i> | Ms J Daya |

Tourism

| | |
|---------------------------------|--|
| <i>Head of Department</i> | Dr S R van Zyl BA HDE(UPE), MSc Tourism Development and Management (Bucks-Chilterns UK), DPhil Development Studies (NMMU) |
| <i>Principal Lecturer</i> | Dr H H Bartis BA, BScHons (UFH), MA (Ohio, USA), HDE (PG) (Sec) (RU), DPhil (Tourism Management) (Mandela Uni) |
| <i>Lecturers</i> | Dr L C Jonas NDip (Tourism Mgt) (<i>cum laude</i>), BTech (Tourism Mgt) (<i>cum laude</i>) (VUT), BComHons (Tourism), MEd (<i>cum laude</i>) (NMMU), PhD (Education) (Mandela Uni) Dr T.L Mbane ND, BTech (Tourism Management), MTech (Tourism and Hospitality Management) (CPUT), PhD (Recreation and Tourism) (UNIZULU) |
| <i>Administrative Assistant</i> | Vacant |

George Campus

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|---------------------------|---|
| <i>Senior Lecturer</i> | Dr R Manyevere GCE (Cambridge), BTech Honours (Chinhoyi University of Technology, Zimbabwe), Masters (University of Fort Hare), PhD (North-West University) |
| <i>Associate Lecturer</i> | Ms T Vapi National Diploma Tourism Management (NMMU), BTech Tourism Management (NMMU), PGCE (<i>cum laude</i>) (UNISA) |

SCHOOL OF MANAGEMENT SCIENCES

| | |
|---------------------------|--|
| <i>Director of School</i> | Prof M van Eyk NDip (Tourism Mgt), BTech (Tourism Mgt), MTech (Mktg) (<i>cum laude</i>) (PET), DTech (Mktg) (NMMU) |
| <i>Secretary</i> | Ms V Smith NDip (Info Tech) (PET) |

Business Management*Head of Department*

Dr T Matchaba-Hove BCom (NMMU), BComHons (NMMU), PG Dip (Fin Plan) (NMMU), MCom (NMMU), DCom (Mandela Uni)

Professors

Prof S M Farrington BComHons HDE (UPE), MBA (Ghent), DCom (NMMU)

Prof S Perks BCom (UPE), HED PG (UNISA), PhD (Vista), MBA (Buckingham Business School, London)

Prof C Rootman BCom (UPE), BComHons (UPE), MCom (NMMU), PhD (NMMU)

Prof E E Smith BComHons (UPE), MCom (Vista), PhD (Vista)

Prof F W Struwig HDE (UPE), BComHons (UPE), MCom (UPE), PhD (Vista)

Prof E Venter BComHons (UOFS), HDE (UOFS), MCom (US), MBA (Ghent), DCom (UPE)

Associate Professor

Prof J Krüger BComHons (UPE), MCom (Vista), PhD (NMMU)

Senior Lecturers

Dr V Mrwebi BA (Vista), PGCE (UNISA) MBA (MANCOSA), PhD Business Management (NMU)

Dr V Msuthwana BSc (UWC), BScHons (UPE), MBA (NMMU), PhD (NMMU)

Ms J B Palframan BA(RU), Dip in Retirement Funds Mgt, ILPA, MCom (NMMU), CFP®

Lecturers

Dr AP Deliwe BCom (KwaZulu Natal), BComHons (UNISA), PG Dip (Management) (Wits), MCom (UKZN), PhD (UKZN)

Ms BA Gray BComHons(UPE), MCom (NMMU) (*cum laude*)

Mrs J E Kinsman BCom (NMMU), BComHons (NMMU), MCom (*cum laude*) (NMMU)

Mr L Mahlangabeza NDip (NMMU), BTech (NMMU), MBA (NMMU)

Mr S Mtimba: BCom Financial Planning (NMMU), PG Dip Financial Planning (NMMU), MCom Business Management (NMU)

Dr A Nelmapius BCom (UPE), BComHons (UPE), NHD PSE (PET), MCom (NMMU), PhD (Stellenbosch)

Associate Lecturer

Mr R Pandie BCom (NMMU), PG Dip (Fin Plan) (NMMU)

George Campus*Lecturers*

Mr AC Peters BAdmin (Ind Psych & Pub Admin), BAdminHons (Pub Admin) (UWC), MBA (Advanced) (Curtin Univ of Tech, Australia)

Ms N Madzunya BCom (UFH), BCom Hons (UFH), MCom (UFH)

Logistics*Head of Department*

Mr GT Cook NDip (PurMgt), NDip (Mkg& Sales), BTech (Bus Adm) (PET), MTech (NMMU)

Associate Professor

Prof P Hove-Sibanda BCom (UFH), BComHons (UFH), MCom (UFH), MSc Decision Making in Supply Chain (Vrije University, The Netherlands), DTech (VUT), PGDIP (VUT)

Senior Lecturer

Mr RC van den Berg BCom (Ed), MCom (UPE)

Lecturers

Mrs JK Howell BCom (UKZN), BTech (Purch) (PET)

Ms A Mavela NDip (Inventory and Stores Management), BTech(Logistics)

Mr Y Mkumatela NDip (Logistics)(NMMU), BTech (Logistics)(NMMU), MCOM Logistics(NMU)

Mr S Pillay BTech (Log Mgt) (NMMU), MCom (Log Mgt) (Mandela Uni)

Management Practice*Head of Department*Dr P Tai-Hing NHD (Prod Man) (*cum laude*), BTech (BA) (*cum laude*) (PET), MTech (BA) (*cum laude*), PhD Bus Man (NMMU)*Senior Lecturers*

Dr R Muller MDP, MBA, PhD Bus Man (NMMU)

Dr T Ngxukumeshe NDip (CMA) (Tech SA), BTech (CMA), MBA, PhD (Business Management) (NMMU)

Dr EJ Zeelie BCom (UPE), NH Dip MgtPrac, MTech BA (PET), DBA (NMMU)

Lecturers

Mr H Mohamed NDip (HR), BTech (HR), MTech (BA) (NMMU)

Mrs AA Makochieng BCom Law (*cum laude*) (UFH), BComHons (Bus Mgt) (UNISA), MCom (Mgt) (Rhodes)**George Campus***Lecturer*

Dr ZS Webber Snr Primary Teacher's Dip (CCE), Higher Certificate in Theology (TEE College), B.Bbl (UFH), BTech (Educ Mgt) (PET), Honours (Info Science) (UNISA), MPhil (Info and Knowledge Mgt) (US), PhD (Business Management) (NMU)

Marketing Management*Head of Department*Prof M van Eyk NDip (Tourism Mgt), BTech (Tourism Mgt), MTech (Mktg) (*cum laude*) (PET), DTech (Mktg) (NMMU)*Senior Lecturers*

Dr F Amoah HND (Mktg) (Koforidua Polytechnic, Ghana), BTech (Mktg) (UNISA), MTech (Mktg) (NMMU), DTech (Mktg) (NMMU)

Dr A Chivanadi Cert (Hotel & Cat Supervision) ICM. UK, BCom- Hons (Mgt) (MSU) ZW, MCom (Mktg) (MSU) ZW, PhD (Mktg) (WITS)

Dr DP Ferreira Dip Tour Ops (Varsity Collage), BCom Hons (Tourism) (NMMU), MCom (Bus Mgt) (NMMU), PhD (Bus Mgt) (Mandela Uni)

Lecturers

Dr AG Jonas NDip (Tourism Mgt), BTech (Tourism Mgt), MTech (Mktg) (NMMU), PhD (Mktg) (Mandela Uni)

Mr A Marriott BCom (Bus Mgt), BComHons (Bus Mgt), MCom (Bus Mgt) (NMMU), TEFL Intl Cert (UK)

Mrs T Shrosbree NDip (Mktg), NH Dip (Mgt), BTech (Bus Adm) (PET), MTech (Mktg) (NMMU)

George Campus*Senior Lecturer*

Dr A Potgieter BCom (Ind Psych), BComHons (Inv Mgt) (RAU), MCom (Bus Mgt), PhD (Bus Mgt) (NMMU)

Lecturer

Mr V Hau-Yoon MDP, BCom, MBL (UNISA)

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCES*Director of School*

Prof R van Niekerk BA (Theol), BAHons (Psych) (US), MA (Clin Psych) (UPE), MA (Ind Psych) (US), MED GETP (RU), PhD (Psych) (UPE)

Secretary

Ms K-L Roodt NDip (Office Mngt), BTech (Mgt), MTech (Bus Admin) (NMMU)

Human Resource Management*Head of Department*

Prof A Werner BA (Comm), MA (Potch), DTech (HRM) (NMMU)

Secretary

Mrs R Felix NDip (TOU) (NMMU)

Lecturers

Ms N Agherdien NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)

Dr B de Villiers BA (Psych, English), BAHons (Psych) (UPE), MTech (HRM) (NMMU), DPhil (HRM) (NMMU)

Ms Y Dube NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)

Ms M Mavuso BAdmin (IPS & PM), BAdminHons (IPS), M(Admin) (IOP)

Prof M R Mey NH Dip (Mgt Prac) (PET), BCom (UPE), BComHons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP

Ms O Veldkornet BA (Psych) (UPE), BAHons (LR & HR), MA (Soc)

Associate Lecturer

Mr S Puza NDip (HRM), BTech (HRM) (NMMU) (George Campus)

Industrial and Organisational Psychology*Head of Department*

Prof G Freedman BCom (UNISA), BComHons (IOP) (UNISA), MCom (IOP) (UNISA), DCom (IOP) (UNISA)

Secretary

Ms K-L Roodt NDip (Office Mngt), BTech (Mgt), MTech (Bus Admin) (NMMU)

Associate Professor

Prof G Freedman BCom (UNISA), BComHons (IOP) (UNISA), MCom (IOP) (UNISA), DCom (IOP) (UNISA)

Senior Lecturer

Dr C Harris BCom (UPE), BComHons (UPE), MCom (NMMU), DCom (NMMU)

Lecturers

Ms I Dzivhani BCom (UP), BComHons (UP), MCom (UP)

Mrs L Jagers-de Kock BAPsych (NMMU), BAPsych Hons (NMMU), BPsych (Equivalence: Psychometry) (NMMU), MA (IOP) (NMU)

Ms S Magxwalisa BA (Psych), BAHons (Psych) (NMMU), MA (IOP) (NMU)

Registered Entities/Units

Family Business Unit

Entity Manager

Dr T Matchaba-Hove BCom (NMMU), BComHons (NMMU), PG Dip (Fin Plan) (NMMU), MCom (NMMU), DCom (Mandela Uni)

Unit for Positive Organisations

Entity Manager

Prof G Freedman BCom (UNISA), BComHons (IOP) (UNISA), MCom (IOP) (UNISA), DCom (IOP) (UNISA)

Unit for Economic, Development and Tourism (UFEDT)

Prof R Ncwadi BA (Vista) BAHons (Vista), MA (Economics) (UPE), PhD (NMMU)

FACULTY OF EDUCATION

Office of the Dean

Executive Dean

Dr SF Moeng BA, HDE, BEd Hons (UPE), MSc (St Cloud State University), DEd (NMMU)

Executive Secretary

Ms JL Smith BSocSci (RU)

Deputy Dean

Dr T Morar PTD (Dower College), BA (UPE), BEd Hons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia)

Deputy Dean Secretary

Ms G Daniels-Smith NDip (Management) (Mandela Uni)

Faculty Operations Manager

Dr T Morar PTD (Dower College), BA (UPE), BEd Hons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia)

Resource Centre Coordinator

Ms NP Rhayi BA (UPE), BA Hons (Mandela Uni)

Administrator: Bursaries

Ms M Geswint

Administrator: School Based Learning

Ms M Oliphant

Faculty Academic Administration South Campus

Senior Manager: Faculty Academic Administration

Ms L Roodt BCom (NMMU)

Manager: Faculty Academic Administration

Mr R Salie NDip (Management) (NMMU)

Faculty Academic Administration

Ms J Hay

Consultant

Primary School Education Department: Foundation Phase

| | |
|------------------------------------|--|
| <i>Head of Department</i> | Dr D Geduld HDE (Dower College), BEd Hons, MEd, DEd (NMMU) |
| <i>Associate Professor</i> | Prof CP Mosito BA (Education) (NUL); Diploma in Specialised Education (Remedial), BEd Hons, MEd (Education Support), D Phil (UCT) |
| <i>Lecturers</i> | Ms TL Hlam Junior Prim Dip, FDE (Maths Ed), BEd Hons (RU), MEd (NMMU) Mr O Kagola BEd FP (NWU), BEd Hons: Learner Support (NWU), MEd (NMU) Ms H Septoo Junior Primary Diploma (Dower College), DSE: Remedial Education (UPE), BEd Hons (NMMU) Ms M van Zyl BPrimEd FP, FDE (<i>cum laude</i>), BEd Hons (UPE), MEd (NMMU) |
| <i>Associate Lecturer</i> | Ms P Magangxa PTD (Masibulele College of Ed), FDE (RU), B SocSci (UFH), BEd Hons (PU), Honours in Interdisciplinary Studies (UFH) Ms N Musthan BSocSci, PGCert: Multilingual Education, PGCE (UCT) Mr K Nthimbane BEd (UJ), BEd Hons (UJ), MEd (with distinction) (UJ) |
| <i>Programme Administrator: FP</i> | Ms B Brooks |

Primary School Education Department: Intermediate Phase

| | |
|-----------------------------|---|
| <i>Head of Department</i> | Dr TE Mapasa STD (Griffiths Mxenge College of Education), BAEd (UNISA), BTech (Ed Mgt) (PET), MEd (NMMU), PhD (Mandela Uni) |
| <i>Associate Professors</i> | Prof A du Plessis HDE (PETC) with distinction, BA (UPE) (<i>cum laude</i>), MEd (RU) (<i>cum laude</i>), PhD (NMMU) |
| <i>Senior Lecturers</i> | Dr M Childs HDE (PET), BA, MPhil (UPE), DEd (NMMU) |
| <i>Lecturers</i> | Dr CAG Jordaan BA (SW 4), DEd (UPE) Ms S Deysel HDE (PETTC), FDE (<i>cum laude</i>) (UPE), BEd Hons (<i>cum laude</i>), MEd (NMMU) Mr D Koen BA, BA Hons (Afrikaans & Dutch), MA (Afrikaans & Dutch), PGCE (NMMU) Dr NV Msutwana HDE (SecTeach), BEd Hons, MEd (<i>cum laude</i>) (NMMU), PhD (Mandela Uni) Mr S Nofemele SSTC (LL Sebe College), Dip Labour Law (NMMU), BSc (UPE), BEd Hons (NMMU) Ms A Simayi Secondary Teachers Diploma (Maths and Biology) (Lennox Sebe Teachers College) BA (Psych and Ed) (UNISA), BEd Hons (Maths and Phys Sci), MEd (Physical Science Teaching) (Mandela Uni) Ms R Thorne HDE IV (SP) (Dower College of Education), BEd Hons, MEd (Science and Language) (NMMU) |

Programme Administrator: IP
Laboratory Technician

Ms A Vermaak Dip Ed (Foundation), Dip Spec Ed: MHT, Specialised Tech Ort-Step (UPE), BEd Hons Edu Mgnt (NMMU), MEd (*cum laude*) (NMMU)
Ms D Botha
Ms N Ntshangase BSc (RU)

Secondary School Education Department

Head of Department

Dr HH Sathorar BCom, HDE (*cum laude*), BEd Hons (*cum laude*) (UPE), MBA (*cum laude*) (NMMU), PhD (Mandela Uni)

Associate Professors

Prof L Athiemoolam BPaed (UDW), BEd (RU), BA Hons (English) (*cum laude*), BA Hons Psych (NMMU), DSE (UNISA), MEd, DEd (UPE)

Prof A Bayaga BEd Hons (Cape Coast Uni), PostGradCert (Leicester Uni), MEd, MCom, PhD (Fort Hare)

Senior Lecturer

Dr Z Somlata BA, HDE (UWC), BA Hons, MA (Stellenbosch Uni), PhD (RU)

Lecturers

Dr B Ismail BCom (UWC), BCom Hons (Vista), MCom (Vista), PhD (NMMU)

Ms NS Malinga Secondary Teachers Diploma (Eshowe College of Education), BCompt (Unisa), BEd Hons (Unisa), MEd (Wits)

Dr V Matsha BSc, BEd, HDE (UFH), MEd (Leeds), PhD (Mandela Uni)

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Dr ME van Heerden BMus (UPE), UVLM (UNISA), RSLM (Royal Schools of Music, London), MMus (UPE), PhD (NMMU)

Mr W Zivanayi Cert Ed, BEd (Chem), MSc (Maths and Science) (UZ)

Associate Lecturer

Mr R Gallant BA HDE (UWC), BEd Hons, MEd (Mandela Uni)

Programme Administrator: SP FET & PGCE

Ms PA Roach NDip (Management) (NMMU), PDBA (Mandela Uni)

Postgraduate Studies Department

Head of Department

Prof K Pillay Dip Edu (Dower), HDE (Hewat), BA Hons (UDW), MEd (UN), PhD (NMMU)

Professor

Prof SE Bignaut BA, BA Hons, HDE (UWC), BEd (UPE), MEd (UPE), DEd (NMMU)

Associate Professors

Prof M Khau BScEd (Nat Univ of Lesotho), PGDE (Life Orientation) (*cum laude*) (RAU), BEd Hons *summa cum laude*, MEd *summa cum laude*, PhD (UKZN)

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Dr EMA Scheckle BA (Ed), BA Hons (English), BEd (Wits), MPhil (TELI, US), PhD (RU)

Programme Administrator: BEd Hons, MEd and DEd

Dr CF Pienaar HDE Snr Prim, BA, BEd Hons, MEd (Psych), DEd Psych (UPE)
 Dr NH Rasana BA, BA Hons (UNISA), DiplInst (Christchurch, Canterbury), DiplInst (Ohio, Athens), PG Dip (Man) (RU), PG Dip (Int Rel) (RU), MEd (RU), PhD (Bangor, North Wales)
 Dr VS Tshazibana BA, BEd (Vista), MEd (UDW), JSTC (LLSC), PhD (NMMU)
 Ms C Poisat

Post Schooling Department

Head of Department

Lecturers

Ms H Oosthuizen BSc Hons Zoology, HDE Post Grad (UPE), BSc Hons Info Systems (UNISA), MSc (UPE)

Mr L Maluleke BSocSci, BEd Hons (Educ&Dev), MEd Adult Education (UKZN)

Mr T Seitshiro NDip Mgt (NMMU), BTech Mgt (NMMU), PGDip FP(NMMU), PGCE (UNISA), MTech BA (NMMU)

TVET WBL Administrator

Ms N Yamile NDip Mgt, BTech Mgt, MA Development Studies (NMMU)

Programme Administrator: TVET and PGDE

Ms M Oliphant

Registered Entities

Centres

Centre for the Community School

Mr Mzuzu (Acting)

FACULTY OF ENGINEERING, THE BUILT ENVIRONMENT AND TECHNOLOGY

Office of the Dean

Dean

Prof Marshall Sheldon; BTech BA; Doctor in Chemical Engineering (CPUT); PrTechEng

Deputy Dean

Prof D Pottas BScHons (PU CHE), PhD (RAU), MCSSA

Executive Secretary

Ms C Dale

Faculty Academic Administration

Senior Manager: Faculty Academic Administration

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Summerstrand North Campus

Manager: Faculty Academic Administration

Mr J Dorothy NDip (HRM) (PET)

Faculty Academic Administration

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George Campus

Faculty Academic Administration
Consultant

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SCHOOL OF ARCHITECTURE

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Secretary

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Administrative Assistant

Vacant

Department of Architectural Technology and Interior Design

Head of Department

Mr HB Tonga PrArch (SA), MArch, BAS (NMMU)

Secretary

Mrs P Peters

Senior Lecturer

Ms NS Pannell PrArch (SA), MIArch.BAS, BArch (Wits), MPhil CBE (UCT)

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Ms L Vosloo PrSnr Arch Tech (SACAP), BTech (Arch Tech) (PET)

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Mrs L Smit BHE (Int Des) (UP)

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Department of Architecture

Head of Department

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Professor

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Associate Professor

Vacant

Secretary

Ms L Smith

Senior Lecturers

Mr J Andrews BBdgA (UPE), MArch (Prof) (NMMU)

Mr J Basson BAS (NMMU), MArch (Prof) (NMMU),

MSc Construction Management) (NMU)

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|---------------------------------|--|
| | Mr JBW Bradley BBuild (UPE), BArch (UPE), PrArch (SA) |
| | Mr G Eckley BBdgA (UPE) BArch (UPE) |
| | Mr JD Flint BBuild (UPE), BArch (UPE), PrArch (SA), MIA |
| | Mr C Johnson-Goddard BBdgA(UPE), MArch (Prof.) (NMMU), MCPUD (UCT) |
| | Dr M Minguzzi B Arch (Iuav, Venice), M Arch (Iuav, Venice), PhD (Iuav, Venice), OAPPC.Ra (Italy) |
| | Mr BP Varghese B Arch (Kerala) M Des (IIT Mumbai), PrArch (SA) |
| <i>Lecturer</i> | Mr M Mbulawa ND: Building (WSU); BAS (NMMU), MArch (NMU) |
| <i>Administrative Assistant</i> | Ms J Hoon |
| <i>Senior Lab Technician</i> | Mr A Jorgensen NDip Elect. Eng. MSCE (NMMU) |

SCHOOL OF ENGINEERING

Director of School

Prof F Smith PrEng, BSc (Physics) (UCT), BSc (Elec Eng) (UCT), MSc (Elec Eng) (UCT), PhD (Elec Eng) (US) PrEng, SMIEEE Prof F Smith PrEng, BSc (Physics) (UCT), BSc (Elec Eng) (UCT), MSc (Elec Eng) (UCT), PhD (Elec Eng) (US) PrEng, SMIEEE

Administrative Professional

Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hon (Corp Com) (Mandela Uni)

Department of Electrical Engineering

Head of Department

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Associate Professor

Prof P Freere BE (Sydney), ME (NSW), BSc(Sydney), PhD(Newcastle), Pr Eng, MIEEE

Senior Lecturers

Mr F Adlam NDip (Elec), NH Dip PSE, MTech Elec Eng (PET), MSAIEE

Mr A Marks B Eng (Elec) (UP), BTech Ed (Post School) (UJ), MEd (UP)

Lecturers

Mr I Bambiso NDip (Elec Eng), BTech (Elec Eng), MTech (Elec Eng) (NMMU), Candidate Pr Tech Eng, MSAIEE

Mr K Majara NDip (Elec Eng), BTech (Elec Eng) (PET), MTech (NMMU), MSAIEE

Mr AJ McGillivray NDip (PET), NH Dip (Elec Eng) (PET), SMSAIEE

Mr SM Mtakati NDip (Elec Eng), BTech (Elec Eng) (NMMU), Pr Tech Eng, MSAIEE

Mr AM Wynter NCT, NDT, NH Dip (Elec Eng) LC (PET), BTech (Bus Mgt) (NMMU), Pr Tech Eng

Mr K Reddy BSc (Elec Eng) (UKZN), MSc (Elec Eng) (UKZN), Candidate Pr Eng, Student member IEEE, Member GKIHS

Laboratory Technicians

Mr E Chekure NDip (EE) (HP), BScHons (Comp)

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| | (UNISA), MSAIEE |
| | Mr JA Ehlers NDip (Elec Eng) (PET), MSAIEE |
| | Mr A Ndimurwimo FTC (EE) (DIT), Adv.Dip (EE) (DIT), BTech (Elec Eng) (NMMU), Candidate Pr Tech Eng, MSAIEE |
| <i>Technical Assistant</i> | Mr N Manene |
| <i>Administrative Professional</i> | Ms L Blom NH Cert Dip (PR and Comm) (Varsity College), NDip HRM (NMMU) |
| Department of Industrial Engineering | |
| <i>Head of Department</i> | Prof AS Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIEE, ASEE |
| <i>Senior Lecturers</i> | Mr AT Murray NDip (Ind Eng) (PET), NH Dip (Ind Eng) (PET), NH Dip (Mgt Prac) (PET), MTech (Ind Eng) (NMMU), Pr Tech Eng, SMSASQ |
| | Prof K van der Merwe NDip (Ind Eng) (PET), NH Dip (Ind Eng) (PET), BTech (Ops Mgt), MTech (Ind Eng), DTech (Ops Mgt) (NMMU), Pr Tech Eng, MSAIEE, CPIM |
| <i>Lecturers</i> | Mrs M Dolley-Ryneveld NDip (Ind Eng), BTech (Ind Eng), MBA (NMMU), AMSAIEE |
| | Mr L Horrmann BEng (Mechatronics) (NMMU) |
| | Mr C Joubert NDip (Ind Eng) (Tech Pta), BTech (Ind Eng) (NMMU), MSAIEE, Pr Tech Eng. MBA (Mandela Uni) |
| | Mr J Snyders NDip (Ind Eng) (PET), BTech (Ind Eng) (NMMU), MSAIEE |
| <i>Administrator</i> | Ms N Truter NDip (PRM) (NMMU) |
| <i>Laboratory Technician</i> | Mr L Somdaka BSc (Physics and Comp. Science) (NMMU) |
| Department of Marine Engineering | |
| <i>Head of Department</i> | Mr H Theunissen NDip (Mech Eng), BTech (Mech Eng), MTech (Mech Eng) (PET), IEng, Pr Tech Eng, Certificate of Naval Architecture, MRINA |
| <i>Marine Programme Coordinator</i> | Ms P Hobongwana NDip (HRM) (NMMU) |
| <i>Marine Lecturer Marine Engineering</i> | Mr S Giannotti Chief Eng. (CL 1) CoC STCW III/2, (PgDip) Energy Management, Candidate (MSc) Sustainable Maritime operation (World Maritime University) |
| <i>Marine Lecturer Automation & Electrical</i> | Mr J Fernandes NDip (Elec Eng), BTech (Elec Eng) (NMMU), M Eng (Mechatronics) Candidate Pr Tech Eng |
| <i>Marine Lecturer Naval Architecture</i> | Mr Boswell Douse NDip (NMMU) (MechEng), BTech (Mech Eng) (NMMU), MSc (Naval Architecture) (University of Southampton) |
| <i>SLP & Funded Projects Coordinator</i> | Ms R Pittaway |
| Department of Mechanical Engineering | |
| <i>Head of Department</i> | Mr G Kleyn NDip (MechEng) (PET), NH Dip (Mech Eng) (Tech Wits), MTech (Mech Eng) (NMMU), MSAIRAC, MSAIMechE, Pr Tech Eng |

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| <i>Honorary Professor</i> | Prof MN James BSc (Eng) (Wits), DSc (Eng) (Wits), DTech (Honoris Causa) (NMMU), PhD (Cambridge), C Eng, FIM |
| <i>Adjunct Professors</i> | Prof J Th M De Hosson BSc (Maths and Physical Science) (Utrecht, Netherlands), PhD (Physics) (Groningen Netherlands) Prof A Steuwer MPhil (Physics), PhD (Materials Science) (Cambridge, UK) |
| <i>Distinguished Professor</i> | Prof DG Hattingh MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech Eng, MSAIMechE |
| <i>Professor</i> | Prof RL Phillips DTech (Mech Eng) (NMMU), RegEng Tech, MSAIMechE |
| <i>Associate Professor</i> | Prof H Lombard HDE(UPE), MSc (UPE), PhD (Plymouth), ASAIRAC, Pr.Sci.Nat (SACNASP) |
| <i>Principal Lecturer</i> | Mr KH du Preez MDip Tech (Mech Eng) (PET), Pr Tech Eng |
| <i>Senior Lecturers</i> | Dr W Rall MTech (Mech Eng) (PET), MSAIMechE, Pr Tech Eng, PhD (NMU) Mr T Stroud NH Dip (Mech Eng) (PET), MBA (NMMU), MTech (Mech Eng) (NMMU), Pr Tech Eng |
| <i>Lecturers</i> | Mr G Gouws NH Dip (Mech Eng), BTech (Mech Eng) (PET) Mr CH Hands BScHons (Mech Eng) (UN) Mr R Müller, NDip (Mech Eng), BTech (Mech Eng), MTech (Mech Eng) (NMMU), MSAIRAC |
| <i>Research Technician</i> | Mr DR Brown BEng (Mechatronics) (NMMU) |
| <i>Senior Laboratory Technician</i> | Mr MD Knoesen NTD Mech (PET) |
| <i>Laboratory Technicians</i> | Mr A Lalla NDip (Mech Eng), BTech Mech Eng (NMMU) Ms N Koloji ND Mech Eng (CPUT), BTech (UNISA), M Eng (NMMU) |
| <i>Senior Artisans</i> | Mr J Cizek NDip (Mech Eng) (PET) Mr S Casling |
| <i>Laboratory Assistants</i> | Mrs L Ferreira Mr A Basi |
| <i>Administrative Professional</i> | Mrs M Brown Dip (Office Admin) (Russell Road College), NDip (Man) (Mandela Uni) |
| Department of Mechatronics | |
| <i>Head of Department (Acting)</i> | Prof K Abou-El-Hossein, MSc Mnfg (Ukraine), PhD Mnfg (Ukraine), GCTT (Curtin), Pr Eng |
| <i>Professors</i> | Prof F Smith PrEng, BSc (Physics) (UCT), BSc (Elec Eng) (UCT), MSc (Elec Eng) (UCT), PhD (Elec Eng) (US) PrEng, SMIEEE Prof IA Gorlach BSc Mech Eng, MSc Ind Eng (Wits), PhD Mech Eng (Potch), NH Dip Ed (TWR), PrEng, MSAIIE Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, MSAIEE |

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|---|---|
| <i>Lecturers</i> | Ms S Gaffoor BEng (Mechatronics) (NMMU), MEng (Mechatronics) (NMMU) (PrEng) Mr S Tom BEng, MEng (Electric & Electronics) (Stell), MEng (Electronics) (Stell) |
| Department of Mechatronics | |
| <i>Head of Department (Acting)</i> | Prof K Abou-EI-Hossein, MSc Mngf (Ukraine), PhD Mngf (Ukraine), GCTT (Curtin), Pr Eng |
| <i>Professors</i> | Prof F Smith PrEng, BSc (Physics) (UCT), BSc (Elec Eng) (UCT), MSc (Elec Eng) (UCT), PhD (Elec Eng) (US) PrEng, SMIEEE Prof IA Gorlach BSc Mech Eng, MSc Ind Eng (Wits), PhD Mech Eng (Potch), NH Dip Ed (TWR), PrEng, MSAIEE Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, MSAIEE |
| <i>Lecturers</i> | Ms S Gaffoor BEng (Mechatronics) (NMMU), MEng (Mechatronics) (NMMU) (PrEng) Mr S Tom BEng, MEng (Electric & Electronics) (Stell), MEng (Electronics) (Stell) Mr S van Aardt BEng (Mechatronics) (NMMU), MEng (Mechatronics) (NMMU) |
| <i>Laboratory Technician</i> | Ms N C Hlangwani's NDip (Electrical) |
| <i>Administrative Professional</i> | Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hon (Corp Com) (Mandela Uni) Mr S van Aardt BEng (Mechatronics) (NMMU), MEng (Mechatronics) (NMMU) |
| <i>Laboratory Technician</i> | Ms N C Hlangwani's NDip (Electrical) |
| <i>Administrative Professional</i> | Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hon (Corp Com) (Mandela Uni) |
| Registered Entities | |
| Isuzu Chair of Mechatronics | |
| <i>Chair</i> | Prof IA Gorlach BSc Mech Eng, MSc Ind Eng (Wits), PhD Mech Eng (Potch), NH Dip Ed (TWR), PrEng, MSAIEE |
| <i>Secretary</i> | Ms M Snyders NDip (Tourism) (PET) |
| merSETA | |
| <i>Chair</i> | Mr KH du Preez NDip (Mech Eng), NH Dip (Mech Eng), MDip Tech (Mech Eng) (PET), Pr Tech Eng, MSAIMechE, MSAIRAC |
| <i>merSETA Project Manager</i> | Ms M Naidoo BCom (Eco and Bus) (UPE) |
| Women in Engineering Leadership Association (WELA) | |
| <i>Manager</i> | Prof AS Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIEE, ASEE |
| <i>Administrative Assistant</i> | Ms N Truter NDip (PRM) (NMMU) |

eNtsa

| | |
|--|---|
| <i>Director</i> | Prof DG Hattingh MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech Eng, MSAIMechE |
| <i>Engineering Director</i> | Mr A Young MTech (Mech Eng) (PET), Pr Tech Eng, MSAIMechE |
| <i>Director: uYilo E-mobility Technology Innovation Programme</i> | Mr H Parmar MTech (Elec Eng) (NMMU), SAIEE |
| <i>Deputy Director: Operations</i> | Mrs L Lindsay BTech (Management) (NMMU) |
| <i>Deputy Director: Business Development and Client Relations</i> | Mr DJ Erasmus MTech (Mech Eng) |
| <i>Deputy Director: Engineering</i> | Dr IN Wedderburn DTech (Mech Eng) (NMMU), MSAIMechE |
| <i>Deputy Director: Materials & Welding</i> | Mr LG von Wielligh MTech (Mech Eng) |
| <i>Engineering Manager: Supplier Development, Testing Services and TIA Technology Station</i> | Mr JV de Klerk BEng (Mechatronics) (NMMU) |
| <i>Group Specialist: Big Data and Automation Took out Group Specialist: Advanced Design and Modeling</i> | Mr A Lakhani MEng Mechatronics (NMMU) |
| <i>Senior Engineer: Advanced Design and Modeling</i> | Mr H van der Merwe MEng (Mechatronics) (NMMU) |
| <i>Project Engineer: Advanced Design and Modelling</i> | Dr D Tsikayi PhD (Mechanical) (NMU) |
| <i>Senior Engineer: Automation</i> | Mr K Donaldson BEng (Mechatronics) (NMMU) |
| <i>Project Engineer: Automation</i> | Mr H Nel |
| <i>Project Engineer: Supplier Development</i> | Mr A Msimang BEng (Mechatronics) (NMU) |
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| | Ms N Sibambo BTech (Eng Metallurgy) (UJ) |
| <i>Group Specialist: Site Applications and Client Relations</i> | Mr AJ Opperman MTech (Mech Eng) (NMMU) |
| <i>Project Engineers: Supplier Development</i> | Ms AB Viviers BTech (Mech Eng) (NMMU) |
| | Mr A Msimang BEng (Mechatronics) |
| <i>Laboratory Technician</i> | Mr J Aller MEng (NMMU) |
| <i>Materials Specialist</i> | Ms L Matthews MSc Materials Engineering (UCT) |
| <i>Senior Engineer: Supplier Development Research and Development</i> | Mr W Pentz MTech (Mech Eng) (NMMU) |
| | Dr S Dobson PhD (Physics) (NMU) |
| <i>Toolmaker</i> | Mr R Ainslie |
| <i>Training Manager</i> | Mrs NJ Goliath BTech (PRM) (NMMU), CPRP (PRISA), BOWASA |
| <i>Course Coordinator: Training</i> | Mrs E van Heerden NDip (IT) (NMMU), PDBA (Mandela Uni: Business School) |
| <i>Coordinator: Marketing</i> | Ms KA Tommy BTech (PRM) (NMMU), PRP (PRISA) |
| <i>Receptionist</i> | Mrs M Makinan Dip (Office Admin) (Rhodes University) |
| <i>Admin Assistant</i> | Mr S Peter |
| <i>Programme Manager: uYilo</i> | Ms E Foli BSocSci (UCT), MBA (Mandela Uni: Business School) |
| <i>Admin Assistant: uYilo</i> | Ms C Reed |
| <i>Research Leader Battery Storage: uYilo</i> | Prof E Ferg DTech |
| <i>Group Specialist: Energy Storage Systems: uYilo</i> | Dr N Rust DTech |

Group Specialist: Materials: uYilo
Quality Assurance Specialist: uYilo and Supplier Development
Senior Engineer: EV and LTE
Project Engineer: EV and LTE: uYilo
Laboratory Technician: Energy Storage: uYilo

Dr X van Niekerk PhD Chemistry (NMMU)
 Mrs N De Andrade BTech (Analytical Chemistry) (NMMU)
 Mr M Thwala BTech (Elec Eng) (TUT)
 Mr N Gonda NDip (Elec Eng) (NMMU)
 Mr G Constance NDip (Chemistry) (NMMU)

Advanced Mechatronics Technology Centre (AMTC)

Director

merSETA Project Manager
AMTC SLP Programmes and Operations Manager
SIEMENS Training Centre Manager

Mr KH du Preez MDip Tech (Mech Eng) (PET), Pr Tech Eng, MSAIMechE, MSAIRAC
 Ms M Naidoo BCom (Econ and BM) (UPE)
 Ms R Pittaway

 Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, MSAIEE

Project Manager ISFAP Bursary Programme
Administrative Assistant

Ms B Mbatha

S Pandie NDip (PRM) (NMMU)

STEM in Action

Programme Manager
Operations Manager
Lecturers

Ms I van Gend BSc, HDE (UNISA)
 Ms T Roberts BSc, PGCE (NMU)
 Mr C Mukasvanga MSc (Chemistry) (NMU)
 Mr M Sonnekus PhD (Botany) (NMU)
 Ms N Van Weesel BScHons (NMU)
 Ms J Davis BSc (NMU)
 Ms N Lukie BA (MCC) (NMU)
 Ms A Gaca BSc (NMU)
 Ms K Johnson BA (MCC) (NMU)
 Mr T Agherdien BScHons (NMU)
 Ms T Mjungulu Dip Anal Chem (NMU)

Project Co-ordinators

Administrative Support
Laboratory Technician
Laboratory Assistant

Wind Energy Research Group (WERG)

Manager

Prof RL Phillips MDip Tech (Mech Eng) (PET), DTech (Mech Eng) (NMMU), Reg Eng Tech, MSAIMechE

Administrative Assistant

Ms S Pandie NDip (PRM) (NMMU)

SCHOOL OF THE BUILT ENVIRONMENT AND CIVIL ENGINEERING

Director

Mr W Draai NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), MDP (UNISA), MSc (BE) (NMMU)

Secretary

Ms N Sam NDip (Office Mgt and Tech) (PET)

Department of Civil Engineering

Head of Department

Prof SO Ekolu PhD (Toronto), MSc (Leeds), BSc (Eng), QMSA, MCSSA, SAICE, PrEng

| | |
|-------------------------------------|---|
| <i>Senior Lecturer</i> | Mr JV van der Merwe ND (CT), NHD (Civ Eng) (Tech Pta), MDip Tech (Water Eng) (Tech Pta), PrTechEng |
| <i>Lecturers</i> | Mrs C Accone NDip, BTech (Civil Eng) (CPUT) Mrs YM Madyibi NDip (WSU), BTech (Civil Eng) (NMMU) Mr SNN Mazomba NDip (Civil Eng) (DUT), BTech (Structures) (DUT); BScHons (Structures) (UP) Mr DG Stuart BTech (Sur) (DUT) MBE (Sur) (DUT) ; AMSAICE Mrs B van der Wat BEng (Civil Eng) (RAU), PrEng |
| <i>Senior Laboratory Technician</i> | Mr M Madotyeni NDip (WSU) BTech (Civil Eng) (CUT) |
| <i>Administrative Professional</i> | Ms LT Pienaar NDip (HRM), BTech (HRM) (NMMU) |

Registered Entities**Built Environment Research Centre (BERC)**

| | |
|---|---|
| <i>Director (Interim)</i> | Mr C Allen BBdgA (UPE), MSc (BE) (NMMU) ICIOB |
| <i>Secretary</i> | Mrs J-Holmes |
| <i>Postgraduate Programmes Co-ordinator</i> | Vacant |

Department of Building and Human Settlement Development

| | |
|------------------------------------|---|
| <i>Head of Department (Acting)</i> | Ms E Ayesu-Koranteng (Acting) ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIQB, GradSaioh, TechIOSH, MAQS |
| <i>Associate Professor</i> | Prof SL Mbanga, BAdmin (UNISA), MPA (<i>cum laude</i>) (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI, AAPS, SAI |
| <i>Adjunct Professor</i> | Prof L Scott, BTech Hons Wood and Building (Limerick), MA Management (Waterford), PhD Educational Assessment (Salford) |
| <i>Senior Lecturers</i> | Ms E Ayesu-Koranteng (Acting) ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIQB, GradSaioh, TechIOSH, MAQS Mr W Draai NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), MDP (UNISA), MSc (BE) (NMMU) Ms N Wessels (BSc TRP (Wits), MPhil Env Management (SU), Pr Planner (SACPLAN) |
| <i>Lecturers</i> | Ms PL Ntshiba NDip (Bldg) (<i>cum laude</i>), BTech (QS) (<i>cum laude</i>) (NMMU) Mr J Terblanche NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), Pr CM Ms TL Mafereka NDip (Bldg) (WSU), BTech (QS) (TuT), MSc BE (PM) (NMU) |
| <i>Associate Lecturer</i> | Ms S Walls BSc CE (NMU), BSc Hons QS (NMU), Candidate QS (SACQSP) |
| <i>Contract Lecturers</i> | Mrs N Gaga NDip (Bldg) (NMMU), BTech (CM) (NMU) Pr H&S |

| | |
|--|---|
| | Mr JP van der Mescht NDip (Building), BTech (CM), BTech (QS) (NMMU) |
| | Dr A Abrahams |
| | Mr S Mazomba Nat Dip (Civil) (DUT), BTech Civil (DUT), BSc (Hons) Applied Science – Structures (UP) MSAICE |
| | Mr L Roodt BTech (CMA) (PET), MTech (CMA) (NMMU), Professional Accountant (SA) |
| <i>Secretary</i> | Ms N Sam NDip (Office Mgt and Tech) (PET) |
| Department of Construction Management | |
| <i>Head of Department</i> | Mr C Allen BBdgA (UPE), MSc (BE) (NMMU), ICIOB |
| <i>Professors</i> | Prof B Botha NDip (Bldg) (<i>cum laude</i>) (PET), BTech (QS) (<i>cum laude</i>) (PET), BTech (CM) (<i>cum laude</i>) (PET), MSc BE (UPE), PhD (CM) (NMMU), Pr CPM, MACPM, MESSA, ICIOB |
| | Prof W M W Shakantu BSc (Building) (Copperbelt), MSc (CM) (Reading), PhD (CM) (Glasgow Caledonian), Pr.CM (SACPCMP), MCIQB (UK), AEIZ (Zambia), MSIZ (Zambia) |
| | Prof JJ Smallwood BSc (BM) (UPE), MSc (CM) (UPE), PhD (CM) (UPE), Pr CM, Pr CHSA, CMSaiosh FCIOB, MACHASM, MACPM, MESSA, MICOH, MIOSH, PPSAIB |
| <i>Lecturer</i> | Ms K Crafford BEng (Civil Eng), Dipl.-Ing. (Universität Dortmund), ICIOB |
| | Mr A Manga BSc CS (NMU), BSc (Hons) CM (NMU), MSc CM (NMU) |
| <i>Secretary</i> | Vacant |
| Department of Quantity Surveying | |
| <i>Head of Department</i> | Mr RC Cumberlege BSc (QS) (UPE), MSc (CE) (NMMU), PrQS, PMAQS, MRICS |
| <i>Professor</i> | Prof GJ Crafford BSc (QS) (UPE), MSc (QS) (UPE), PhD (CE) (NMMU), MBA (US), ICIOB, MAQS, M.Inst.D |
| <i>Senior Lecturers</i> | Ms S Dent BSc (QS) (UPE), MSc (CE) (NMMU), MAQS |
| | Dr T Moyo BSc (QS) (NUST), MSc (CPM) (NUST), PhD (CE) (NMU) |
| <i>Associate Lecturers</i> | Mr M Jonas BScHons (QS) (NMU) |
| | Ms S Xulaba BScHons (QS) (NMU) |
| <i>Secretary</i> | Ms L Engelbrecht |
| <i>Laboratory Technician</i> | Mr JP van der Mescht NDip (Building), BTech (CM), BTech (QS) (NMMU) |
| <i>Research Associates</i> | Prof H Cruywagen PhD (CE) (UP) |
| | Dr N Harinarain PhD (CM) (UKZN) |
| | Dr G Monyane PhD (CE) (NMMU) |
| | Prof R Ndiokubwayo PhD (CE) (NMMU) |

Registered Entities**Chair for Education in Human Settlement Development and Management (CEHSDM)**

| | |
|---|--|
| Head | Prof SL Mbanga, BAdmin (UNISA), MPA (<i>cum laude</i>) (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI |
| Senior Lecturer | Ms N Wessels (BSc TRP (Wits), MPhil Env Management (SU), Pr Planner (SACPLAN) |
| Administrator for BHSD Academic and Student Affairs | Ms J Holmes |

Cross Laminate Timber Unit (CLT)

| | |
|--------------|---|
| Unit Leaders | Dr OSW Franks BSc MechEng, MInd Admin (UCT), Hons (B&A)(US), PhD(Engineering Science)(USF - USA), Pr Eng Ms E Ayesu-Koranteng (Acting) ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIQB, GradSaioh, TechIOSH, MAQS |
|--------------|---|

Infrastructure Development and Engagement Unit (ID & EU)

| | |
|------------------------|--|
| Unit Leader | |
| Director of School | Dr A Petratos NDip (Comp Dat Proc) (PET), NH Dip (Computer Systems) (PET), MDip Tech (IT) (PET), PhD IT (NMMU) |
| Secretaries | Ms F Foutie NDip (PR) (NMMU), BTech (PRM) (NMMU) Ms VS Ntungela BA (Tourism) (UWC) |
| Senior Lab Technician | Mr DP Müller NDip (IT) (PET), BTech (IT) (NMMU) |
| Laboratory Technicians | Ms T Cedras NDip (IT), BTech (IT) (NMMU) Ms L Vincent NDip (IT) (PET) Mr CQ Leander NDip (IT)(NMU) |

Department of Applied Technology

| | |
|---------------------|--|
| Head of Department | Ms A du Preez BCom (Ed) (UPE) |
| Professor | Prof D van Greunen HDE, FDE, BAHons, MA (UPE), PhD (UNISA), PMIITPSA, MICSIT |
| Senior Lecturers | Mr MA Brand BMus (UPE), BScHons(NMMU), MScEng (<i>cum laude</i>) (US) Mr M Thomson NDip Electr Data Proc, NH Dip Computer Systems, MTech IT (PET) |
| Lecturer | Vacant |
| Associate Lecturers | Mr A Ndzondzo NDip (IT) (NMMU), BTech (IT) (NMMU) Ms S Salie NDip (IT), (PET), BTech (IT) (PET) Mr X Zepe NDip (IT) (NMMU), BTech (IT) (NMMU) |

Department of Network Engineering

| | |
|--------------------|--|
| Head of Department | Prof K-L Thomson NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (PET), DTech (IT) (NMMU), CCNA, CCNA Security |
|--------------------|--|

| | |
|---------------------------|--|
| <i>Senior Lecturer</i> | Dr K Kativu NDip (IT) (NMMU), BTech (IT) (NMMU), MTech(IT) (NMMU), PhD (IT) (NMMU), CCNA, MCSA |
| <i>Lecturers</i> | Mr G Kudyachete B Eng. (Electronics) Hons (N.U.S.T., Zim), MSc.Tel. (University of Pittsburgh, USA), MBA (NMMU) Mr L Tekeni NDip (IT), BTech (IT), MIT (NMMU) Mr S Vincent NDip (IT) (PET), BTech (IT) (TSA) |
| <i>Associate Lecturer</i> | Mr T Speckman NDip (IT), BTech (IT) (NMMU), MIT (NMMU) |

Department of IT Governance and Management

| | |
|---|---|
| <i>Head of Department</i> | Prof L Futchter HED (UNISA), BSc (UPE), BTech (IT) (PET), MTech (IT), PhD (IT) (NMMU) |
| <i>Emeritus Distinguished Professor</i> | Prof R von Solms HDE (UPE), NH Dip (Electr Data Proc) (PET), BSc (UPE), BScHons (UNISA), MSc, PhD (RAU), PMIITPSA, CISM |
| <i>Professor</i> | Prof RA Botha BSc (UPE), BScHons (UPE), MSc (RAU), PhD (RAU), PGCHE (NMMU), PMIITPSA |
| <i>Associate Professor</i> | Prof M Gerber NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (PET), PhD (NMMU), CISM |
| <i>Lecturer</i> | Mr P Ntlatywa NDip (IT) (WSU), BTech (IT) (WSU), MTech (IT) (NMMU) |

Department of Software Engineering

| | |
|-----------------------------|---|
| <i>Head of Department</i> | Mr RG Harmse BCom (UPE), BTech (IT) (PET), BAHons (Psychology) (<i>cum laude</i>) (NMMU), MTech (IT) (PET) |
| <i>Associate Professors</i> | Prof B Haskins NDip (IT) (TFS), BTech (CUT, FS), MTech (IT) (CUT, FS), PhD (IT) (NMMU) Prof N Mostert NDip (IT) (PET), BTech (IT) (PET), MTech (IT), PGCHE, PhD (IT) (NMMU) |
| <i>Senior Lecturers</i> | Dr M Makalima NDip (IT) (NMMU), BTech (IT) (NMMU), MTech (IT) (NMMU), PhD (IT) (NMMU) Dr B Ngoqo BComm (Accounting, IT) (Rhodes), BComm (Hons) (IT) (UFH), MComm (IT) (UFH), DPhil (IT)(UFH) |
| <i>Lecturers</i> | Ms CH Schröder NH Dip (Comp Systems) (PET), BSc (UPE), MTech (IT) (PET) Mr DT Fredericks NDip (IT)(NMMU), BTech(IT) (NMMU), MIT (NMU) Mr VS Mdunyelwa NDip (IT) (NMMU), BTech (IT) (NMMU), MIT (NMU) Ms Y Moutzouris NDip (IT) (PET), BTech (IT) (NMMU), MTech (IT) (PET) Mr DL Steenberg BCom (IT) (Potch), BComHons (Potch), MTech (BIS) (NMMU) |

Registered Entities

Centre for Community Technologies (CCT)

| | |
|-----------------|--|
| <i>Director</i> | Prof D van Greunen HDE (UPE), FDE (UPE), BAHons (UPE), MA (UPE), PhD (UNISA), PMIITPSA, MICSIT |
|-----------------|--|

Centre for research in Information and Cyber Security (CRICS)

| | |
|-----------------|--|
| <i>Director</i> | Prof RA Botha BSc (UPE), BScHons (UPE), MSc (RAU), PhD (RAU), PGCHE (NMMU), PMIITPSA |
|-----------------|--|

Southern Africa Cisco Academy Support Centre*Manager/Lecturer*

Mr G Kudyachete B Eng. (Electronics) Hons (N.U.S.T., Zim), MSc.Tel. (University of Pittsburgh, USA), MBA (NMMU)

FACULTY OF HEALTH SCIENCES*Office of the Executive Dean**Executive Dean*

Prof Z Zingela MBChB (Natal), FCPsych (SA), MMed (UP)

Executive Assistant

Ms A Maasdorp

Project Co-ordinator

Ms L Wales-Du Plessis MPhil (Stellenbosch)

Administrative Assistant

Ms N Dili

*Office of the Deputy Dean**Deputy Dean*

Prof RM van Rooyen Cert GM (UP), DipIntN (UPE), DipNEd (UPE), BCur (UPE), BACurHons (UNISA), MCur (UPE), PhD (UPE)

Project Coordinator: Deputy Dean

Ms S Page BA (SW) (UPE)

Research Assistant

Dr W Ten Ham Baloyi BCur (CHE, Ede, The Netherlands), MCur (NWU), PhD (NWU), NDip Nursing Education (NMMU)

Financial Controller

Mrs D Claasen N3 Commercial, Financial Management (Damelin), Financial Accounting (Damelin)

Financial Assistant

Mrs N Smith Business Management (Damelin), Practical Management (Tredcor Academy), N3 Trial Balance, Financial Management (Damelin)

Operations Coordinator

Ms K Dao BCom Financial Planning (NMU), Hons (Business Management) (NMU), MCom Business Management (NMU), PGD (Financial Planning) (NMU), MA (Development Studies) (NMU)

Coordinator: Short Courses

Mrs MD Butler BSc Physiotherapy (UFS), MSc Physiotherapy (UFS), Certificate in Simulation (Drexel University), Short Programme in Assessment of Learning in Higher Education (SPALHE) (UFS)

Communications and Marketing Coordinator

Ms J Raga BCom Marketing Management: Business Management & Accounting (NMMU), BCom Hons (Business Management) (NMMU)

E-Technologists: Digital Learning Support

Ms ZD Gilbert NDip IT Software Development (Mandela Uni), HC in Banking (UNISA), Introduction to 4IR in Healthcare Technology (UJ)

Ms NA Xakayi BSc Biochemistry, Chemistry & Microbiology (Mandela Uni), Introduction to 4IR in Healthcare Technology (UJ Uni)

Community Platform Coordinator

Dr TV Nesengani Dip in Nursing (Gazankulu College of Nursing), BCur (NWU), BCurHons (UNISA), MCur (UNISA), Dip (PHC) (Ann Latsky Nursing College), ODETDP (Africa Competency), PhD Community Nursing (UJ).

Project Coordinator: Digital Enablement r

Mr P Hoelzer BSc International Finance (Nuertingen University, Germany), BCom Hons Business Management (NMU)

| | |
|--|--|
| <i>Projects</i> | Mrs CA Raga BA Media, Communications and Culture (NMU), MPhil Conflict, Transformation and Management (NMU) |
| <i>Director: Research</i> | Prof J Naidoo PhD in Nursing (UKZN), M Nursing (UKZN), B Nursing (Natal Uni); Diploma in Nursing Education (UKZN) |
| <i>Associate Lecturer</i> | Ms T Sdinane MA Psychology (NMU); BA Hons (Psychology) (NMMU); BA Psychology (NMMU) |
| <i>Senior Lecturer: Biostatistics</i> | Dr W Sibanda BSc (Wits), BScHons (UCT), MSc (Wits), PhD (Biostatistics) (NWU), PhD (Research & Statistics) (UPC, Barcelona) |
| <i>Director: Learning and Teaching Secretaries</i> | Vacant |
| <i>Associate Lecturer: Learning and Teaching</i> | Mrs D Bowers Mrs C Whittle NDip (Environmental Health) (TWR), NH Dip (Environmental Health) (TWR), MPH (UNSW) |
| <i>Primary Health Care Nurse (Zanempilo Coordinator)</i> | Dr T V Nesengani Dip (General Nursing) (Limpopo), BCur (NWU), Cert (Handling of Medicine) (UP), BCur Hons (UNISA), Cert (Project Mgt) (Rosebank College), MCur (UNISA), NDip (ODETDP) (Africa Competency), DCur (UJ) |

Faculty Academic Administration

Senior Manager: Faculty Academic Administration

Ms NJ Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)

South Campus

Manager: Faculty Administration

Mrs M Afrikaner NDip (Com Adm) (PET), BTech (Man) (NMMU)

Faculty Academic Administration Consultants

Mrs V Heunis NDip (Office Mgt & Tech) (PET)
Mrs H Levack NDip (Office Mgt & Tech) (*cum laude*) (NMMU)

Postgraduate Academic Administration Consultant

Mr FB Kanyile ND Commercial Administration, BTech Office Management & Technology (DUT)

SCHOOL OF BEHAVIOURAL AND LIFESTYLE SCIENCES

Director of School

Prof Z Soji BA (SW) (UFH), MA (H&W Mgt) (NMMU), PG Dip (Family and Marriage Guidance & Couns) (UPE), DPhil (Social Development Professions) (NMMU)

PA/Coordinator

Ms L Madondile Bachelor of Social Work (NMU)

Department of Environmental Health

Head of Department

Mrs CL Swanepoel NDip (Pub Health) (TWR), NH Dip (Pub Health) (TWR), MTech (UJ)

Departmental Secretary

Mrs T Festile NDip (Com Adm) (PET)

Associate Professor

Prof PE Melariri BSc (Zoology Parasitology) (Abia State University, Nigeria), MSc (Medical Parasitology, Public Health) (University of Nigeria), PhD (Pharmacology) (UCT)

| | |
|---------------------------------|--|
| <i>Senior Lecturer</i> | Dr S Ramroop MPH (OH) (Wits), MTech (Env Health) (DUT), BTech (Env Health) (TN), BTech (Mang) (TN), NC (Air, Noise, Water Pollution Control) (TSA), NHD (Safety Management) (TSA), NDip (Public Management) (UNISA), BCom (UNISA), BCom Hons (UNISA), MBA (Buckinghamshire Chilterns University College), DBA (UKZN), PG Diploma (Mang) (Wits). |
| <i>Lecturers</i> | Mr WP Michau NH Dip (Pub Health) (CPUT) Ms SD Hambury NDip (Env Health) (NMMU) |
| <i>Associate Lecturers</i> | Ms S Brown NDip (Env Health) (NMMU), BTech (Env Health) (NMMU) |
| Department of Psychology | |
| <i>Head of Department</i> | Prof MB Ngcobo-Sithole BSoc Sc. (UCT), BSocScHons (UKZN), MA Clin Psych (UPE), PhD (UKZN) |
| <i>Departmental Secretary</i> | Vacant |
| <i>Professor</i> | Vacant |
| <i>Associate Professor</i> | Prof Y Ally BA Health Sciences and Social Services (<i>cum laude</i>) (UNISA), BAHons Psychology (<i>cum laude</i>) (Wits), MA Research Psychology (Wits), DLitt et Phil (UNISA), BPsych Counselling (UNISA) |
| <i>Senior Lecturers</i> | Dr JO August B (Psych) (UPE), BAHons (Psych) (Vista), MA (NMMU), PhD (Psych) (NMU) Dr J Cronjé, BA (UPE), BAHons (Psych) (UPE), MA (Research Psych) (<i>cum laude</i>) (NMMU), PhD (Psych) (NMU) Dr T Lambert BSc (UPE), HDE (UPE), BSc (Hons) (<i>cum laude</i>) (SU), MA (Couns Psych) (NMMU), PhD (Psych) (NMMU) |
| <i>Lecturers</i> | Ms L Currin BCur, BAHons (Psych) (UPE), MA (Couns Psych) (NMMU) Dr U De Klerk BPsych, BAHons (UPE), MA Health & Welfare Management (NMMU), PhD (Psych) (NMU) Mr I Lekganya BA (Educ) International University of Africa Sudan, Master of Education (Guidance & Counselling) (International Islamic University of Malaysia, Master of Health Sciences (Clin Psychology) (International Islamic University of Malaysia, Master of Psychology (Clin Psychology) (University of the Western Cape) Dr T Mabusela B.LIS (Hons)(UFH), BAHons (Psych) (UFH), MSc Clin Psych Medunsa, PhD (University of Melbourne, Australia) Mr A Navsaria BA (Psych), BAHons (Psych) (NMMU), MA (Clin Psych) (Rhodes) Dr K Navsaria BA (Psych), BAHons (Psych), MA (Cons Psych), PhD (Psych) (NMMU) Dr A Sandison MA (Couns Psych) (NMMU) PhD (Mandela Uni) |

Registered Entity**University Psychology Clinic**

| | |
|---------------------------|--|
| <i>UClin Manager</i> | Dr A Sandison MA (Couns Psych) (UPE), PhD (Psych) (NMMU) |
| <i>Secretary</i> | Ms N Busakwe |
| <i>Missionvale Clinic</i> | |
| <i>Clinic Manager</i> | Dr T Mabusela B.LIS Hons (UFH), BA Psychology Hons (UFH), MSc Clin Psych (Medunsa), D. Psych (Univ of Melbourne) |
| <i>Secretary</i> | Ms Z Sigwabe Bachelor of Arts (University of Fort Hare), BA Hon (Psych) (NMU) |

Department of Social Development Professions

| | |
|-------------------------------|--|
| <i>Head of Department</i> | Prof V Goliath BA (SW) (UPE), BAHons (Psych) (UPE), MA (Clin Psych) (UPE), Dipl Human Resource Management (Varsity College), DPhil (Social Work) (NMMU) |
| <i>Departmental Secretary</i> | Mrs J Coetzee BA (Psych) (NMMU), BAHons (Psych) (NMMU) |
| <i>Senior Lecturer</i> | Dr A Keet Dip Social Work (UWC), MSW, DPhil (SW) (UP) |
| <i>Lecturers</i> | Dr Z Abdulla BA (SW) (UPE), MA (SW) (NMMU), DPhil (Social Work) (Mandela Uni) Mrs ZS Gwam BA (SW) (UWC), MA (SW) (NMMU) Dr R Nordien-Lagardien BA (SW) (UPE), MA (SW) (NMMU), DPhil (Social Work) (Mandela Uni) Dr N Mansvelt BA (SW) (US), MA (SW) (Welfare Program Mgt) (US) Dr N Perumal BA (SW) (UDW), MSW (UKZN). DPhil (UFH) |

Department of Human Nutrition and Dietetics

| | |
|-------------------------------|--|
| <i>Head of Department</i> | Prof A Gresse BScEd (Home Econ) (US), BScHons (Home Econ) (US), MSc (Home Econ) (UFS), DSc (Diet) (Potch), RD (SA) |
| <i>Departmental Secretary</i> | Mrs J Plaatjies, NDip Comm Admin (PE Technikon) |
| <i>Associate Professor</i> | Prof A Gresse BScEd (Home Econ) (US), BScHons (Home Econ) (US), MSc (Home Econ) (UFS), DSc (Diet) (Potch), RD (SA) |
| <i>Lecturers</i> | Ms V Fordjour-Afriyie BSc Diet (US), MSc Diet (NMU), RD (SA) Ms ZH Mfono BSc Diet (UKZN), Post Grad Dip Diet (UKZN), Post Grad Dip (Marketing) (UNISA), M Public Health (UKZN) RD (SA) Mrs P Mkontwana BSc, BScHons (Diet) (UCT), MA Health and Welfare Management (NMMU), RD (SA) Mrs E van Tonder BSc Diet (US), M Nutr (US), RD (SA) |
| <i>nGAP Lecturer</i> | Ms T Hutton BSc Diet (UFS), MSc. Dietetics (<i>cum laude</i>), (NMU), RD (SA) |
| <i>Associate Lecturer</i> | Vacant |
| <i>Laboratory Technician</i> | Vacant |

Department of Human Movement Science*Head of Department*

Prof CM Walter BA (Phys Ed) (UDW), UHDE (UDW), BAHons (UPE), BEd (RU), MEd (UFH), DPhil (NMMU)

Departmental Secretary

Ms S Ellis BTech (Management), NDip (Management) (NMMU)

Associate Professor

Prof CM Walter BA (Phys Ed) (UDW), UHDE (UDW), BAHons (UPE), BEd (RU), MEd (UFH), DPhil (NMMU)

Senior Lecturers

Dr ML Baard BA Ed (UPE), BAHons (Biokinetics) (US), MA (US), DPhil (US)

Dr A Kholvadia BHMS (UPE), BAHons (HMS) (NMMU), MA (NMMU), PhD (Wits)

Mr V Oosthuizen BA (Ed) (UPE), BAHons (UPE)

Lecturers

Dr K Bahdur BSc (Sport Science) (UJ), BScHons (Sport Science) (UJ), MPhil (Sport Science) (UJ), MSc (Sport and Exercise Science and Medicine) (University of Glasgow), DPhil (Sport Science) (UJ)

Mr M Bonnesse BHMS (NMMU), BAHons (HMS) (Sports Science) (NMMU), MA (HMS) (Sports Science) (NMMU)

Mrs LP Grenfell BA (HMS) (Rhodes), (HDE) (Rhodes), BAHons (HMS) (Biokinetics) (UPE), MA (HMS) (UPE)

Mrs G Halferty, NDip (Sport Admin and Mng) (PET), BTech Mkg (PET), MTech Mkg (NMMU)

Mrs S Kock BHMS (NMMU), BAHons (HMS) (Biokinetics) (NMMU), MA (HMS) (NMMU)

Ms S Nqweniso BHMS (NMMU), BA Hons (HMS) (Biokinetics) (NMMU), MA (HMS) (NMU)

Mr R Raffan B HMS (NMMU), BAHons (HMS) (Sport Science) (NMMU), MA (NMMU)

Associate Lecturer

Mr M Biko BHMS (NMMU), BAHons (HMS) (Biokinetics) (NMMU)

Laboratory Technician

Ms C Musson BSc (HMS & Biochemistry) (NMMU), BAHons (HMS: Sport Science) (NMU), MA(HMS: Research) (NMU)

Registered Entity**Biokinetics and Sport Science Unit***Senior Biokineticist and Manager*

Mrs LP Grenfell BA (HMS) (Rhodes), (HDE) (Rhodes), BAHons (HMS) (Biokinetics) (UPE), MA (HMS) (UPE)

Secretary

Ms K Van Rensburg

SCHOOL OF CLINICAL CARE AND MEDICINAL SCIENCES*Director of School*

Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU)

Secretary

Ms R Sugden BA (Unisa); Post-Basic Pharmacist Assistant (NMMU)

Department of Emergency Medical Care*Head of Department*

Mr M Rowland Dip (Mgmt) (Damelin) NDip (EMC) (CPTU) BTech (EMC) (CPUT) M (HPE) (UFS)

Departmental Secretary

Ms S Mlalandle NDip (PR) (NMMU), BTech (PR) (NMMU)

| | |
|--------------------------|---|
| <i>Lecturers</i> | Mr P Allan NDip (EMC), BTech (EMC) Mr D Brink NDip (EMC) (CPUT), BTech EMC (CPUT) Ms N Krwentela NDip (EMC) (DUT) BTech (EMC) (DUT) Mr NE Louw BEng (Industrial) (UP), NDip (EMC) (TWR), BTech (EMC) (DUT), MSc MED (EM) (Wits) Mr T Trower NDip (EMC) (DUT), BTech (EMC) (UJ) Mr JN Wolhuter NDip (AEC) (Natal Tech), BTech (EMC) (DUT) |
| <i>Contract Lecturer</i> | Dr W ten Ham-Baloyi BCur (CHE, Ede, The Netherlands), MCur (NWU), PhD (Nursing Science) (NWU), NDip Nursing Education (NMMU) |

Department of Medical Laboratory Science

| | |
|------------------------------------|--|
| <i>Head of Department (Acting)</i> | Mrs SP Tili BTech (Biomed Tech) (PET), MTech (Biomed Tech) (NMMU) |
| <i>Departmental Secretary</i> | Mrs D Bowers |
| <i>Associate Professor:</i> | Prof N Smith BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE) |
| <i>Senior Lecturer</i> | Dr N Wickens MTech (Biomed Tech) (PET), DTech (NMMU) |
| <i>Lecturers</i> | Mrs MM Buckle BSc (Physiology and Biochemistry) (US), BScHons (Biochemistry) (US), PGCHE (NMMU), MSc (Medical Laboratory Science) (Mandela Uni) Mrs F van Rayner NDip (Biomed Tech) (Pen TECH), NHD (Biomed Tech) (PET), MBA (NMMU) Mrs L Zondie BTech (Biomed Tech) (PET), MTech (Biomed Tech) (NMMU) |
| <i>Laboratory Technicians</i> | Ms T Bada BTech (Biomed Tech) (NMMU) Mrs L Beyleveld NDip (Biomed Tech) (PET) |

Department of Nursing Science

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|-------------------------------|---|
| <i>Head of Department</i> | Prof S Jardien-Baboo BCur (UPE), Dip (Nursing Education) (UPE), BA Hons (Psychology) (UPE), MA (Sociology) (NMMU), PhD (Nursing) (NMMU) |
| <i>Departmental Secretary</i> | Ms C Campbell BA (Psych)(NMMU), BAHons (Psych) (NMMU), Hons Labour Relations & HR (NMU) |
| <i>Professors</i> | Prof J Naidoo Dip (Nursing Education) (UKZN), B (Nursing) (UN), M (Nursing) (UKZN), PhD (Nursing) (UKZN) Prof R M van Rooyen Cert GM (UPE), DipIntN (UPE), DipNEd (UPE), BCur (UPE), BA Cur (Hons) (UNISA), MCur (UPE), DCur (UPE) |
| <i>Senior Lecturers</i> | Dr D G Morton BA (UPE), BA Hons (Geography) (UPE), PGCE (UPE), MA (Geography) (UPE), D Phil (Sociology) (NMMU) Dr N Rall Dip (Nursing Education) (NWU), B Cur (NMMU), M Cur (Advanced Midwifery) (NMMU), PhD (Nursing) (NMU) |
| <i>Clinical Co-ordinator</i> | Ms ASF du Plessis Dip (General) (Psychiatric) (Community) (Midwifery) (VKOVS), Dip (Nursing Education) (NMMU), Dip (Child Psychiatry) (UOVS), B Cur Hons (Psych) (NMMU), M Cur (NMMU) |

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|---|---|
| <i>Lecturers</i> | <p>Ms B Adams Dip (Nursing Education) (SU), Dip (Management) (NWU), B Cur (UWC), M Cur (Advanced General Nursing Science) (NMMU)</p> <p>Ms C Bowers B Cur (UPE), M Cur (Critical Care Nursing) (NMMU), Dip (Nursing Education) (Stellenbosch University)</p> <p>Dr AH du Plessis Cert (Project Management) (NMMU), BSc (Nursing) (UCT), Dip (Nursing Education) (UPE) Dip (Advanced Health Management Program) (FPD/Yale University), M Cur (Advanced Midwifery) (NMMU), PhD (Nursing) (NMU)</p> <p>Ms K Gerber Cert Frontline Management (Life College of Learning), MCur (NMMU), BCur (UPE), Dip (Nursing Education) (NMMU), Cert in Wound Care (Herefordshire University, UK), Cert in Burn care (ABA),</p> <p>Ms M V Kramer Dip (GN, CNS & Psych, Mid) (<i>cum laude</i>) (ECCN), Dip HIV Management (SU), B Cur (Education and Administration) (<i>cum laude</i>) (NWU), M Cur (Advanced Primary Health Care) NMU</p> <p>Ms S M Mnwana B Cur (<i>cum laude</i>) (UFH), PGDip (Nursing Education) (<i>cum laude</i>) (SU), M Cur (Community Health Nursing) (UFH)</p> <p>Ms N Mrwetyana B Cur (UWC), Dip (Nursing Education) (SU), M Cur (UWC)</p> <p>Dr L Smith Dip (General) (Psychiatric) (Community) (Midwifery) (ECCN), BA Cur (Nursing Administration and Education) (UNISA), M Cur (Advanced Psychiatric Nursing) (NMMU), PhD (Nursing) (NMU)</p> <p>Dr N Radana Dip (General) (Community) (Psychiatry) (Midwifery) (Transkei College of Nursing), B Cur (Nursing Education) (Nursing Administration) (NWU), M Nur (Mental Health) (UKZN), Doctor of Nursing (DUT)</p> |
| <i>Associate Lecturers</i> | Ms J de Vega B Cur (UPE), Dip (Nursing Education) (NMMU) |
| <i>Administrative Assistants</i> | Ms S Koyo BA (Psychology) (NMMU), PG Dip (Maritime Studies) (NMMU), MA (NMMU) |
| <i>Laboratory Manager</i> | Ms K. Deyzel NDip (Tourism Management) (NMU) |
| <i>Laboratory Assistants</i> | Mrs EL Smith Dip Gen N and Dip Midw (PHPE), Dip Psych (EDH) Adv Dip NAdm & CNS (UNISA) |
| | Ms C Du Plessis Cert Basic Ambulance Assistant, Cert Health Care Work, Cert Level One First Aid |
| | Ms L Futshane Dip (Management), BTech (Management) (NMMU) |
| | Mr U Ritches NDip (Management), BTech (Management) |
| <i>Simulation Technology and marketing/administrative</i> | Mr K Makwela NDip (IT) NDip (Public Relations Management) (NMU) |
| Department of Pharmacy | |
| <i>Head of Department (Acting)</i> | Dr NT Kubashe BPharm (UPE), MPharm (NMMU), PhD (NMMU) |
| <i>Departmental Secretary</i> | Ms S van Staden |
| <i>Distinguished Professor</i> | Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU) |

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|---------------------------------------|--|
| <i>Associate Professor</i> | Prof J Bodenstein BPharm (NWU), MSc (Pharmacology) (NWU), PhD (Pharmacology) (NWU) |
| <i>Senior Lecturers</i> | Dr N Dambuza BSc (UPE), BScHons (UPE), MSc (NMMU), PhD (UCT) Dr L Kritiotis-Germanis BPharm (UPE), MSc (NMMU), PhD (NMU) Dr M Luvuno-Keele BPharm (UPE), MSc (Pharmacy) (NMMU), PhD (NMMU) |
| <i>Lecturers</i> | Ms BE (S) Abrahams BPharm (UCT), MPharm (UKZN) Ms G Butelezi BPharm (UKZN), MPH (UP) Dr CR Clark BSc, BScHons (UPE), MSc (NMMU), PhD (NMU) Ms T-L Fogarty BPharm (UPE), MPharm (UPE) Ms N Isaacs BPharm (NMMU), MSc (NMMU) Mr Z Masebe BPharm (UPE), MPharm (NMU) Ms V Ntsalu BPharm (UWC), MPharm (NMU) Dr S Nzuzi BSc (UKZN), B Med Sc (Hons)(UKZN), M Med Sc (UKZN), PhD (UKZN) Ms N Worthington, BPharm (UPE), MPharm Industrial (NMU) |
| <i>Associate Lecturers</i> | Ms J Barry BPharm (UPE), MPharm (NMU) Ms C Naude BPharm (UPE) |
| <i>Laboratory Technicians</i> | Ms S Skweyiya NDip (IT), PGDip Bus Admin (NMMU), MBA (NMU) Ms J Taylor Post-Basic Pharmacist Assistant Community Pharmacy (HSA) Ms P Tsewu BCur (NMMU), NDip (Admin Mgt) (UNISA) Ms A Van Jaarsveld BSc (UPE) Ms J Van Jaarsveld Higher Dip. Education (UPE), BScHons (Chemistry) (UPE), |
| | |
| Registered Entity Units | |
| <i>Drug Utilisation Research Unit</i> | Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU) |
| | |
| Department of Radiography | |
| <i>Head of Department</i> | Mrs R Williams NDip Rad (D) (PET), BTech Rad (D) (PET), MTech Rad (Research) (NMMU) |
| <i>Departmental Secretary</i> | Mrs B Connelly NHC Private Secretary (PET) |
| <i>Associate Professor</i> | Vacant |
| <i>Senior Lecturer</i> | Dr AD Grobler Dip Diag Rad (UOFS), BTech Rad (D) (<i>cum laude</i>) (CUT), Adv Dip Rad (D) (MRI) (UFS), MTech Rad (D) (CUT), PhD HPE (UFS) |
| <i>Lecturers</i> | Mrs NR Badriparsad NDip Rad (D) (UJ), BTech Rad (D) (UJ), MTech Rad (D) (UJ) Mr SS Campbell NDip Rad (D), BTech Rad (D) (PET), MTech Rad (Research) (NMMU) Mrs A Edwards NDip Rad (D), BTech Rad (D) (PET) Mrs H Hodgson NDip Rad (D) (<i>cum laude</i>), BTech Rad (D) (<i>cum laude</i>) (PET), MTech (Research) (<i>cum laude</i>) (Mandela Uni) |

Dr R van de Venter NDip Rad (D) (*cum laude*) (NMMU), BTech Rad (D) (*cum laude*) (NMMU), MTech Rad (Research) (*cum laude*) (NMMU), PDTE (*cum laude*) (UNISA), DRad (CPUT)

Mrs MM Willemse NDip Rad (D) (PET), BTech Rad (D) (NMMU), Cert: Mammography (CPUT), MA (Health and Welfare Management) (Mandela Uni)

SCHOOL OF MEDICINE

Director of School

Prof M Nomvete MBChB (Natal), FCP (SA), Cert Gastroenterology (SA) (Phys)

Administrative Assistant

Mr S King NDip (Cost & Management) (NMMU)

Medical Programme: Curriculum Co-ordinator

Dr E du Toit MBBCh (Wits), MPH (UCT), Dip PEC (SA), DA (CMSA)

Senior Lecturers

Dr YI Kooverjee MBBCh (Wits), DMH (SA), PGDGP (FPD), MPhil (Applied Ethics) (SU)

Dr S Nagiah BSc (Biomedical Science) (UKZN), Bachelor of Medical Science (Hons) (UKZN), Master of Medical Science (UKZN), PhD (Medical Biochemistry) (UKZN)

Dr NI Ngubane PhD Education (UNIZULU); PG Dip in Higher Education (Rhodes); MEd (UKZN); BEd Honours (UKZN); Advanced Certificate in Education (UNISA); Senior Primary Teachers Diploma (Edgewood College)

Dr ZN Tshabalala BSc Medical Sciences (UP), BSc Macro-Anatomy (Hons) (*cum laude*) (UP), MSc (Anatomy) (*cum laude*) (UP), PhD (Anatomy) (UP)

Dr S Zulu PhD Human Physiology (UKZN), BSc (UKZN), BSc Honours (UKZN), MSc (UKZN)

Lecturer

Mr J Naidoo B Med Sc (Anatomy) (UKZN), B Med Sc (Hons) (Anatomy) (*cum laude*) (UKZN), M Med Sc (Anatomy) (UKZN)

Associate Lecturer

Mr P Mabena B Medical Sciences (Physiology) (WSU), BSc (Hons) (Physiology) (WSU), MSc Med (Physiology) (WITS),

Community Platform Co-ordinator

Mrs M Williams Master of Nursing (Primary Health Care) (Nelson Mandela University), BCur (Hons) (Primary Health Care) (NMMU), PGDip (Nursing Education) (SU), AdvDip (Health Service Management) (NWU), Dip Nursing (General, Community, Psychiatry & Midwifery) (Sharley Cribb Nursing College), Certificate (Dispensing)

Curriculum Developer

Dr P Caiger DMH (SA), DTM and H Dip (Tropical Medicine and Hygiene) (Wits), MBBCh (Wits)

Programme Administrator Medical Programme

Mrs Z Mpompa BA (Vista), BA (Hons) (HIV) (UNISA), PG Dip (Health and Welfare Management) (Nelson Mandela University)

Senior Academic Administrator

Mrs M Connelly Adv Dip Business Studies (Management Practice) (NMU). NDip (Management) (NMU), Advancement Program into Psychology (UPE)

Senior ICT Technician

Mr R Pityana NDip IT (NMU)

| | |
|--------------------------------------|--|
| <i>Senior Instructional Designer</i> | Mr R Khan BEd (UJ), BEd Hons (UJ), PGDBM (MANCOSA), MEd (UJ) |
| <i>E-Technologist</i> | Mr M Domingo NDip IT (NMU), B Tech IT (NMU) |
| <i>Student Success Coach</i> | Miss Z Yokwe, BPsych(Counselling) (NMU), MA(Counselling) (NMU) |

FACULTY OF HUMANITIES

Office of the Dean

Executive Dean

Prof P Maseko BA, BAHons (UWC), MA, Cert in Assessor's Course (Curriculum Development and Assessment in HE), PhD, PGDip in Higher Education (Higher Education Studies) (RU)

Deputy Dean

Dr J C Lück BA, HDE (RU), BEd (UPE), MPhil (US), PhD (RU)

Executive Secretary

Ms N Mtise Nat Dipl: Public Management (NMMU), BTech: Public Management (WSU), Post Graduate Diploma: Archives & Records Management (UFH)

Faculty Academic Administration

Senior Manager: Faculty Academic Administration

Ms D Nzioki BA (UPE) BA Hons (NMMU)

South Campus

Manager: Faculty Academic Administration

Ms N Bobi ND Marketing (NMMU)

Faculty Academic Administration Consultants

Ms N Azem NDip (Office Mgt & Tech) (NMMU), NDip (HRM) (NMMU), BTech (Mgt) (NMMU)

Ms T Thema (BA) (NWU)

Mr S Debooi (LLB) (NMU)

Postgraduate Academic Administration Consultant

Ms H Mzingelwa NDip (HRM) (NMMU), BTech (HRM) (NMMU), PGDip (Labour Law Practice) (NMU)

SCHOOL OF GOVERNMENTAL AND SOCIAL SCIENCES

Director of School (Acting)

Associate Professor N Mkhize MA(History) (RU), PhD (Sociology) (UCT)

Secretary

Vacant

Department of History and Political Studies

Head of Department (Acting)

Dr N B Breakfast BAdmin (Political Studies), BA Hons (Political Science), MA (Political Studies), PhD (NMMU)

Secretary

Mrs S Mtshengu ND Marketing Management (NMU), AdvDip Business Studies (NMU)

Professor

Prof P Ntshongwana Diploma Transitional Justice (University of Cape Town & Institute for Justice), MSc International Development (Bath University), DPhil Social Policy (Oxford University)

Senior Lecturer

Dr NB Breakfast BAdmin (Political Studies), BA Honours (Political Science), MA (Political Studies), PhD (NMMU)

| | |
|---|---|
| <i>Lecturers</i> | Mrs D Barnes BA (UPE), MPhil SAPPE (UPE) Dr V Kumalo BA (University of Zululand) BA (Hons) in Heritage Studies (Wits) MA in History (Wits) PhD in History (Wits) Mr O Mtimka BA (Rhodes), MPhil SAPPE (NMMU) Mr G Poggi BA (Stellenbosch) BAHons (NMMU), MA (NMMU) Mr TF Terblanche BA, BAHons, MA (NMMU) |
| <i>Associate Lecturer</i> | Ms DA Mokoena BA (Wits), Hons Politics (Wits) MA Politics (Wits) African Political Economy (UNISA/TMALI) |
| <i>Programme Co-ordinator Honorary Professor</i> | Mrs N Nkayitshana (BA) (UDW), BAHons (NMMU) Prof G Prevost (University of Minnesota) |
| Department of Philosophy | |
| <i>Head of Department and Associate Professor</i> | Prof I Konik BA (Hons) Philos (NMMU), MA Philos (NMMU), DPhil Philos (NMMU) |
| <i>Secretary</i> | Mr L L Kiti BA (NMU), BA (Hons) Sociology (NMU) |
| <i>Senior Lecturer</i> | Dr S Nzioki BA MCC (UPE), MPhil (NMMU), PhD (UFS) |
| <i>Lecturers</i> | Mr M Dyantyi BA (Wits), BA Hons (Wits), MA (Kansas), MA (Creative Writing) (RU) Mr K Maiyane BA PolSc (UP), BA Hons Philos (UP), MA Philos (UP) |
| <i>Associate Lecturer</i> | Ms L Modisakeng, BA (Pol, Phil & Law), BAHons (Phil) (Rhodes University) |
| Department of Public Management and Leadership | |
| <i>Head of Department and Senior Lecturer</i> | Dr BS Ngcamuza B Paed in Arts, LLM (UKZN), MCom (UKZN), DTech (DUT), PhD (UKZN) |
| <i>Secretary</i> | Ms M Maliti Secretarial Diploma (Damelin Management College) |
| <i>Professor</i> | Prof R S Masango Sec Teacher's Dip (Butterworth College of Education), BAdmin, BAdminHons, MAdmin, DAdmin (UNISA) |
| <i>Associate Professors</i> | Prof K Asmah-Andoh BAHons UG, Legon, MPA (UPE), DPhil (NMMU) Prof E E Draai BAHons (RGU-Scotland), MPA (US), DPhil (NMMU) |
| <i>Programme Co-ordinator (MPA)</i> | Vacant |
| <i>Senior Lecturers</i> | Dr A Jakoet-Salie BSocSci (UCT), BSocSci (Hons) (UCT), MPhil MA(Pub Admin) (<i>cum laude</i>) (NMMU), DPhil (Pub Admin) (Mandela Uni) Dr S Pillay BAdmin (NMMU), MPhil (Pub Admin) (NMMU), DPhil (Pub Admin) (NMMU) |
| <i>Lecturer</i> | Vacant |

Associate Lecturers

Dr TE Fana BTech in Human Resources Management (PE Technikon), Postgraduate Diploma in Monitoring and Evaluation (Stellenbosch), Masters Philosophy in HIV and AIDS Management (Stellenbosch), Masters in Public Administration (NMMU), Doctor of Administration: Public Administration (University of Fort Hare)

Ms MP Ramaru BAdmin(NMMU), BA Honours in Public Administration(NMU), MPhil Public Administration (NMU)

Department of Sociology and Anthropology*Acting Head of Department*

Dr DM Davids BA (UWC), BA Hons (UWC), MA (UWC), PhD (UWC)

Secretary

Ms O Ntaka ND Photography (NMMU)

Associate Professors

Prof L Ntombana BA (UFH), BA Hons (UFH), MTH (UFH), PhD Anthropology (NMMU)

Prof DL Bogopa MA Anthropology (UDW), MA Development Studies (NMMU) PhD (NMMU)

Senior Lecturer

Dr B Magoqwana BSS (RU), BSS Hons (RU), MSS (RU), PhD (RU) and (Interim) Director for Centre for Women and Gender Studies (NMU)

Lecturers

Mr DM Davids BA (UWC), BAHons (UWC), MA (UWC)

Dr GS Dlamini BA (Wits), BAHona (Wits), MA (Wits), PhD (Wits)

Ms B Kritzinger BA (NMMU), BAHons (NMMU), MA (NMMU)

Ms Q Maqabuka BSocSci (Rhodes), BSocSciHons (Rhodes), MSocSci (Rhodes)

Ms N Phuza BSc (Rhodes), BAHons (NMMU), MA (*cum laude*) (NMU)

Ms SV Wonci BA (UWC), BA Hons (UWC), M.P.H (Montclair State University)

Honorary Professor

Dr N Mndende, PhD in African Religion (UCT), Director of Icamagu Institute

SCHOOL OF LANGUAGE, MEDIA AND COMMUNICATION*Director*

Prof ML Crous BAHons (Literary Theory) (UNISA), BAHons (Afr&Ndl) (US), HDE (US), MA (Afr&Ndl) (US), MA (English) (US), MA (Creative Writing) (US), DLitt (US), PhD (UCT)

Secretaries

Ms M Noyi
Mrs F Samaai

Department of Applied Language Studies*Head of Department (Acting)*

Mr D Blignaut (Acting) DipEd (Dower), BA (UPE), BEdHons (UNISA), MA (NMMU)

| | |
|---|--|
| <i>Senior Lecturers</i> | Dr M Kriel BA, BAHons, MA (Pretoria), PhD (LSE) (London School of Economics) |
| | Dr JC Lück BA, HDE (RU), BEd (UPE), MPhil (US), PhD (RU) |
| <i>Lecturers</i> | Mr D Blignaut DipEd (Dower), BA (UPE), BEdHons (UNISA), MA (NMMU) |
| | Dr F Munir PGCE (<i>cum laude</i>) (NMMU), MA (UFS), DLitt (NMMU) |
| | Mr A Murdoch, BSocSc (UCT) BA Hons (NMMU) MA (Mandela Uni) |
| | Ms A Ownhouse BA (UPE) BAHons (Applied Languages), MA (Applied Languages) (NMMU) |
| | Mr M Raban Dip. Linguistics (Arabic), BA, BAHons, BTech (IPL) (IU, KSA); SoTLC (NMMU); MA (TELL) (Stellenbosch) |
| | Dr S Rudman BA (UFS), HDE (UN), MPhil (US), PhD (UFS) |
| | Mr J Sibeko, nGap Lecturer in Digital Humanities, BA(NWU), BAHons (NWU), MA (NWU), PGCE (UNISA) |
| | Mr R Townsend BA (RU), BEdHons (RU), HDE (PG) Sec (RU), MA (Applied Languages) (NMMU) |
| | Ms C van der Merwe BA, BAHons, MA (UWC) |
| <i>Associate Lecturers</i> | Mr L Chauke, BA(UJ), BAHons Applied Linguistics(UJ) |
| | Mr E Erasmus-Morton BA (UCT), HED (UP), BAHons (Applied Linguistics) (UNISA) |
| | Ms N Ntantiso, SED (Vista), B Tech (PE Tech), BA Hons (NMMU), MA (Applied Languages) (Mandela Uni) |
| | Mr S Yende BA (UFS) BAHons Applied Languages (NMMU) |
| | |
| <i>Department of Media and Communication</i> | |
| <i>Head of Department and Associate Professor</i> | Prof S Moodley BA (<i>cum laude</i>), BAHons, MA (<i>cum laude</i>), PhD (UKZN) |
| <i>Professors</i> | Prof A Hurst BAHons (Beeldende Kunste) (US), BAHons (Philos) (UPE), MA (Philos) (UPE), MA (Philos) (Villanova Univ), DPhil (Philos) (Villanova Univ) SARCHI Chair (Identities and Social Cohesion in Africa) |
| | Prof A Konik BAHons (UPE), MA (UPE), D Litt et Phil (UNISA) |
| <i>Associate Professor</i> | Prof J Wozniak BAHons (German) (UP), BAHons (French) (UPE), MA (UCT), PhD (UCT), MDPD (NMMU) |
| <i>Principal Lecturer</i> | Vacant |
| <i>Senior Lecturers</i> | Dr J Vermaak-Griessel BA MCC (UPE), MA (Media Studies) (NMMU), DPhil (NMMU) |
| <i>Lecturers</i> | Dr V V Jacobs SPTD (Cape College of Education), BA (Vista University), BAHons (UPE), MA (Media Studies) (NMMU), PhD (Unisa) |

Mr J Mathurine NDip Journ (Technikon Natal) (*cum laude*), BTech Journ (Technikon Natal) (*cum laude*); MA Media Studies (Rhodes)

Ms C Peller M Journ (Rhodes)

Ms T Rennie NDip (GD) (PET), MA (Media Studies) (NMMU)

Dr J Siwak BA MCC, MA (Media Studies), DPhil (NMMU)

Mr S Xulu, BA in Creative Brand Communication (Vega School of Branding), MA (Media Studies) (NMMU)

Associate Lecturer

Ms U Maharaj BA Visual and Digital Arts *Suma (cum laude)* (UKZN), BAHons in Film Theory and Practice *First Class* (UCT)

Department of Language and Literature

Head of Department

Dr Z Made STD (Trans. Co), BA, BAHons, MA (UPE), PhD (NMMU)

Associate Professors

Prof M L Crous BAHons (Literary Theory) (UNISA), BAHons (Afr&Ndl) (US), HDE (US), MA (Afr&Ndl) (US), MA (English) (US), MA (Creative Writing) (US), DLitt (US), PhD (UCT)

Prof L L Kwatsha BA, BAHons (UFH), BComHons Tourism (UPE), MA (Vista), HDE (RU), PhD (Vista)

Senior Lecturers

Dr PJ Coetzee BA, BAHons, MA, PhD (Rhodes)

Mr B M Marais MA (UKZN)

Ms N L Morkel BA (MCC) (UPE), BAHons (English) (UPE), MA (English) (NMMU), PGDHET (UFH)

Dr A Mvanyashe MA (NMMU), DLitt (Mandela Uni)

Prof A N Otto BA (US), BAHons (US), MA (US), DLitt (US)

Dr M Vrancken BAHons (French) (UCT), MA (French) (*cum laude*) (UCT), MA (French) (*cum laude*) (UCT), PhD (French) (UCT)

Ms NF Zumani MA (Mandela Uni)

Associate Lecturers

Ms LB Bester PGCE, BAHons (Afr and Ndl) (NMMU), BAHons (English) (NMMU)

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Mr JE Thomas

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Ms P Nkonzo

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Prof J B Adams BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat

Prof R M Cowling BSc (UCT), BScHons (UCT), PhD (UCT), PriSciNat

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| <i>Associate Professor</i> | Prof E E Campbell BSc (US), BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat |
| <i>Senior Lecturers</i> | Dr D R du Preez BSc (Wits), BScHons (Wits), MSc (UPE), PhD (UPE) Dr P T Gama BSc (Shaw Un), MSc (NCSU), PhD (NMMU) Dr A J Potts BSc (UCT), BScHons (Wits), MSc (UPE), PhD (UPE) Dr P Steyn PhD (UPE) |
| <i>Lecturer</i> | Ms P Lithauer HDE (UPE), BSc (UPE), BScHons (UPE), M Agric (US) |
| | |
| Department of Geosciences | |
| <i>Head of Department</i> | Dr A H de Wit MA (UFS), Masters in Environmental Management (UFS), DPhil (UPE) |
| <i>Secretary</i> | Mrs Z Goldman |
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| Summerstrand South Campus | |
| <i>Professors</i> | Prof M J de Wit PhD (Cantab) Prof V Kakembo MSc (RU), PhD (RU) |
| <i>Associate Professors</i> | Prof M Doucouré (Managing Director – AEON), Doctorate (Univ. Paris-7/France), Engineer (INH/Algiers) |
| <i>Senior Lecturers</i> | Dr G Mahed Bsc (UWC), MSc (UWC), PhD (NMMU) Dr P Q Siyongwana BA (Unitra), BEd (Unitra), BAHons (UNISA), MA (UPE), PhD (UPE) |
| <i>Lecturers</i> | Mr C R Anderson BSc (UPE), BScHons (UPE), MSc (UPE), PGCHE (NMMU), PrSciNat Dr H W Britz NDip (CapeTech), UNIGIS (PETech) MTech (CapeTech), PhD (NMMU) Mr G Brunsdon BSc (NMMU), BScHons (NMMU), MSc (NMMU) Dr N Tonnelier BSc (Univ Joseph Fourier, Grenoble, France), MSc (Univd'Orleans, France), PhD (Laurentian Univ, Sudbury, Canada) Mrs L L Williams-Bruinders BA (UPE), BAHons (UPE), MA (UPE) |
| <i>Senior Technician</i> | Vacant |
| <i>Laboratory Technician</i> | Mr W Deysel |
| Missionvale Campus | |
| <i>Lecturers</i> | Ms D Ah Goo BAHons (RU), HDE (PG) (UPE), MA (NMMU) Ms S Slamang BScHons (NMMU) |
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| Department of Zoology | |
| <i>Head of Department (Acting)</i> | Prof N A Strydom MSc (UPE), PhD (RU) |
| <i>Secretary</i> | Ms M Myles MPhil (US) |
| Summerstrand South Campus | |
| <i>Professors</i> | Prof P A Pistorius BSc (UnivPmb), BScHons (UP), MSc (UP), PhD (UP) Prof N A Strydom MSc (UPE), PhD (RU) |

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| <i>Associate Professor</i> | Prof P Nel MSc (UPE), PhD (UCT) |
| <i>Senior Lecturers</i> | Dr G M Rishworth BSc, BScHons, MSc (NMMU), PhD (Mandela Uni) |
| | Mr M J Potgieter BSc (NMMU), BScHons (NMMU), MSc (NMMU) |
| <i>Lecturer</i> | Dr S Welman MSc (NMMU) PhD (UKZN) |
| <i>Senior Laboratory Technician</i> | Mr P H du Toit BScHons (UPE) |
| <i>Laboratory Technicians</i> | Ms Bryone Peters BScHons (RU) |
| | Mr M Mpinga BScHons (UKZN) |
| | Mr T Smit BScHons (NMU) |
| <i>Laboratory Assistants</i> | Mr C Bloemetjie |
| | Mr S Levack |
| | Ms N Mabula |

SCHOOL OF NATURAL RESOURCE SCIENCE AND MANAGEMENT

George Campus

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| <i>Administrative Assistants</i> | Ms K Jagernath (Secretarial: Office Mgt) |
| | Ms S Roets (Secretarial: Office Mgt) |

DEPARTMENT OF FORESTRY

Forestry Programme

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| <i>Associate Professors</i> | Prof K Little BScHons (Geography) (UN), HDE (UN), PhD Botany (UN) |
| <i>Senior Lecturer and Programme Leader</i> | Mr M Ramantswana NDip, BTech (Forestry), MTech (Forestry) (NMMU), PhD (Forest Science) (UP) |
| <i>Lecturers</i> | Mr C F Pool NDip (Forestry) (PET), Cert (Labour Rel) (UP), Dip (Ter Ed) (UNISA), BTech (Forestry) (PET), MTech (Forestry) (NMMU) |
| | Ms T Mapeto NDip (Forestry) (Zimbabwe College of Forestry), BTech (Forestry) (NMMU), MTech (Forestry) (NMMU), PhD (Nature Conservation) (NMU) |

Wood Technology Programme

| | |
|--------------------------------------|---|
| <i>Lecturer and Programme Leader</i> | Mr R Müller BSc (Wood Science) (US), BEng (Mech) (US), MSc (Wood Science) (US) |
| <i>Lecturer</i> | Mr B Muller BSc (Forestry) (US), MTech (Forestry) (NMMU) |

Veldfire Management Programme

| | |
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| <i>Lecturer and Programme Leader</i> | Mr S J van Zyl NDip (Forestry) (NMMU), BTech (Forestry), MTech (Forestry) (NMMU) |
| <i>Lecturer</i> | Mr C F Pool NDip (Forestry) (PET), Cert (Labour Rel) (UP), Dip (Ter Ed) (UNISA), BTech (Forestry) (PET), MTech (Forestry) (NMMU) |

DEPARTMENT OF AGRICULTURAL MANAGEMENT**Agricultural Management Programme***Head of Department and Senior Lecturer*

Mr J W Jordaan BSc (Agric) (UFS), BScHons (Agric) (UP), Bus. & Admin. Hons (US), MBA (US)

Senior Lecturer

Dr E Dube BScHons (Agric) (UZ), MSc (Agronomy) (UZ), PhD (Agronomy) (UFH)

Lecturers

Mr C Bhiya NDip. (Agric. Management) (PET), BTech (Agric. Management) (PET), MTech (Agric. Management) (NMMU)

Ms L du Preez BSc (Agric) (UFS), BScHons(Agric) (UFS), MSc(Agric) (UFS), MBA (UFS)

DEPARTMENT OF NATURE CONSERVATION**Nature Conservation and Game Ranch Management Programmes***Head of Department and Associate Prof*

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Senior Lecturer

Dr A G Schmidt BSc (UN), BScHons (Wildlife Mgt) (UP), MSc (Wildlife Mgt) (UP), PhD (Zoology) (NMMU)

Lecturers

Dr A Coetzee BSc (Biodiversity & Ecology) (US), PhD (Botany) (US)

Mr W Matthee Dip (Nature Cons) (NMMU), BTech (Nature Cons) (NMMU), MSc (Botany) (NMMU)

Mr JG Sekonya BEnvM (UNIVEN), MPhil (ESS) (UCT)

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Vice-Head

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Administrative Assistant

Mrs D E van der Walt Dip (Education) (PECE), Cert in Org and Work Study (Tech Pta)

Telkom Centre of Excellence - Optical Fibre Research Unit*Head*

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Telkom Centre of Excellence - Photovoltaics Unit*Head*

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Centre of Expertise in Forecasting*Director*

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Dr J E Westraadt PhD (NMMU)

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Institute for Coastal and Marine Research (CMR)*Director (Acting)*

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Head: George Campus

Dr B Currie Dip (Nature Cons) (NMMU), BTech (Nature Cons) (NMMU), MTech (Nature Cons) (NMMU), DPhil (Botany) (Mandela Uni)

*Administrative Assistant:
George Campus*

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Dr K Badenhorst PhD (UJ)

Dr J Barendse PhD (Mandela Uni)

Dr J Dabrowski PhD (UP)

Dr JM Dabrowski PhD (UCT)

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Dr P Novellie DSc (UP)

Adj Prof D Roux PhD (UJ)

Prof L Snodgrass DPhil (Mandela Uni)

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Prof R Fincham PhD (Rhodes)

Research Fellow

Dr C Guerbois PhD (MNHN Paris)

Post-doctoral Fellow

Dr M Mbiba PhD (Wits)

Statistician

Mrs J Pauw MSc (UNISA)

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| ACADEMIC SUPPORT STAFF |
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ENGAGEMENT AND TRANSFORMATION**Engagement Office**

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| <i>Secretary to Director</i> | |
| <i>Senior Manager: Engagement Information and Development</i> | Dr B du Plooy NDip (PRM) (PET), BA, BAHons (<i>cum laude</i>), MA (<i>cum laude</i>), DLitt et Phil (UNISA) |
| <i>Manager: Career Services</i> | Ms T Dissel NDip (Log Mgt) (NMMU) |
| <i>Administrative Assistant</i> | Mr P J Steyn |
| <i>Senior Manager: Continuing Education</i> | Mrs Y M August Dip (GN, Mid, Psych, CHN) – Charlotte Searle Nursing College in Association with UNISA, PG Dip NE (US), MBA (NMMU) |
| <i>Senior Short Course Co-ordinator</i> | Ms J Williams NDip(HR), BTech (NMMU) |
| <i>Short Course Co-ordinator</i> | Mrs N M Domingo NDip (PRM) (Varsity College, PE), BTech (PRM)(NMMU) |
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| <i>Senior Co-ordinator: Career Services</i> | Mrs A N Jooste NDip(PRM), BTech (PRM)(NMMU) |
| <i>Co-ordinator: Career Services</i> | Ms N L Gqirana NDip (PRM), BTech (PRM), BAHons (Corporate Communication) (NMMU) |
| <i>CDU Training Co-ordinator</i> | Ms D Mattheus NDip (FA) (PET) |

Transformation

| | |
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| <i>Director</i> | Dr R-A Levendal BSc, BScHons, MSc (UWC), MPhil (Conflict and Conflict Management) (UPE), PhD (Wits), Postgraduate Certificate in Higher Education Management (University of Bath, UK) |
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Centre for Advancement of Non-Racialism and Democracy

| | |
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| <i>Senior Researcher and Associate Professor</i> | Prof C van der Westhuizen BA (RAU) MPhil (UPE) DPhil (UCT) |
| <i>Senior Manager: Advocacy, Education and Training</i> | Mr S Stuurman BA, PGDIS, MA (Rhodes University) |
| <i>Administrator</i> | Ms BP Scott BA, BAHons (UPE) |

Centre for Woman and Gender Studies

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| <i>Director (Acting)</i> | Dr B Magoqwana BSocSc, BSocSch, MSocSc, PhD (RU) |
| <i>Senior Professor and NRF SARCHI Chair on African Feminist Imagination</i> | Prof PD Gqola BA (English Literature) (UCT), BAHons, MA (UCT), MA (<i>cum laude</i>), Colonial and Postcolonial Literature), (University of Warwick), DPhil (<i>magna cum laude</i>) (Ludwig-Maxmilians-Universität München, Germany) |
| <i>Administrative Assistant</i> | Ms W Adams |
| <i>Research Associate</i> | Dr N Motsemme BA (UCT); BAHons (UCT), MA (Sussex University, UK), DLitt et Phil (UNISA) |
| <i>Visiting Professor</i> | Prof Z Matebeni BA (NMU), BAHons, MA(UP), PhD (Wits) |
| <i>Student Assistants</i> | Ms N Manye BA, BAHons (NMU) |
| | Ms A Mxalisa BA, BAHons, MA (NMU) |
| | Mr S Tau BA, BAHons (NMU) |
| | Ms Y Jubase BA (NMU) |
| | Ms V Gwam BA (NMU) |
| | Ms T Buthelezi BAHons (NMU) |

Critical Studies in Higher Education
Transformation

Chair

Prof A Keet BA, HDE, BEd, MEd (UWC), PhD (Edu Mang, Law and Policy) (UP)

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Lord PG Hain BSc (University of London), MPhil (University of Sussex)

Prof NB Pityana Cert in Theology (Ripon College Cuddesdon), BA, BProc (UNISA), BD Hons (King's College, London), LLM (UNISA), PhD (UCT)

Prof IL Rensburg BPharm (Rhodes), MA, PhD (Stanford), Global Executive Development Programme (UP), Doctor of Laws, Honoris Causa (University of the West Indies)

Prof SA Tate BEd Hons (BICC), Dip (Institute of Training & Development), MA, MPhil (University of York), PhD (Lancaster University)

Prof PT Zeleza BA (University of Malawi), MA (SOAS, University of London), PhD (Dalhousie University)

Prof M Zembylas TDip (Pedagogical Academy of Cyprus), BSc, MSc (University of Texas at Austin), PhD (Curriculum and Instruction) (University of Illinois at Urbana-Champaign)

Visiting Professors

Prof M Bajaj BA, MA (Stanford), EdD (Columbia University Teachers College)

Prof S Fikeni BA Hons (University of Transkei), MA (Queen's University, Canada), PhD (Michigan State University)

Prof E Gutiérrez Rodríguez MA, PhD (Sociology) (Johann Wolfgang-Goethe University Frankfurt/Main)

Prof XMT Mangcu BA, MA (Wits), Special Program in Urban & Regional Studies (MIT), PhD (City & Regional Planning) (Cornell)

Prof R Naidoo BA (Law) (UKZN), MA (University of London), PhD (Sociology of Higher Ed.) (Cambridge)

Prof MPK Okyerefo BA (University of Ghana), MPhil, DPhil (University of Vienna, Austria), PGCE (Cambridge)

Prof CC Pinheiro BA, MA, PhD (Anthropology) (Rio Janeiro Federal University)

Prof FL Tibbitts BA (Harvard-Radcliffe), MPP (Harvard Kennedy School), MEd (Harvard GSE), DPhil (Political Science) (Otto-von-Guericke-Universität Magdeburg)

Prof J Arday BAHons (University of Surrey), PGCE (Institute of Education), PGCertLTHE (Liverpool John Moores University), PGDip (Birkbeck, University of London), MA (St Mary's University College), PhD (Liverpool John Moores University)

Prof VS Harris MA (UKZN), NDip (PTC), Hon Doctorate (University of Cordoba)

Research Associates

Dr J Auerbach BSocSci Hons (UCT), MSc (Oxford), PhD (Stanford)

Dr DZ Belluigi BFA, MFA, MEd (Rhodes), PhD

(Kingston University)
 Dr JC Botha BA Hons (UNISA), MA (Stellenbosch),
 DEd (UNISA)
 Dr SDL Deterala BA, PGDip (University of the
 Philippines), MRes (Liverpool John Moores
 University), PhD (Liverpool Hope University)
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 Prof MW Hughey BA (University of North Carolina at
 Greensboro), MEd (Ohio University), PhD (Sociology)
 (University of Virginia)
 Prof T Madlingozi LLB, MSocSci, LLM (UP), PhD
 (University of London)
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 (Political Science) (UCLA)
 Dr SB Orakzai PGDip, MPhil (University of Peshawar),
 PhD (Peace & Conflict Studies) (University of New
 England, Australia)
 Prof U Okeja BPhil (Pontifical Urban University), MA
 (Fulda University of Applied Sciences), DPhil (Goethe
 University)
 Dr AL Pennant BA Hons (University of Kent), MA,
 PhD (University of Birmingham)
 Prof DJVR Postma HDip Ed (Wits), ThB, BA, BA
 Hons, MA (NWU), MEd (Wits), PhD (UP)
 Dr SD Sattarzadeh BA (UCLA), MA (SIT Graduate
 Institute), PhD (University of Maryland)
 Dr AC Serote BA, BSSc Hons, MSSc (UCT), PGDE
 (UWC), PhD (Sociology) (UCT)
 Dr M Shabangu BSocSci, BSocSci Hons, MSocSci
 (Rhodes), PhD (Humboldt University)
 Prof S Stein BA (University of Virginia), MA (Ohio
 State University), PhD (University of British Columbia)
 Mr L Buku BA, PGDip (Media Mang) (Rhodes),
 PGDip (EMSDI) (UP), MA (UFH)
 Ms SH Hesjedal BA Hons (University of East Anglia),
 PGDip, MA (Stellenbosch)

Professional Associates

**Centre for Integrated Post-School
 Education and Training**

Director

FET Researcher

Administrative Assistant

Mr I Baatjies BSc Ed (UWC), MA (Dalhousie,
 Canada)
 Vacant
 Mrs A Jeftha

HIV/AIDS Research Unit

Director

Secretary

Senior Researcher

Dr R C Kalenga Dip (Teaching) (Kwame Nkrumah/
 Zambia), ACE-Maths (*cum laude*), Hons Ed
 (Teaching & Learning) (Potch), MEd (Educ Psych),
 PhD (Educ Mgt) (NWU)
 Ms A van der Merwe BA (UOFS)
 Vacant

**Research Chair- Youth Unemployment,
Employability and Empowerment**

| | |
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| <i>Director</i> | Dr L Powell BA, BEd (UCT), BAHons (UWC), MPhil (UCT), PhD (University of Nottingham) |
| <i>Administrator/Secretary</i> | Vacant |
| <i>Senior Researcher</i> | Dr F Muronda PGDTE (University of South Africa), BScHons, MSc (University of Zimbabwe), PhD (Mandela Uni) |
| <i>Researcher</i> | Ms S Tini BA (NMMU), BAHons (Mandela Uni) |
| <i>Office Administrator/ Project Co-ordinator</i> | Ms G Sharrock Dip HR (Varsity College) |

LEARNING AND TEACHING COLLABORATIVE FOR SUCCESS (LT COLLAB)

| | |
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| <i>Executive Secretary</i> | Ms L Qwabe NDip Office Management & Technology (PE College) |
| <i>Director</i> | Mr D Jenkins BScHons, HDE (UCT), NHD (Ed Man) (PET), BScHons (UNISA), MEd (Ed Psych) (Zululand) |
| <i>Secretary</i> | Mrs SJ Ruffer Commercial Diploma (KWTTTC) |
| <i>Office Administrator</i> | Mr S Milborrow BA (Mandela Uni) |
| <i>Senior Researcher: Student Success</i> | Ms CL Davies NDip (Office Admin) (PET), BA, BAHons, MA (Psych) (UPE) |
| <i>Senior Researcher: Student Success</i> | Ms ASR Watson BA, BAHons, MA (UPE) |
| <i>Student Success Coach</i> | Ms G Rossouw BPsych (Couns) (UPE), MA (Health and Welfare Management) (NMMU) |
| <i>Student Success Coach</i> | Mrs EJ Oakes BA, BAHons, MA (Couns) (UPE) |
| <i>Student Success Coach</i> | Ms U L Silo BA, BAHons, MA (Psych) (UWC) |
| <i>Student Success Coach</i> | Mrs K Hurter BPsych (Couns) (UPE), MA (Couns) (NMMU) |
| <i>Student Success Coach</i> | Ms T-A Jones BPsych, BAHons (UPE), MA (Psych) (RU), MA (Ind Rel) (NMMU) |
| <i>Student Success Coach</i> | Ms M Saaiman B Psych (Couns) (NMMU) |
| <i>Student Success Coach</i> | Vacant |
| <i>Student Success Coach (George Campus)</i> | Ms Z Mdiya BSocSci (Psych & Organisational Psych) (UCT), BSocSciHons (Psych) (UKZN), MSocSci (Counselling Psych) (UFH) |
| <i>Senior Academic Development Professional (Supplemental Instruction Development)</i> | Ms L Smith BAHons (UPE) |
| <i>Academic Development Professional (Supplemental Instruction Implementation)</i> | Dr P Kitching BPsych, MA (Psych), PhD Psych (NMMU) |
| <i>Senior Academic Development Professional (Academic & Life Skills)</i> | Ms R Plaatjes BAEd (UPE), MPhil (Christian Studies) (NMMU) |
| <i>Academic Development Professional (Students)</i> | Mr F de Vega BA, BAHons (UPE), BAHons (Psych) (NMMU) |
| <i>Associate Lecturer Academic and Life Skills Development (South Campus)</i> | Mrs M Brophy BAHons (SW) (UPE), MSW (NMMU) |
| <i>Associate Lecturer Academic and Life Skills Development (North Campus)</i> | Ms S Greeff BA (UPE), BAHons (UNISA), MEd (NMMU) |
| <i>Associate Lecturer Academic and Life Skills Management (2nd Avenue)</i> | Ms G Coetzee de Vos BA, HDE (UPE), BEdHons (Potch), MEd (NMMU) |
| <i>Associate Lecturer Academic and Life Skills Management (George Campus)</i> | Ms L Van Den Berg MA (Linguistics) (UNISA) |

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| <i>Writing Centre Consultant (2nd Avenue Campus)</i> | Mr G Fransman BA, BAHons, MA (UWC) |
| <i>Writing Centre Consultant (South Campus)</i> | Ms L Mostert BA, BAHons (UPE), PGCHE, MA (NMMU) |
| <i>Writing Centre Consultant (George Campus)</i> | Ms S Kieswetter TTHD (Wits), ACE (UPE), BEdHons (UNISA) |
| <i>Writing Centre Consultant (Missionvale)</i> | Mr A Mhlahlo Cert (UCT), BSocSc (UCT), BAHons (UWC), PgDip (Stell), MPhil (Stell), MA (Rhodes) |
| <i>Co-ordinator: First Year Success</i> | Mr DW Estrais BA (Psychology) (UPE), BAHons Psychology (NMMU) |
| <i>Practitioner: First Year Success</i> | Ms ZSP Magele Dip Public Relations Management (Mandela Uni) |
| <i>PR Intern: First Year Success:</i> | Mr L Ndendela BTech: Public Relations Management (Mandela Uni) |

Teaching Excellence

Teaching Development Unit

| | |
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| <i>Secretary</i> | Ms KA Grobler NDip Office Adm(PET) |
| <i>Senior Academic Developer</i> | Ms E Champion STD (Griffiths Mxenge College), Further Dip (Edu Man) (RAU), BEcon, BComHons (UFH), MEd (NMMU) |
| <i>Academic Developer: Foundations of Learning and Teaching</i> | Vacant |
| <i>Academic Developer: Curriculum and Learning Design</i> | Ms A Olsen BA (Psych), BAHons (UPE), MA (English) (NMMU), PGDTE (UNISA), PG Dip in HE Academic Development (Rhodes) |
| <i>Academic Developer: Language and Academic Literacies</i> | Vacant |
| <i>Administrative Assistant: Teaching Evaluations</i> | Ms N Nzenze STD (Griffiths Mxenge College) |
| <i>Academic Developer: SoTL and Teaching Portfolios</i> | Ms V Ndayi BA (Media, Communication and Culture), BAHons (Corporate Communication) (NMMU), MA (Media Studies) (Mandela Uni) |
| <i>Academic Developer: George campus</i> | Dr J Alexander Dip Ed (Hewat College), Higher Dip Ed (Hewat College), BEd (UCT), MEd (UCT), DEd (CPUT) |

Quality Advancement Unit

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| <i>Director</i> | Vacant |
| <i>Quality and Academic Planning</i> | Ms XP Faku NCertificate (Information Technology and Computer Science) (PE College), NDip (Human Resources Management) (NMU), Advanced Dip (Human Resources Management) (Business Studies) (NMU), BCom Hons (Labour Relations) (Human Resources) (NMU) |
| <i>Co-ordinator</i> | Mrs L Jackson BSc (Natal), BScHons (UCT), MSc (Med) (UCT Medical School) |
| <i>Senior Quality Consultant</i> | Mrs N Naidoo BSS (Human Resource Management) (Psychology) (UKZN), BSS Hons (Psychology) (UKZN), BCom Hons (Human Resource Management) (UKZN), MSS (Psychology) (UKZN) |

Academic Planning Unit

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|-----------------------|---|
| <i>Director</i> | Ms CG Dwyer BA, MPhil Political Management (Stellenbosch Uni) |
| <i>Senior Manager</i> | Dr MR Sibucashe, STD (Technical) (Algoa College), |

BTech: Education Management (Pretoria Technikon),
MTech: Education (TUT), PhD: Education (NMU)

Digital Learning Experience Design and Innovation

| | |
|---|---|
| <i>Director (Acting)</i> | Mr ML Swanepoel BTech (Graphic Design) (PET), MTech (Entrepreneurship)(NMMU) |
| <i>Secretary</i> | Ms S Sheldon Dip (HRM) (Damelin) |
| <i>Senior Learning Experience Designer</i> | Mrs E Waring BTech (GD) (NMMU) |
| <i>Learning Experience Designer: Design</i> | Vacant |
| <i>Learning Experience Designer: Technology</i> | Ms K Terblanche NDip (FIS) (NMMU), PDBA (NMMU) |
| <i>Photographer</i> | Mrs L Bower NDip (Photography) (PET), BTech (Photography)(NMU) |
| <i>Learning Technologist</i> | Mr A Thuo BCom (Economics & Stats), Masters in Dev Studies (NMU) |

Emthonjeni - Fountain of Student Wellness

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| <i>Director (Acting)</i> | Ms N Ntlokwana BAEd, BAHons (Vista), MA (Couns Psych) (NMMU) |
| <u>George Campus</u> | |
| <i>Senior Psychologist</i> | Mr CA Persence BA, HDE, BEd (Psych) (UWC), FDE (Ed Man) (<i>cum laude</i>) (UP), MEd (Psych -first class) (UZ), PG Dip Addictions Care (UCT) |
| <i>Psychologist</i> | Vacant |
| <i>Administrative Officer</i> | Ms I Joshua, BA General (UNISA) |
| <u>North Campus</u> | |
| <i>Senior Psychologist</i> | Dr A McConney BA Hons (RU), MA (ClinPsych), PG Dip HIV/AIDS Man, MPhil HIV/AIDS Man, PhD (SU) |
| <i>Psychologist</i> | Ms N Mulhangu MA Psych (Pearson Institute of HE, BA Hons Psych (UNISA), BA (WITS) |
| <i>Research Psychologist</i> | Dr DL Gradidge BA, BAHons, MA Research Psych (UPE), PhD (Mandela Uni) |
| <i>Registered Counsellor</i> | Ms Z Deliwe B Psych (NMMU) |
| <i>Administrative Assistant</i> | Ms R Seale NDip Public Management (NMMU), BTech Public Management (NMU), BAHons Public Administration (NMU) |
| <u>Second Avenue Campus</u> | |
| <i>Senior Psychologist (Acting)</i> | Ms L George BA SW (UFH), BAHons (Psych) (UFH), MA (CounsPsych) (UPE) |
| <i>Psychologist</i> | Mr B Malahle BPsych (NMMU), MA (CounsPsych) (Mandela Uni) |
| <i>Administrative Assistant</i> | Ms SL Graham NDip (PET) |
| <u>South Campus</u> | |
| <i>Senior Psychologist</i> | Vacant |
| <i>Psychologists</i> | Ms P Mtshali BA Psych UNISA), BAHons Psych (UNISA), MA (CounsPsych) (UZ) |
| | Ms S Pietersen BA (Psych), BAHons, MA (CounsPsych) (NMMU) |
| | Vacant |
| <i>Registered Counsellor</i> | Ms M Nemo BPsych (UNI VENDA) |
| <i>Administrative Assistant</i> | Ms SL Henning |
| <i>Secretary</i> | Ms MH Sharp NDip (PET), BTech (NMMU) |
| <u>Missionvale Campus</u> | |
| <i>Senior Psychologist</i> | Ms N Ntlokwana BAEd, BAHons (Vista), MA (Couns Psych) (NMMU) |
| <i>Administrative Assistant</i> | Ms L van Wyngaardt ND Mgt (NMMU), BA Psychology (NMU) |

RESEARCH INNOVATION AND INTERNATIONALISATION**Innovation Office***Director*

Dr N A C Gumede PhD (Medical Microbiology) (UKZN), PGDip (Bus Management) (UN)

Departmental Secretary

Ms N Slambee

Technology Transfer Manager

Vacant

Business Development Manager

Ms S Msithini MMENVC (WBS) B-Tech Economics (TUT)

Research Development*Director*

Dr P Mensah BScHons (Chemistry), MSc (Chemistry), PhD (Chemistry) (UCT)

Secretary

Mrs A Denakie

Research Manager

Mr I Khan BSc (NMMU)

Internal Scholarships Coordinator

Mrs D Gerber

Postgraduate Administrative Officer

Ms T Mnonopi BA (Psych), BAHons (Group Dynamics) (NMMU)

Research Support and Management*Director*

Dr K Mzilikazi BA (Unitra), BScHons (Zoology) (Unitra), MSc (Zoology) (UKZN), PhD (Zoology) (UKZN)

Senior Manager: Research Management

Mr K H Johnson HDE (Vista/UPE),

Senior Manager: Research Management (Contract)

Mrs AP Jacob PGDip (former University of Natal); MBA (UKZN)

Senior Manager: Research and Partnerships

Dr DM Schael BSc (Zoology) (University Wisconsin), MSc (Zoology) (North Carolina State University), PhD (Zoology) (UCT)

Research Officers

Mrs V Coopasamy BA (NMMU), PGCE (UNISA), MrsC C van Leeve NDip (IT) (UNISA)

Assistant Research Officer

Ms ME Maqhubu BA, BA Hons (Social Anthropology) (WITS)

Mandela International Office*Senior Director (Acting)*

Dr A Mensah

Personal Assistant

Ms A Xanti NDip (PRM), Advance Dip (PRM) (Mandela Uni)

Manager: International Student Finance

Vacant

Manager: International Partnerships

Vacant

Study Abroad and Exchange Co-ordinator

Ms M Allen NDip (PRM) (NMMU), BTech (PRM) (NMMU)

Public Relations, Events and International Visitors Co-ordinator

Vacant

International Student Administrator

Vacant

Postgraduate International Student Administrator

Ms N September NDip (Management) (Mandela Uni)

Information Centre Co-ordinator

Ms M Mfana NDip (PM) BTech (PM)

International Student Accounts Finance Officer

Ms J Bezuidenhout BTech (CMA) (NMMU), MTech (CMA) (Mandela Uni)

International Student Accounts Finance Officer

Vacant

| | |
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| <i>International Student Administrator</i> | Ms A Tele NDip (Off Mgt & Tech), BTech (HRM), MA (Dev Studies) (Mandela Uni) |
| <i>Data Capturer</i> | Vacant |
| <i>Marketing and External Communications Co-ordinator</i> | Vacant |
| <i>Short Programme Co-ordinator</i> | Vacant |
| <i>Outgoing Study Abroad Co-ordinator and Assistant Short Programme Co-ordinator</i> | Mr J van Rensburg BCom (Acc) (NMMU) |
| <i>English Programme Co-ordinator</i> | Vacant |
| <i>Digital Media Co-ordinator</i> | Vacant |
| <u>Library and Information Services</u> | |
| <i>Director</i> | Mr L Reid NDip (IT) (UNISA), PGDip (Arch) (UFH), LEAP (NMMU), MMDP (NWU), MLIS (UFH) |
| <i>Secretary</i> | Ms N Lindoor NDip (Secretarial: Office Administration) (PENTECH) |
| <i>Financial Officer</i> | Ms Z Ajam NDip (PET) |
| <u>South Campus</u> | |
| <i>Deputy Director: Bibliographic Services</i> | Ms N Bell, BTech (LIS) (UNISA), HONS BINF (UNISA), PGDip (Arch) (UNISA), MIT (UP) |
| <i>Senior Librarian: ERM</i> | Ms R Abrahams NDip (Admin Mgt: Finance), BINF (UNISA), BINF Honours (UNISA) |
| <i>Senior Librarian: Cataloguing</i> | Ms P Nongxa-Tokoyi ND: LIS (CapeTech), HONS BINF (UNISA) |
| <i>Librarians: Cataloguing</i> | Vacant Ms V Gwane Bachelor of Library and Information Science, PG Dip (Archives and Records) (University of Fort Hare) Ms B Sithetho NDip (LIS) (CPUT) Ms P Tube BTech (LIS) (UNISA), HONS LIS (UKZN) |
| <i>Librarian: Pre-Cataloguing</i> | Ms V Bussy BA (Translation) (RU), Public Relations and Communications (PET) |
| <i>Librarians: ERM</i> | Vacant Vacant |
| <i>Senior Librarian: Acquisitions</i> | Mr L Matabeni Bachelor of Library and Information Science (UFH), Bachelor of Library and Information Science Hons (UFH) |
| <i>Librarian: Monograph Acquisitions</i> | Mr K Mnyazi Bcom Accounting (UFH), Bcom Honours in Taxation (UFH), Advanced Diploma in Accounting Sciences (UNISA) |
| <i>Assistant Librarian: Orders Monographs</i> | Ms S Share |
| <i>Assistant Librarian: Serials Orders</i> | Ms K van der Westhuizen |
| <i>Library Assistant: Receipts Monographs</i> | Ms N K Penny |
| <i>Library Attendants: Processing</i> | Mr M Ndabeni Ms NG Mlambo |
| <i>Deputy Director: Circulation Services</i> | Ms Z N Makrwele Primary Teacher's Cert, Dip (Sec Educ), BA (Ed), PG Dip (Library Studies) (UNITRA), M (LIS) (Natal) |
| <i>Senior Librarian: Circulation</i> | Ms M M du Plessis NDip (LIS), BTech LIS (PET) |

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| <i>Librarian: ILL</i> | Ms L C Ngabase NDip (LIS) (PET), Programme in Business Management (UNISA) |
| <i>Assistant Librarian: ILL</i> | Ms Z Bob BAHons (UPE) |
| <i>Library Assistant: IBL</i> | Ms S Magopeni |
| <i>Librarian: Customer Services</i> | Ms B B B Ntsiko Cert (Ess of Strat Mgt) (RU), NDip (LIS) (PET), MA (Dev Studies) (NMMU) |
| <i>Library Assistants: Circulation</i> | Ms P Kuse NDip (HR) (NMMU), BINF – Bachelor of Information Sciences (UNISA) Ms X G Mafana Ms H Spamer Educ Dip (BOK) Mr J V Buchner |
| <i>Library Assistants: After hours</i> | Mr F Hendricks Ms N Maqhosha Advanced diploma in Business Studies: Tourism Management (NMU) Ms R Peters Ms E Plaatjies Mr W Scheepers |
| <i>Library Assistant: Photocopier, Cash Officer</i> | Ms X Martin NDip (HR) (NMMU) |
| <i>Library Assistants: Multimedia</i> | Mr V Khumalo |
| <i>Co-ordinator: Shelving</i> | Ms N Sontsonga BBibl (Fort Hare) |
| <i>Shelver/Messenger</i> | Vacant |
| <i>Shelvers</i> | Mr M Dywili BA in Media, Communication and Culture (NMU) Ms Ntantiso Vacant |
| <i>Deputy Director: Information & Training</i> | Ms D Dos Santos BBibl (UFH), PDIM (UJ), MDP (NMMU Business School), MPhil (Conflict Transformation and Management) (NMMU) |
| <i>Senior Librarian: Information and Faculty Librarian Science</i> | Ms D Gerber NDip (LIS), BTech (LIS) (PET), HON INF (UNISA) |
| <i>Senior Librarian: Training & Faculty Librarian: Education</i> | Vacant |
| <i>Faculty Librarian: Humanities</i> | Ms J Esau BTech (LIS) (PET), BBibl (UWC), BINF HONS (UNISA) |
| <i>Faculty Librarian: Business & Economic Sciences</i> | Mr G V Mhlontlo BTech (LIS) (PET) |
| <i>Faculty Librarian: Health Sciences</i> | Ms N Bavuma NDip (LIS) (PET), Cert (Archiv Studies) (UNISA) |
| <i>Faculty Librarian: Law</i> | Ms S Nyaningwe NDip (Educ), BEdHons (UPE), MEd (NMMU), B Info (UNISA); B. Bibl.Hons (UKZN) |
| <i>Librarian: Training</i> | Ms H van der Sandt BBibl (US) |
| <i>Information Librarian</i> | Ms F Blignaut NDip Library and Info Services (PET) |
| <i>Training Librarian</i> | Ms A Joubert Higher Cert (LIS) (PET) |
| <i>Assistant Librarian Information Services</i> | Mr I J Samuels |
| <i>Library Assistants: After hours</i> | Mr S Sirayi BTech Management (Mandela Uni) Mr M Makananisa BTech Public Management (Mandela Uni) L Valentine |
| <i>Deputy Director: Library Information Systems and Digital Applications</i> | Vacant |
| <i>Senior Librarian: Systems</i> | Ms M D Minnaar BA (UCT), HDL (Natal) |

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| <i>Web Administrator</i> | Ms B Ramollo NDip (IT) (SD) (NMMU) |
| <u><i>Business School</i></u> | |
| <i>Librarian: Business School</i> | Ms T M Solundwana BA (Information Science & Industrial Psych) (UNISA), Bachelor of Information Science Honours (UNISA) |
| <u><i>Second Avenue Campus</i></u> | |
| <i>Branch Librarian</i> | Vacant |
| <i>Senior Librarian: Circulation</i> | Vacant |
| <i>Information Librarian</i> | Mr M Tame BBibl (UNISA) |
| <i>Library Assistants: Circulation</i> | Ms S N Faku Mr C Marais NDip HR Management (NMMU) Ms L Mlumbi |
| <i>Library Assistant: After hours</i> | Mr Z Nombande Dip Management (NMMU), BTech in Management (NMMU) |
| <u><i>George Campus</i></u> | |
| <i>Branch Librarian</i> | Mr T K Tshukudu BSocSc (Rhodes), PgDipLis (UCT), HCert: ARM (UNISA) |
| <i>Librarian</i> | Ms L N Magoso LIS Hons (UKZN), Arts and Archival Science Hons (UNISA), BINF(UNISA) Higher Cert. ARM (UNISA) |
| <i>Assistant Librarian</i> | Mr W Kesa BBibl (UFH), LIS Hons (UFH) |
| <i>Library Assistants: After hours</i> | Ms J Alexander Ms S Langa NDip (Mandela Uni) |
| <u><i>North Campus</i></u> | |
| <i>Branch Librarian</i> | Ms C C Mlahleki BTech LIS (PET), BTech Quality (NMMU) |
| <i>Faculty Librarian: Engineering, the Built Environment & Information Technology</i> | Ms Ms F Nombande Sen Teachers Dip(Griffiths Mxenge Training College) BA (UPE), HON INF (UNISA) |
| <i>Information Librarian</i> | Vacant |
| <i>Library Assistants: Circulation</i> | Ms A J W Matroos Ms B Tshetsha Ms R van Niekerk |
| <i>Library Assistant: Multimedia</i> | Ms S Kolver |
| <i>Shelver</i> | Ms C Sopangiso |
| <u><i>Missionvale Campus</i></u> | |
| <i>Branch Librarian</i> | Ms N Mtshizana BBIBL (UNITRA), BBIBL Honours (UWC) |
| <i>Faculty Librarian: Extended Programmes</i> | Ms M Breda NDip, BTech (PET), BAHons Info Science (UNISA) |
| <i>Librarian: Information</i> | Ms K P Ngcuka NDip (LIS) (PET) |
| <i>Library Assistants: Circulation</i> | Ms F Jacobs NDip Management (NMMU) Ms A Kriga Mr E B Reid |
| <i>Shelver</i> | Vacant |
| <i>Library Assistants: After hours</i> | Ms T Hermanus Vacant Ms N Keseni BAdmin (NMMU) Ms S Skepu Cert Marketing Management (PE College) |

OFFICE FOR INSTITUTIONAL STRATEGY**Institutional Strategy and Projects**

| | |
|-------------------------------------|--|
| <i>Senior Director</i> | Prof H J Nel BA (<i>cum laude</i>), BAHons, MA (<i>cum laude</i>), DPhil (UPE) |
| <i>Portfolio Operations Manager</i> | Mrs K Moodley BCom (UNISA), PGCE (<i>cum laude</i>) (NMMU), MBA (NMMU) |

Strategy Intelligence and Data Analytics (SIDA)

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|----------------------------|---|
| <i>Director</i> | Dr C Sheppard BSc, HED (Potch), BEd (UNISA), MEd, PhD (UP), AEEP (Wits) |
| <i>Deputy Director</i> | Mr G van Leeve NDip (IT) (PET), BTech (IT) (NMMU) |
| <i>Data Analyst</i> | Mrs T Webb BSc (UCT), MBA (Mandela Uni) |
| <i>Data Analyst</i> | Mrs M H Voges NH Dip (Office Adm) (PET) |
| <i>Senior Statistician</i> | Vacant |

Institutional Research and Reporting

| | |
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| <i>Senior Institutional Researcher</i> | Mrs M Neale-Shutte BAHons (Psych), MA (Research Psych) (UPE) |
| <i>Institutional Researcher</i> | Dr S Nomvete BA Industrial Sociology (UNIZUL) BSocSci Hons (UP) MSocSci (UP) |

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| ADMINISTRATIVE AND SUPPORT STAFF |
|---|

INTERNAL AUDIT*Senior Director*

Mr S Nyenyiso ND: Internal Auditing (Technikon Pretoria), BTech: Internal Auditing (TUT), MPhil: Internal Auditing (University of Pretoria), Certified Internal Auditor (IIA), Certified Fraud Examiners (ACFE)

Executive Secretary

Ms F Maweza

Internal Auditors

Mrs O van Zyl BCom (UPE), BComHons (Natal)
 Ms M Tsetsewa BTech: Internal Auditing (TUT), Internal Audit Technician – Institute of Internal Auditors South Africa (IIASA)
 Mr N Karamdeo BCompt (UNISA), Post Graduate Diploma in Forensic Auditing & Criminal Justice (UKZN), Post Graduate Diploma in Business Management (UKZN), Certified Internal Auditor (IIA), Certified Fraud Examiners (ACFE)

CHIEF INFORMATION OFFICER*Chief Information Officer*

Dr S M Bosire BBA -MIS (Andrews), MBA (Heriot-Watt), MPA (UFH), MCSSA, DBA (NMMU)

Executive Secretary

Mrs N Moodley Cert PR (PRISA-accredited - Varsity College, Business Management Programme (NMMU Business School), Project Management (NMMU)

Information and Communication Technology Services and Operations*Director: ICT Service Delivery and Operations*

Mrs I Pramod
 MBA, NMMU; Prince 2 Certified APMG International; ITIL Foundation Certification APMG International; TOGAF 9 Certified The Open Group; COBIT 5 Certified
 APMG-International; Master of Computer Application India; Advanced Post Graduate Diploma in Computer Science India; Bachelor of Computer Science India

Secretary

Mrs R Allison NMP (USB), MDP (USB), Business Communication Skills Programme (NMMU), VIP Payroll; Prince2

ICT Service Delivery Section*Deputy Director: ICT Service Delivery*

Mr R Khambile

Assistant to Deputy Director, Service Delivery

Mr J Schaefer

Lab Co-ordinator – South Campus

Mrs J Schaefer

Senior Manager ICT: End-User Support

Mr S S Maqoqa BCom (Vista)

Lab Co-ordinator – Missionvale Campus

Mr T Charlie

Head: ICT Helpdesk

Mrs R Steenberg BTech (Mgt) (NMMU)

Helpdesk Assistants

Vacant

Mr B Bido

| | |
|--|--|
| <i>Lab Co-ordinator</i> | Mrs A Mentoor |
| <i>Senior IT Technician – Missionvale Campus</i> | Ms S Scheepers |
| <i>Senior IT Technician – 2nd Avenue Campus</i> | Mr G Ludick |
| | Mr B Moodalay |
| <i>Senior IT Technician – South Campus</i> | Mr S Sauls |
| <i>Senior IT Technician – North Campus</i> | Vacant |
| <i>IT Technicians</i> | Mr A Gardner |
| | Mr A Kase |
| | Mr S Naidoo |
| | Mr M Njokweni |
| | Mr M Nqeyi |
| | Vacant |
| | Vacant |
| | Mr L Baskiti |
| | Mr N Jansen |
| | Vacant |
| <u><i>ICT Operations Section</i></u> | |
| <i>Deputy Director: ICT Operations</i> | Mr G Ownhouse BSc (UPE) |
| <i>Senior Systems Engineer</i> | Mr M de Jager NDip (IT) (PET) |
| <i>Systems Engineer: Firewall</i> | Mr B Smith BTech (IT) (PET) |
| <i>Systems Engineer: DBA</i> | Vacant |
| <i>Systems Engineer: Networks</i> | Mr Z Abdullah NDip (IT) (PET), Dip (PC ENG) (Damelin) |
| <i>Systems Engineer: ERP/DMS</i> | Ms N Lubambo NDip (Com Admin), BTech (IT) (PET), MTech (IT) (NMMU) |
| <i>Systems Engineer: Email/Messaging</i> | Ms W Cameron BAHons |
| <i>Systems Engineer: SharePoint</i> | Mrs C Robey BTech IT (PET) |
| <i>Systems Engineer: Mobility</i> | Mr R Domingo NDip IT |
| <i>Senior Network Engineer</i> | Mr C van Zyl NDip (IT) (PET) |
| <i>Senior Telecommunications Engineer</i> | Mr C Bagley NDip (Elec Eng) (PET) |
| <i>Telecommunications Administrative Assistant</i> | Vacant |
| <i>Network Engineer</i> | Mr A Mali |
| <i>Telecommunications Engineer</i> | Mr W Pio |
| <i>Telecommunications Assistants</i> | Mr J Gcakasi |
| | Mr J Madolo |
| <u><i>George Campus</i></u> | |
| <i>Senior Manager</i> | Mr R Pityana |
| <i>Systems Engineer</i> | Mr TWS Blane |
| <i>Senior Support Technician</i> | Mr JP Flanagan |
| <u><i>Information and Cyber Security</i></u> | |
| <i>Senior Systems Engineer: Security</i> | Dr R Boshoff NDip (IT), BTech (IT) , MTech (IT), MBA (NMMU), DBA (Mandela Uni) |
| <i>Senior Systems Engineer: Security</i> | Mr S Tyali (NDip IT) (CPUT) |
| <u><i>Imaging/Reprographic Services</i></u> | |
| <i>Deputy Director: ICT Facilities Planning</i> | Vacant |
| <i>Section Head</i> | Vacant |

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|---|---------------------------------------|
| <i>Supervisor</i> | Mrs J M van der Berg |
| <i>Receptionist</i> | Mrs T Pienaar |
| <i>Senior Photocopy Operator</i> | Mrs L F Bruintjies |
| <i>Photocopy Operators</i> | Mr T L Bokolo Mr C Lombard |
| <i>Senior Collator/Binder</i> | Vacant |
| <i>Collator/Binder</i> | Mr M J Bawushana |
| <i>Senior Imaging Administrator</i> | Mrs N Liberty NDip (FIS), PDBA (NMMU) |
| <i>Project Administrator</i> | Ms E Mdanyana |
| <i>Imaging Administrator</i> | Mr I Smith |
| <i>Imaging Admin Assistant</i> | Mrs R van der Westhuizen |
| <i>Assistant Imaging Technician</i> | Vacant |
| <i>ICT CopyTech Supervisor</i> | Mr D Driscoll |
| <i>ICT CopyTech Technology Technician</i> | Ms G Mbhele |
| <i>ICT CopyTech Shop Assistant</i> | Mr Z Gwadisa |

Information Systems and Development

| | |
|---|---|
| <i>Director: Information Systems and Development</i> | Mr C Wentworth BCom Rat, BCom (CS & IS) (UPE) |
| <i>Deputy Director: Senior Specialist: Business Analyst</i> | Mr G J Saunders BCom (Rat), BComHons, MCom (UPE), MIITPSA |

Blended Learning Support Systems

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|---|---|
| <i>Senior System Engineer: Blended Learning</i> | Mr S Meyer NDip (Elec Eng) (PET), BTech (IT), MTech (IT) (NMMU) |
| <i>Systems Engineer: Blended Learning</i> | Mr F Abrahams |

Business Analysts

| | |
|---|--|
| <i>Deputy Director: Senior Specialist: Business Analyst</i> | Mr G J Saunders BCom (Rat), BComHons, MCom (UPE), MIITPSA |
| <i>Senior Business Analyst (Student Systems)</i> | Mrs L Williams BSc (Compt Sc) (UCT) |
| <i>Senior Business Analyst (Finance Systems)</i> | Mrs G L Steenberg BSc (Comp Sc & Stats) (Vista), BTech (IT) (NMMU) |

Business Applications and Development

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|---|---|
| <i>Deputy Director: ERP/MIS Development Analyst/Programmers</i> | Mrs D Els BScHons (RU), MTech (IT) (NMMU) Mr S Bhengu (IT) Mrs A du Preez BTech (IT) Mr C Madyosi (IT) |
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Web Systems & Development

| | |
|---|--|
| <i>System Engineer: Web Systems and Development</i> | Mr R Sitshetshe NDip (IT) (CPUT), BTech (Quality) (CPUT) |
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COMMUNICATION AND MARKETING

| | |
|---|--|
| <i>Senior Director</i> | Mrs CC Janneker BA (UNISA), MBA (UNISA-SBL), Dip Public Relations (PRISA); Dip (Academy of Learning) |
| <i>Executive Secretary</i> | Vacant |
| <i>Secretary</i> | Mrs S Adams BHMS (NMMU), Office Administration (Damelin) |
| <i>Director Communication and Marketing</i> | Ms P Gower |

Deputy Director: Communication and Marketing

Mrs D Derry B Journ (RU), MA (NMMU)

Communication

Internal Communication Practitioner

Ms E C De Koker BA, HED (US), BAHons MDP (UPE)

Publications Practitioner

Mrs L Sa Joe-Derrocks NDip (Journ) (NMMU)

Media Manager

Ms Z Mbabela BA (Media, Communication and Culture) (NMMU)

Events

Campus Events Manager

Mrs A Olivier NDip (PR) (PET), BTech (PR) (NMMU)

Campus Events Assistant

Mrs C Boukes

George Campus

Manager: Communication and Marketing

Mrs M Piko-Makasi NDip: Journalism, Public Relations and Events Management

Marketing and Communications Practitioner

Mrs M Tshangana NDip (Mkt) (DUT), AdvDip (Mng) (NMU), BCom Hons (Bus Man) (Unisa)

Student Recruitment

Deputy Director: Student Recruitment

Mrs JCR Daniels BA (UPE), BAHons (Group Dynamics) (NMMU)

Administrative Officer

Vacant

Student Recruitment Specialist:

Mr PB Botha NDip (Journ) (NMMU)

School Leaver Market

Student Recruitment Specialist:

Mr N Mlonzi BTech (Marketing), NDip (Marketing) (CPUT) Cert (Financial Management) BCC TVET

School Leaver Market (Rural)

Student Recruitment Specialist: School Leaver Market

Ms L V Solomons BA, HDE, BAHons (UWC)

Student Recruitment Marketing Collateral Specialist

Mr BA Piater NDip (PR), BTech (PR) (NMMU)

Student Recruitment Events Specialist

Ms N Mrara ND (Public Relations), BTech (Public Relations) (*cum laude*), BAHons Corporate Communication (NMU)

Mature and Postgraduate Students Specialist

Mr AJ Kock NDip (Mkt Mng) (PET)

Branding

Deputy Director: Branding (Acting)

Mr Bernard Piater

Senior Marketing Communication Practitioner: Branding

Mrs M Bothma NDip (PR) (PET)

Arts, Culture and Heritage

Deputy Director: Arts, Culture and Heritage

Mr RM Pillay BA, BA Hons Sociology (*cum laude*) (NMMU) MA Mandela Uni

Cultural Coordinator

Mrs M du Preez

Cultural Officer

Mr L Matiwane NDip (PR); BTech (PR) (NMMU), BAHons (Corporate Communication) (NMU)

| | |
|-------------------------------|--|
| <i>Projects Co-ordinator</i> | Ms N-A Rayepen BAHons (NMMU), Associate Modern and Ballet Dance Teachers (ISTD) |
| <i>PR</i> | Ms A Howley NDip (PR), Adv Dip (PR) (Mandela Uni) |
| <i>Choir Director/Manager</i> | Mrs U Williams MMus (<i>cum laude</i>), Performers' Licentiate of the Trinity College of London (LTCL) |

Archives and Exhibitions

| | |
|------------------------------|--|
| <i>Deputy Director</i> | Mr RM Pillay BA, BA Arts Hons Sociology ((<i>cum laude</i>) (NMMU) |
| <i>Memory Centre Curator</i> | Ms C Grobler Dip(Bib) (Stell) |
| <i>Student Assistant</i> | Ms A Xanti NDip (PRM), Advance Dip (PRM) (Mandela Uni) |

Digital Communication and Marketing

| | |
|---|---|
| <i>Deputy Director: Digital Communication and Marketing</i> | Dr T Hilmer BSc (Wits), BScHons (UPE), MSc (UPE), PhD (UPE), MPhilITGov (Mandela Uni) |
| <i>Digital Communication Consultant</i> | Mrs B A Erickson NDip (PR) (PET) |
| <i>Social Media Consultant</i> | Mrs K Julie NDip (Graphic Design) (NMMU) |
| <i>Web Content Editors</i> | Mr A Beba NDip (Software Dev) (DCC) Ms T Rayners NDip (IT Support Services) (NMMU) |

INFRASTRUCTURE SERVICES AND SPACE OPTIMISATION

| | |
|--|--|
| <i>Senior Director: Infrastructure Services and Space Optimisation</i> | Mr M Syce NHD (Arch) (CPUT), MSc (BE) (Fac Man) (UPE), Pr SArchT, MSACAP, MSAIAT |
| <i>Secretary to SD: ISSO</i> | Ms J Kannemeyer ND (PR) (PET), BA (Psyc), BAHons (Psyc) (NMMU) |
| <i>Deputy Director: Infrastructure Services and Space optimisation</i> | Mr G T Gouws (Acting) NDip (Arch) (PET) |
| <i>Infrastructure Manager</i> | Vacant |
| <i>Space Optimisation Manager</i> | Mrs T Ebel |
| <i>Construction Project Managers</i> | Dr G Smit NDip (Engineering), BTech (Construction Project Management), Masters (Construction Management), PhD (Business Management) Mr W Mclachlan (PRQS) |
| <i>Sustainability Engineer</i> | Dr Andre Hefer PhD (Construction Management) |
| <i>Architectural Professional</i> | Vacant |
| <i>Space Optimisation Administrator</i> | Vacant |
| <i>Project Manager</i> | Vacant |

Maintenance Services

| | |
|---------------------------------------|---|
| <i>Director: Maintenance Services</i> | Vacant |
| <i>Departmental Secretary</i> | Ms B Van Rensburg |
| <i>Work order Manager</i> | Vacant |
| <i>Maintenance Administration</i> | Ms E Louw Ms N Maqwili BSc (Chemistry) (Vista) Ms N Damane ND: Financial Management |

Engineering Services*Deputy Director: Engineering Services*

Dr P Peters Gov Cert of Competency (Mech & Elec Eng), ND (Mech and Elec Eng), Pr.Eng (Certificated Eng), DBA(NMU)

Manager: Engineering Services

Mr G Petro ND: EEH (Western Province Technical College), Advanced Diploma in Project Management (Damelin), BComHons (University of Western Cape), MBA (University of Stellenbosch (Business School))

Maintenance Manager ELEC, MEC

Mr I Kleyn

Maintenance Manager ELEC, AIR, REF

Mr M Bobi

Building Services*Deputy Director: Building Services*

Mrs S Agherdien Ince BSc (Con Studies), BScHons (CM) (NMMU)

Manager: Building Services

Mr B Goliath ND Logistics (UNISA), Dipl. Project Management (Varsity College PE), PPM (UP), SAMTRAC Cert (NOSA), Quality Specialist ISO 9001 Cert (SABS)

Maintenance Administration

Ms C Kayser

Campus Supervisor – Missionvale Campus

Mr E Mqgolozana Snr Teacher's Dip (Algoa College of Educ)

Maintenance Manager: CAR

Mr R Landsberg

Maintenance Manager: PLU, BRI

Vacant

Maintenance Manager: LOC, PAI, SIG, SHO

Mr W Vorster

SUPPORT SERVICES*Senior Director*

Mr L Ndivane SED (Vista), BA, BAHon (UPE), MA (University of Newcastle, Australia)

Secretary to Senior Director

Ms N Jacobs-Stokwe Cert.HRFM (Rhodes University), ILP (NMMU Business School), Protocol Int.Cert. (EU International School of Protocol)

Operations*Director: Operations*

Ms V Mbolekwano NDip Foodservice Management, BTech Hospitality Management, MBA

Administrative Assistant

Ms K Botes

Protection Services*Director*

Mr S Nkosa ND (Policing) (TUT), BTech (Policing) (Unisa)

Senior Protection Services Officer

Mr B Nobadula

Residence Security Manager

Mr L Damane

Campus Managers

Mr G Beer

Mr M Maqude

Electronic Security Systems Controller

Mr T Zeelie

Assistant Electronic Systems Officer

Mr R T Gallant

Catering Services

Senior Catering Manager
 Bookkeeper/Administrator
 Meal Management System Administrator

Ms L Xango NDip Food and Nutrition (WSU)
 Ms L Jones Nat Diploma Marketing and Sales
 Ms L Strauss City & Guild Higher Dip in Food and Bev, City & Guild Dip in Culinary Arts and Blue Ribbon Diploma in Hospitality Management

Service Controllers

Vacant
 Mr V Woli

Support Services Cleaning ManagersSouth Campus

Cleaning Residence Manager

Mr D Myataza BCom (NMMU)

North Campus

Cleaning Manager

Ms X Manxiwa NDip in Hospitality Management

Missionvale Campus

Cleaning Manager

Ms R Japtha NDip (Mgt), BTech (Mgt) (NMMU)

2nd Avenue Campus

Cleaning Manager

Ms E Pillay FLP, ILP, Business School (NMU)

Works Coordinator

Vacant

Events

Manager

Vacant

Catering and Events Coordinator

Ms V Mtshake BA Media Communication and Culture (NMMU)

Shared Services

Director: Shares Services

Mr M Mahlathini BCom (Acc) (UNITRA), MCPM (GW), PM (Hons) (USQ)

Learning and Development Consultant

Ms T Rayi BA (Psychology) (NMU), MAP (Wits Business School), Dip (HRM)

Administration Assistant

Ms T Henderson PGDip (Employment Relationship Management); BTech (HRM) (NMU)

Data Analyst

Ms Y Lupindo BCom (Information Systems and Management) (Rhodes University)

Postal Services

Senior Manager

Vacant

Supervisor: North Campus Postal Hub

Mr SQ Olivier

Supervisor: Missionvale Postal Hub

Mrs MJ Saunders

Supervisor: Courier and Despatch

Mrs SJ Sigcu NDip (Logistics), Dip (Inventory and Stores) (NMMU), NCert (Marketing) (PE TVET)

Despatch Officer: Courier

Ms T Jegels

Despatch Officer/ Driver: Courier

Mrs L Koen

Despatch Officer: Mail

Vacant

Driver

Vacant

Mail Handlers

Mrs A Brown
 Ms C Daniels
 Mr B Kramer
 Mrs PO Mdila
 Mrs NS Plaatjie

Vacant

Transportation Services*Manager: Student Shuttle Services*

Mr L Rafani Dip Office Administration, Dip Office Computing, Dip. Frontline Tourism, Dip. Public Relations and Communications, Dip. Logistics, Adv Dip (Business Studies Logistics Management)

Senior Traffic Officer

Mr J De Lange I.T.O Certificate (Institute of Traffic and Municipal Officers of South Africa)

Parking Coordinator

Mr B Sicelo

Shuttle Coordinator

Mr T Rasi Diploma Accountancy, BTech Management

Shuttle Inspector

Mr T Boo

Motor Mechanic Artisan

Mr C Fisher MERSETA Certificate (Motor Mechanic, Ford Motor Company Level 1 Master Technician Program)

Horticulture Services*Senior Manager Horticulture*

Ms E Storm ND (Horticulture) (Cape Tech)

Horticultural Services: Senior Horticulturist

Ms S A de Villiers BSc (Agric) (US)

Nature Reserve Ranger

Mr C Breedt ND (Forestry) (PET)

Health, Safety and Environment (SHE)*Manager (Acting)*

Mr D Lesch (NHD (Environmental Health) (CPUT). MAP (Wits Business School)

Environmental Officer

Ms N Sukwana ND (Environmental Health) (Pentech), BTech (Environmental Management) (CPUT)

HSE Officers

Ms X Lubambo ND (Environmental Health (Cape Tech), BTech (Quality) (NMMU)

Mr T Mveleli ND (Safety Management) (UNISA) Programme in Total Quality Management (UNISA)

HSE Officer (George)

Ms S Mbikwana ND (Environmental Health) (CPUT)

Campus Governance and Management**George Campus***Senior Director*

Dr K Mawila BSocSci (UCT), MA (MSU, USA), PhD (UM, USA), MDP(SU)

Personal Assistant

Mrs L Muller

Director: Operations

Mr M Loubser BJuris (PU for CHE), LL.M (Private Law) (Stell), PGD (Labour Law Prac) (NMMU)

Secretary

Ms E Esau

| | |
|---|--|
| <i>Manager: Communication and Marketing</i> | Ms M Piko NDip: Journalism, Public Relations & Events Management |
| <i>Marketing & Communication Practitioner</i> | Ms M J Tshangana NDip (Marketing) (DUT); AdvDip (Man) (NMU) and BCom Honours (Bus Man) (Unisa) |
| <i>Sport Managers</i> | Mr H Loubser BA (Phys Ed) (US), BAHons (Group Dynamics) (NMMU) |
| | Mr M Hewu |
| <i>Residence Managers: Student Housing</i> | Ms K Mvango BA, BAHons (Psych), MA (HIV and Aids Mgt) (US) |
| | Mr A Masebeni ND Mkt (NMMU) |
| <i>Student Governance and Development</i> | Ms N Nombembe ND Mkt (Border Tech) |
| <i>Residence Placement Admin</i> | Ms S Mketi ND Mngmt (NMU) |
| <i>Off Campus Residences</i> | Mr T Barnes ND Mngmt (NMU) |
| <i>Clinic Sister</i> | Sr M Kock Dip (Comm Nursing) (Savley Dalley College), Adv Dip (Comm Nursing) (Potch Uni) |
| <i>HIV Counsellor</i> | Ms A Piet BA, BAHons (Psych) (NMMU) |
| <i>Administrative Assistant</i> | Ms I Joshua |
| <i>Campus Accountant</i> | Ms S K Swigelaar BTech (CMA) |
| <i>Senior Administrative Officer: Finance</i> | Ms N Mpange |
| <i>Financial Aid Officer: George</i> | Ms N Thorne (Financial Management (TVET)) |
| <i>Logistics & Reprographic Controller Co-ordinator</i> | Mr V Meyer |
| <i>Technical and Protection Services</i> | Vacant |
| <i>Senior Manager: ICT Services</i> | Mr R Khamali |
| <i>ICT Services: IT Systems Engineer</i> | Mr T Blane NDip (Inf) |
| <i>Receptionist/Cashier</i> | Ms W Venter NDip (Tourism Mgt) (CPUT), BTech (Tourism Mgt) (NMMU) |
| <i>Maintenance Officer: Buildings</i> | Mr M O'Neill |
| <i>Maintenance Artisan Maintenance Services</i> | Mr S Tyeshani |
| <i>Artisan: Maintenance</i> | Mr J Kerspey |
| <i>Artisan: Maintenance</i> | Mr M Viti |
| <i>Senior Campus Control Officer</i> | Mr R van Zyl |

Missionvale, Bird Street and Second Avenue Campuses

| | |
|---------------------------|--|
| <i>Senior Director</i> | Ms S Masiza Adv Cert Sourcing and Supply Chain Management (UNISA) Adv Cert Quality Management (Singapore), ND in Industrial Engineering (PE Tech) MBA (NMMU) |
| <i>Personal Assistant</i> | Ms G Slabbert Protocol Int.Cert. (EU International School of Protocol), Adv Cert Office Management (Damelin) ND Management (NMMU), BTech Management (NMMU) |

Manager: Operations Missionvale, Bird Street and Second Avenue Campuses

Manager: Marketing and Communication Liaison

Information/Receptionist

Maintenance Officer: Buildings

Maintenance Artisan Maintenance Services

Ms K Manzini BSocSci (UCT)

Ms B Christians

Mr M O'Neill

Mr S Tyeshani

FINANCE DIVISION

Executive Director: Finance

Personal Assistant

Mr M R Monaghan Com (UPE), BComHons (UNISA), Professional Accountant (SA)

Mrs D Harris ND (Bus Man) (Tech (Free State), MDP (UFS Business School)

Management Accounting Department and Analytics

Senior Director: Management Accounting

Mr S Gegeza BCom Accounting (NMMU), BCom Honours (Accounting) (UNISA), MBA (MANCOSA) CA (SA)

Financial Assistant: Management Accounting

Mr SK Perrow NDip (Mgt) (NMMU)

Deputy Director: Budget & Financial Management Information

Mr W C Leander BCom (UWC), BComHons (UNISA), Professional Accountant (SA)

Deputy Director: Faculty Accountant

Dr I McLaren BComHons, HDE Postgrad (UPE), MBA (PET), PhD (NMMU)

Deputy Director: Costing

Ms N C Tsita Cert (Higher Educ Mgt) (Wits), BCom (WSU)

Senior Manager: Salary Budget Analyst

Ms L Lerm BCom (UNISA)

Operational Finance Department

Senior Director: Finance

Ms M Jogee-Jamal BComHons(UPE),CA(SA)

Personal Assistant

Ms P Vamba

Director: Corporate Finance

Ms N Titima BCom Hons(University of Natal), CA(SA)

Personal Assistant

P Vamba

Deputy Director

Mr H Mouton BCom (UPE)

Senior Manager: VAT

Vacant

Accountant 3rd Stream Income

Mr R van Onselen BComHons(UPE)

Accountant Accounts Payable and

Ms F van der Merwe BCom (UPE)

Systems Manager

Accountant Trust and Ad Hoc Payments

Mr D van der Berg

Assistants Accountant Ad Hoc Payments

Ms M Slabbert NDip (CMA) (PET)

Ms N C Xotyeni BCom (UPE), MPhil (NMMU)

Assistant Accountant Accounts Payable

Vacant

Senior Creditors Officer

Vacant

Accounts Payable Officers

Ms E Claasen

Ms T Heunis BTech (Management) (NMMU)

Mr H Jogee

Ms S Roux

Ms M Wippenaar

Financial Officers: Creditor Reconciliations

Mr F Bruce

Ms C Davids

Ms S Mhambi NDip (FIS)(PET)

Financial Officers: Ad-Hoc Payments

Ms B Barnard

| | |
|--|---|
| | Ms S Jordaan |
| | Vacant |
| <i>Financial Officer: GL Journals</i> | Ms R de Doncker |
| | Ms M Gongxeka |
| <i>Financial Officer: Business School</i> | Ms M Vuma |
| <i>Financial Officers: Research and Projects</i> | Mrs A Botha BA (UPE) |
| | Ms R Kirby |
| | Ms C B Mkuhlu NDip (CMA) (UJ) |
| <i>Senior Bank Reconciliation Officer</i> | Ms A Chamberlain |
| <i>Bank Reconciliation Officers</i> | Ms Y Shumpa |
| | Vacant |
| | Ms D Minnie |
| <i>Deputy Director: Payroll</i> | Mr A Ramji NDip (Fin Acc) (TSA), Adv Cert Tax (RAU) |
| <i>Senior Salary Officers</i> | Ms D Hickman-Davis |
| | Vacant |
| | Ms S Teubes |
| <i>Salary Officers</i> | Vacant |
| | Mr ST Mokhele NDip (Fin Acc) DUT |
| | Ms C Moodaley |
| | Ms S Netnou BCom, MA (Dev Stud) (NMMU) |
| | Ms C Sixaso HR (Management) (Mandela Uni) |
| | |
| <u><i>Supply Chain Management</i></u> | |
| <i>Director</i> | Vacant |
| <i>Manager Procurement</i> | Ms V Ngesi BCom (Commerce) (Northwest University) |
| <i>Senior Buyer</i> | Ms Z Tutuse BCom Honours: Business Management (NMU) BCom Supply Chain and Operations Management (UNISA) |
| <i>Buyers</i> | Ms J Bosch NDip (Text Des) (PET) Postgraduate Diploma Business Administration (PDBA)(NMU) |
| | Ms M Bosch NDip (Exec Secr) (PETech) |
| | Mr B Booyesen Dip (Logistics), NDip (Store-keeping Stock Control), NDip Business Management, NDip (Purchasing Management) (Damelin) |
| | Ms C Jewnarain NDip (Ed) (Rand Afrikaans University) |
| | Ms W Kleinbooi BTech: Logistics (NMU) & NDip Purchasing (PETech) |
| | Mr A Muller NDip (Anal Chem), BTech (Log) (NMU) |
| | Ms F Sifanele NDip: ND: Tourism Management (ML Sultan Technikon), Advanced Programme: Sourcing and Supply Chain Management (Unisa) |
| | Ms R Somiah |
| <i>Stores</i> | Mr W Prins Stores and Inventory Certificate and Management Skills |
| | Mr A Peterson (SLP) Conflict Resolution Skills and Time Management |
| | Mr L Harris, (SLP) Security/Protection Services |
| | Mr M Makana, Dip-Logistics, SCM (NMU) |
| | Mr S Mtakati |
| | Mr Z Sharmar |
| | |
| <u><i>Revenue Management</i></u> | |
| <i>Director</i> | Mr M Mantshongo ND (Accounting) (WSU), BCom Acc (UFH), Hons Fin Acc (UNISA), Hons Monitoring and Evaluation (WITS) |

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|---|---|
| <i>Deputy Director: Student Accounts</i> | Mr S Boniwe ND Int Aud (PE Tech), BTech Logistics (Mandela Uni), MBA (Mandela Uni), Adv Business Program (Mandela Uni) |
| <i>Deputy Director: Financial Aid</i> | Mr W Muller ND (Pub Admin), NHD (Pub Mgt) (PET), Cert (Adv Mgt) (US) |
| <i>Manager: Debt Recovery</i> | Ms R van Wyk ND (Mgt) (NMMU) |
| <i>Manager: Financial Aid</i> | Mr M Mtweku |
| <i>Head: Student Accounts</i> | Ms M van Wyk |
| <i>Systems Administrator: Student Accounts</i> | Ms S van der Riet |
| <i>Senior Financial Officers: Student Accounts</i> | Ms M Bouw Dip (Bookkeeping) (Varsity College) |
| | Ms B Maqutyana PGDip (Enterprise Mgt) (Rhodes University), Adv Dip (Business Studies) (Mandela Uni), Dip(FIS) (Mandela Uni) |
| | Ms E Lambrechts ND (Home Econ) (Wits Tech) |
| | Ms N Motoboli NDip (Com Adm) (PET), NDip (CMA) (NMMU) |
| <i>Senior Financial Aid Officers; Financial Aid</i> | Mr MF Abdulla BComm (NMU), Cert: Municipal Fin & Budgeting (UWC), Adv Credit Dip (Inst of Bankers) |
| <i>Financial Officers: Student Accounts</i> | Ms S Madatt |
| | Ms R Agherdien NDip (Man Assistant) (PECE) |
| | Ms M Bernardo |
| | Ms L Cannon |
| | Ms A Jeyi |
| | Ms W Kritzinger |
| | Ms M Mauritz BA, BAHons (Group Dynamics) (NMMU), PG Cert (Archival Studies) (UNISA) |
| | Mr V Stonga |
| <i>Financial Officers: Debt Recovery</i> | Ms Y Hamilton |
| <i>Financial Officers: Financial Aid</i> | Ms M Kitching |
| | Ms R Arends ND HRM (Varsity College) |
| | Ms Y Beta BCom (Vista) |
| | Ms A Booysen |
| | Ms J Botha ND Exec Secr (PET) |
| | Ms Y Ferreira ND (Mgt), BTech (Mgt) (NMMU) |
| | Ms N Gayiya ND Com Admin (NMMU) |
| | Ms K Hendricks Certificate Business School (NMU) |
| | Ms N Thorne Financial Management (TVET) |
| | Ms B Tshamlambo NDip HRM, BTech (Mgt) (NMMU) |
| <i>Financial Officers: Accounts Receivable</i> | Ms C Ball ND (Management) |
| | Ms S Gin BCom Gen (SIPA) |
| | Ms A Hendricks BCom (General) |
| <i>Cashier Supervisor</i> | Mr J Cain NDip (Mgt), BTech (Mgt) (NMMU) |
| <i>Cashiers</i> | Ms S Ajam NC Banking (Bankseta) |
| | Ms N Ntsekisa |
| | Ms L Shauza NDip (HR) (NMMU) |
| | Ms L Sithuba NDip (Mgt) (NMMU) |

HUMAN RESOURCES

| | |
|---|--|
| <i>Executive Director: Human Resources</i> | Ms N Sishuba MSc Public Policy Mngt, (London University, UK), MBA (South Eastern Louisiana University, USA), MAdmin (UFH); Project Mgt (Damelin) |
| <i>Personal Assistant</i> | Mrs B Qabaka Public Admin & Mgt (PENTECH), BTech (Public Management) (CPUT), MBA (NMMU), Project Mgt (Mandela Uni), Risk Management (Stellenbosch University) |
| <i>Senior Director: People and Institutional Capability</i> | Vacant |
| <i>Organisational Development Specialists</i> | Dr A Ndung'u BAHons, MCom (LR & HR), LLM (Labour Law) (NMMU), PhD (LR & HR) (Mandela Uni) Mrs B Simon NDM (PENTECH), Applied Organisational Development- APOD (UNISA), MBA (NMU) |
| <i>Director: Employee Relations</i> | Mr L. Ramoroka BA (Ed) (UNW), IR Skills Development Program (UP), Post Graduate Diploma in Labour Law (UWC) |
| <i>Employee Relations Specialists</i> | Ms C Marx LLB (NMMU), Postgraduate Diploma Labour Law (NMMU) Ms R Syce |
| <i>Deputy Director: HR Development</i> | Mr S Tsebela |
| <i>Employee Relations and HR Co-ordinator</i> | Ms T Peerbhai |
| <i>HRD Co-ordinator</i> | Mrs L Redcliffe BTech (HRM) (NMMU) |
| <i>HRCM Co-ordinators</i> | Ms T Pyne Vacant |
| <i>HR Admin Assistant</i> | Mr A K Andrews BComHons (LR and HR) (<i>cum laude</i>) (NMU) |
| <i>HR Equity Manager</i> | Mrs V J Madwayi NDip (HRM), BTech (HRM) (PET) |
| <i>Deputy Director: Human Capital Management</i> | Mr L L Ntiyantiya |
| <i>HR Service Partners</i> | Mrs F Grimsel NDip (HR), BTech (HR) (NMMU) Ms S Kameni NDip (Public Management), BTech (Public Management) (NMMU) Mr S Ndabambi Ms N A Somana BTech (HRM) (NMMU) Ms N Tsotsobe NDip (Pers Mg), BTech (Bus Admin) |
| <i>Deputy Director: HRMIS</i> | Ms I Tserpelis BA (UPE), BAHons (UNISA) |
| <i>Senior Business Analyst: HRMIS</i> | Vacant |
| <i>HRMIS Analyst and Web Administrator</i> | Mr B McGuire |
| <i>HRMIS Administration Supervisor</i> | Ms B Nell |
| <i>HR Administrators</i> | Vacant Vacant |

Leave Consultant (Acting)
Leave Administrator
Director: Remuneration and Benefits
Remuneration Specialist
Remuneration Coordinators

Ms L Kondile BA (NMMU), BCom Hons (LR and HR) (NMU)
 Ms E Vosloo NDip (HRM), BTech (HRM) (NMMU)
 Ms E Vosloo NDip (HRM), BTech (HRM) (NMMU)
 Mrs B Sampson GRP BA (Psych) (NMMU), PG Dip (Financial Planning) (NMMU)
 Mrs U Leeson BTech (HR), GRP
 Mr S Msomi
 Ms Z Nkweba

Occupational Health

Occupational Health Practitioners

Ms V Benjamin BCur Hon (NMMU), MCur (NMMU), Dip.GN, Midwifery, Psych. RGN, RM, RPN. Certificate Occupational Health, SAMTRAC (NOSA), Master Degree Program (KI) Cert Audiometry (NMMU), Dispensing.License (DoH), Vice Chancellors Future Leader Program (NMMU Business School)
 Mr Kobus Magielies BCur (NMMU), Cert Occupational Health (NMMU), Cert Audiometry (NMMU), Cert Spirometry, SAMTRAC (NOSA), Disp.License (DoH)

REGISTRAR'S DIVISION

Academic Administration

Director: Academic Administration

Mr TT Kungune Cert in Ed (UZ), Cert (Mgt Prac), Cert (HR & IR) (RU), NCert (Mkg), Proj Mgt (PET), Cert (HE Mgt) (Wits)

Academic Administration Coordinator

Ms N Ntsenyana ND Office Management (NMMU), PG Maritime Studies (NMU), MA Development Studies (NMU)

Student Access and Enrolment

Senior Manager: Access and Enrolment

Manager Access and Enrolment Officers

Ms Z Mbuli BA (UNISA)

Ms J Messiah NDip (Off Mgt and Tech) (PET), BTech: Management (Mandela Uni)

Mrs V Maseti BA, BAHons (UPE)

Ms N Phakathi BSc (WSU) Adv Comp.Tech.Studies (MSC College) Int Computer.Driving License

Access and Enrolment Officers

Undergraduate

Ms N Draai BA (Admin) (UPE)

Ms E du Preez BA (Psych) (NMMU)

Mr SG Mabulu BTech (Pub Admin) (PET)

Ms NP Mwanda

Mrs F Mtakati BA (NMMU) BAHons (Sociology (Mandela Uni)

Mr J Roth BA(NMMU) BAHons (NMMU) MA (NMMU)

Ms M N Sipamla BA (UPE), BAHons (NMMU)

Ms V Whitebooi NDip Management, BTech Management (NMMU)

Academic Administrators

Ms S Mejanie

Ms N Sihlobo
 Ms N Duma Diploma (Human Resources) (NMMU)
 Ms A Fibi Dip (Public Management), BTech (Public Management) (NMMU)
 Mrs W Oliphant

Assessment and Graduation

Deputy Director

Manager: Assessment

Manager Assessment and Graduation

Assessment Officers

Ms Z Slabber BA (UPE), BAHons (UPE)
 Mrs N Fumba Dip (Bus Man) (UFH), NDip (Com Adm) (PET)
 Ms W Mohamed NDip (HRM), BTech (HRM) (NMMU)
 Ms J Bosman
 Mr JR de Lange
 Mrs M Kemp
 Mrs N Maneli NCert (Off Mgt) (PET)
 Mr V Mjuza NDip (CMA) (NMMU)
 Ms NNS Rangana Bachelor Human Movement Science, MA Development Studies (NMMU)
 Vacant
 Ms A Tessner
 Mr MS Tukela BCom (Law) (NMMU)
 Vacant
 Mr S Mayana BA (Admin) (UFH)
 Mr K Gcwabe NCert (Bus Std) NDip Mgt (NMMU)

Faculty Academic Administration and Timetabling

Deputy Director

Mr H Erasmus BA (UPE)

Faculty of Business and Economic Sciences

Senior Manager: Faculty Academic Administration

Ms L Roodt BCom (NMMU)

Manager: Faculty Academic Administration

Mr A Smith BCom (NMMU)

2nd Avenue Campus

Faculty Academic Administration Consultants

Ms M Mazinyo BA (UPE), BAHons (NMMU)
 Mrs F Ngubo NDip (Com Adm) (PET)
 Mr X Sipoyo NDip (Tourism Man) (CPUT)

South Campus

Faculty Academic Administration Consultants

Mr S Khuzwayo BCom (UKZN)
 Ms N Bulembu BCom (Vista)
 Ms D Gert
 Mr M Klaas NDip (Off Mgt and Tech) (NMMU), BTech (Management) (NMMU)
 Ms M Naidoo NDip (Office Mgt & Tech) (*cum laude*) (NMMU)

Postgraduate Academic Administration Consultant

Ms L van Rensburg NDip (Mgt) (NMMU), BTech (Mgt) (NMMU), PG Dip in Maritime Studies (NMU)

George Campus

Faculty Academic Administration Consultants Ms E Labuschagne
Ms N Nokhepheyi

Faculty of Education

Senior Manager: Faculty Academic Administration Ms L Roodt (BComm) NMMU

South Campus

Manager: Faculty Academic Administration Mr R Salie NDip (Mgt) (NMMU)
Faculty Academic Administration Consultant Ms J Hay
Postgraduate Academic Administration Consultant Ms C Poisat

Faculty of Engineering, the Built Environment and Technology

Senior Manager: Faculty Academic Administration Ms D Nzioki BA (UPE), BAHons (NMMU)

North Campus

Manager: Faculty Academic Administration Mr J Dorothy NDip (HRM) (PET)
Faculty Academic Administration Consultants Mr J Ah Tow BCom (NMMU), BComHons (Business Management) (NMMU)
Ms H Boshoff BEd (FP) (*cum laude*) (NMMU)
Vacant
Postgraduate Academic Administration Consultant Ms A Labuschagne BTech (Public Relations Management) (NMU)

Faculty of Health Sciences

Senior Manager: Faculty Academic Administration Ms N J Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)

South Campus

Manager: Faculty Academic Administration Vacant
Faculty Academic Administration Consultants Ms M Afrikaner NDip (Com Adm) (PET), BTech (Mgt) (NMMU)
Ms V Heunis NDip (Office Mgt & Tech) (PET)
Ms H Levack NDip (Office Mgt & Tech) (NMMU)
Postgraduate Academic Administration Consultant Vacant

Faculty of Humanities

Senior Manager: Faculty Academic Administration Ms NJ Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)

South Campus

Manager: Faculty Academic Administration Ms N Bobi NDip Marketing (NMMU)
Faculty Academic Administration Consultants Ms N Azem NDip (Off Mgt & Tech), BTech (Mgt), NDip (HRM) (NMMU)

Postgraduate Academic Administration Ms N Mngonyama NDip (Pub Man & Admin), BAHons (NMMU)
Ms T Selima BA (NWU)
Ms H Mzingelwa (Dip HR (NMMU), BTech HR

Consultant (NMU), PG Dip Labour Law Practice (NMU)

Faculty of Law

Senior Manager: Faculty Academic Administration Ms L Roodt BCom (NMMU)

South Campus

Manager: Faculty Academic Administration Ms N Terblanche NDip (Bus Comp) (PET)

Faculty Academic Administration Consultant Ms D Billie NDip (Com Adm) (PET)

Postgraduate Academic Administration Consultant Vacant

Faculty of Science

Senior Manager: Faculty Academic Administration Ms L Roodt BCom (NMMU)

South Campus

Manager: Faculty Academic Administration

Faculty Academic Administration Consultants Ms F Claassen

Ms Y Tembo

Postgraduate Academic Administration Consultant Ms T Penrith

Central Timetabling Office

Senior Manager Ms R Booyesen NDip (Com Adm), BTech (Post-School Edu) (PET)

Timetabling Coordinators Ms M C Mkontwana NDip (Com Adm) (PET)

Vacant

Ms V Amosi BCom (Marketing and Business Management) (Damelin)

Ms M L Palmer BA (Human Resource Management) (NMMU)

Mr P L Runeli Higher Certificate in Office Administration (IIE Rosebank College), BA in Public Administration (Mancosa), Bachelor of Public Administration Honours (Mancosa)

Student Systems, Records and Registration

Deputy Director Mrs J Harris

Senior Manager: Student Systems Mrs R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (Mandela Uni)

Student Systems Consultants Mrs L Kuscus ND Ceramic Design, BTech Ceramic Design (NMMU)

Mrs S Maswana NDip (Com Adm) (PET), NDip (CMA) (NMMU), BAHons (Group Dynamics) (NMMU)

Manager: Access and Enrolment Business Processes Vacant

Student Systems Training Consultant Vacant

Senior Manager: Student Records and Registration Mr S September Dip (Mgt), BTech (Mgt) (NMMU)

Student Records Officers Ms N Seedat BCom (UPE)

Vacant

Academic Administrators Ms M Abrahams

Ms N Maqoko Dip (HRM) (NMMU), BTech (HRM) (NMU)

Contact Centre

Manager: Information Services

Mr D Barnardo NDip (Mgt) (PET), BTech (Mgt) (NMMU)

Information Services Practitioners

Ms S Dyolivane BA (App Comm & Mgt) (UFH)

Ms T Mcopela Dip (Ed) (Bellville Education College)

Ms G Paulse Dip (Ed) (Hewitt Education College)

Ms Dyasi BA Psychology (NMMU)

Mr Y Skuman Dip Public Relations Mgt (NMU), Advanced Diploma Dip in Public Relations Mgt (NMU) BAHons (Corporate Communication), Teaching English as a Foreign Language Course (TEFL Professional Institute).

Faculty Academic Administration: George Campus

Senior Manager: Academic Administration

Mr D F Alexander NDip (PA), NH Dip (PMA) (PET), MPA (UPE)

Faculty Academic Administration Consultant

Ms E Labuschagne NDip (Com Admin) (TechPTA)

Ms NB Nokhepheyi NDip (Office Administration and Technology), BTech (Office Management and Technology) (CPUT)

Access and Enrolment Officer

Ms N Du Plessis HC IT User Support (NMU)

Assessment Officers

Ms Y Ndakai NDip (HRM) (NMU), BTech (HRM) (NMU)
Vacant

Institutional Governance

Deputy Director

Ms L Davids ND: Secretarial Studies (Cape Technikon); BTECH: OMT (CPUT)

Administrative Coordinator

Ms Z Maqoko ND: Public Management; BTech (Public Management) (NMMU)

Committee Secretariat Services

Manager

Mrs E Bardien NDip (HR Man) (NMMU)

Committee Officers

Mrs C Browne NCert (Off Mgt & Tech) (NMMU)

Mr S Bulose NDip Lang Prac (DUT)

Mrs R du Preez NDip (Management) (NMMU), BTech (Management) (Mandela Uni)

Ms Z Febana NDip Mkt (NMMU)

Ms S Patel NDip (PR Man) (UNISA), NDip (HRM)(UNISA), BTech (PRM) (Mandela Uni)

Mrs U Spies NDip (Com Adm) (PET)

Records and Information Administration Section

| | |
|---|---|
| <i>Manager</i> | Ms C Green NDip (EDP) (PET), NH Dip (Computing) (PET) |
| <i>Records and Information Administration Coordinator</i> | Ms L Hay |

Legal Services

| | |
|--|---|
| <i>Senior Director</i> | Adv M C Mateta LLB UNISA, Postgraduate Diploma in Management (MANCOSA), MDP (UP) |
| <i>Secretary</i> | Ms N O Maswana NDip (PRM) (NMMU), BTech (PRM) (NMMU), BAHons (Group Dynamics) (NMMU) |
| <i>Contracts Administrator</i> | Mrs C P Seaman |
| <i>Student Disciplinary Hearings Officer</i> | Mrs L Kapp NHSC (Private Secretary) (CATE), Paralegal Diploma(INTEC) |
| <i>Legal Advisors</i> | Mrs LA Groener LLB (Mandela Uni) Ms P P Aphane LLB (UNISA) Practice Management Training (LEAD – LSSA) Mrs P Mokgwetsi LLB (NMU) |

Institutional Risk and Advisory

| | |
|------------------------|--------|
| <i>Deputy Director</i> | Vacant |
|------------------------|--------|

STRATEGIC RESOURCE MOBILISATION AND ADVANCEMENT

| | |
|---|---|
| <i>Senior Director: Strategic Resource Mobilisation and Advancement</i> | Dr D Webb BA (UCT), BA Honours (University of South Africa), MA (Rhodes University), DLitt et. Phil (University of Fort Hare) |
| <i>Director: Bursaries and Scholarships</i> | |
| <i>Director: Capital Resource Mobilisation and Special Projects</i> | Vacant |
| <i>Manager: Bursaries and Scholarships</i> | Ms B Yaya BA (PRM), Dip (Mkt and Bus Mgt), BAHons (Corporate Communications) |
| <i>New Business Coordinator</i> | Ms S Gerber BComHons (Bus Mgt) (NMMU) |
| <i>Professional Services Officer</i> | Ms Y Matshoba, BAHonours (Public Administration) |
| <i>Office Coordinator</i> | Ms J Bezuidenhout BTech (Mgt) (NMMU) |
| <i>Special Projects</i> | Dr OSW Franks BSc MechEng, MInd Admin (UCT Hons (B&A)(US), PhD(Engineering Science)(USF USA), Pr Eng |

Alumni Relations

| | |
|--|---|
| <i>Director and Alumni Association Secretary</i> | Mr P Geswindt BComEd (UPE), BComHons (UNISA), PGDE, MA (NMMU) |
| <i>President of Alumni Association</i> | Mr K Blose BSc (Construction Economics), BScHons (Quantity Surveying), (NMMU) |
| <i>Alumni Relations Co-ordinator</i> | Ms S Petersen BA (Psych), BAHons (NMMU) |
| <i>Alumni Administrative Officer</i> | Ms L Hendricks NDip (Journ), BTech (Journ) (NMMU) |

University Shop

| | |
|-----------------------|---|
| <i>Shop Manager</i> | Ms S Du Toit ND (PR), BTech (PR) (NMMU) |
| <i>Shop Assistant</i> | Ms W Scheepers |

STUDENT LIFE AND DEVELOPMENT*Dean of Students*

Mr LP Jack NDip (PMA) (EC Technikon), BTech (PM) (PET), BA Phil (US), MCom (Leadership Studies) (UKZN)

Personal Assistant

Mrs S Kali BA Psychology (NMMU), PG Diploma Marine & Maritime (NMMU)

Campus Health Services*Deputy Director*

Sr AA Hawkins Master's in Nursing (Mandela Uni) B Cur Hons – Adv PHC (UPE). Dip Nurse Education (Stellenbosch) Higher Cert Management (FPD) Dip. Gen nurse, Dip.

Midwifery (Charlotte Seale Nursing College). RGN, RM, RCHN, RADV, RNE PHC

North Campus*Primary Health Care Nurses*

Sr W D Padayachee Dip Gen Nurs, Mid, CHN and Psych (Sarleh Dollie CPT); RGN, RM, RCHN, RPN. Cert in Occ Health and Audiometry

*Health Secretary**HIV Counsellor*

Ms N Pangwa BAA, Office Mgt and Tech (UNISA)

Mrs N Williams

BPsych Hons (NMMU), HCert (Mgt) (FPD) Post Grad Dip: Health and Welfare Management (NMMU) HPSCA Registered

Second Avenue*Primary Health Care Nurses*

Sr MT Luthaga BA Nurs (Potch), RGN, RM, RPN, RCHN, Dipl in Project Managm (Varsity Coll), Dipl PHC (UP)

Health Secretary

Mrs NS Mafanya NDip (Off Mgt & Tech), BAA, BTech (Mgt) (NMMU)

South Campus*Primary Health Care Nurses*

Sr N Ngwekazi Dip Gen Nurs, Mid, CHN (Lilitha Nursing College), RGN, RM, RCHN

Sr S Le Roux RGN, RCHN, RM, Post Grad Dipl HIV Management (US)

Health Secretary South

Ms PF Van Neel Post Basic Pharmacist Assistant (NMMU), Secretarial Diploma, Public Management (UNISA)

HIV Counsellor

Ms S Jeneker BA (Community and Health Psychology), BAHons (Social Behaviour Studies in HIV/AIDS) (UNISA) Registered at CCSA

Missionvale Campus*Primary Health Care Nurse*

Sr M Mbangi BCur (General, Community, Psychiatry & Midwifery) (UPE), RGN, RM, RCHN, RPN

HIV Counsellor (Missionvale)

Mrs N Hatha BPsychHons (NMMU), HCert (Mgt) (FPD)

George Campus*Primary Health Care Nurses*

Sr MS Kock RGN, RM, RCHN, Dip CHN & Adm RNA

HIV Counsellor (George)

Ms A Piet BPsychHons(NMMU)

Universal Accessibility and Disability Services (UADS)

Deputy Director/Head of Department

Mrs NE Delubom BAEd (Unitra), BEd, PGDE, MEd (Special Needs and Support Services) (Vista)

Manager

Mr A Nqikashe BA (NMMU), MA (Dev Studies) (NMMU)

Administrative Assistant

Mrs T Van Aardt BA (Psych) (NMMU)

Student Access Coordinator

Mrs S Nare (BPsych) (NMMU)

Information Access Officer

Ms E Broekhuizen Dip Education (PTA College of Education), BA (Vista)

Driver: Specialised Vehicle

Mr S Klaas NDip (Logistics), Adv Dip in Business Studies (NMU)

Madibaz Sport

Director

Ms V Bongela BTech (Marketing Management) (NMMU) Project Management (Damelin EL) Management Development Programme (NMMU: Business School) Digital Branding Strategy (VEGA), Honours Development Studies (NMU)

Deputy Directors

Mr P B Boukes BA Ed (PhysEd), BAHons (Phys Ed) (UPE)

Mr R Osman NDip (Sport Adm & Mkg) (*cum laude*) (PET), BTech (Mkg) (*cum laude*) (NMMU)

Mr S A Thomas DE (Dower TC), HDE (Bellville TC), BA (Phys Ed) (UWC), BAHons (HMS) (UPE), BAHons (Group Dyn) (NMMU)

Sports Managers

Mr C Gie NDip (Sport Adm and Mkg) (PET)

Mrs M L Goosen BA (HMS), BAHons (HMS) (Sport Science) (UPE)

Mr M P Hewu BA (Sport & Recreation Mgt) (UWC), NDip (Computer Clerk) (Universal College Outcomes, NDip (Sport & Events Mgt)

Mrs T le Roux

Mr H Loubser BA Phys Ed (US), BA Hons (Group Dynamics) (NMMU)

Mr B Petersen NDip (Sport Adm & Mkg), NDP (Phys Ed) (Dower College), BA (HR), BAHons (Group Dyn) (NMMU)

Mr S Sibande BTech (Sport Mgt), BTech (Mkg)

Mr M Tommy FIFA/CIES/NMMU Cert (Sport Mng) (NMMU), DE, HDE (Dower TC)

Facilities Manager Sport Facilities and Services

Mrs K Williamson BA (Psych) (NMMU)

Events Co-ordinator

Mrs T Mullins NDip (Sport Mgt) (NMMU)

Facilities Manager: Outdoor Sport

Facilities and Services

Mr N Barnard NDip (Joinery and Shop fitting) (Olifantsfontein)

Financial Administrator & PA to Director

Ms A C Ndzundzu NDip (Management) NMMU

Front Line Office Administrator

Mrs S Noorshib NDip (IT) (Oval Intl Comp Educ)

Student Housing*Director: Housing, Living & Learning Programmes*

Mr M Ncapayi BA, BAHons (UFH), BAHons (UPE), MA (LR & HR) (NMMU)

Secretary

Ms T Blauw, BA Psychology(UPE), BAHons (Group Dyn) (NMMU), MA (Development Studies) (Mandela Uni)

Financial Administrator

Ms S Solomon

Senior Manager: Living and Learning Support Services

Mr R Minne BA (UPE), HDE (Post Grad) BEdHons (Rhodes), MA (Group Dyn) (UPE)

Senior Manager: Residence Operations

Mr S Tutuse NDip Civil Engineering (NMMU), Diploma Project Management (Varsity College)

Senior Manager: Off-campus and Vacation Accommodation

Ms S Nhlanguwini NCert (Journ) (PET), BA (UFH), BAHons (Group Dyn) (NMMU)

Student Life Officer

Ms A Mlatsha MA (NMU), BCur Hons (NMMU), NDip Nursing Education (NMMU)

Manager: Admissions, Records and Customer Relations

Ms V Nomgqokwana NDip(HRM)(NMMU)

George Campus Administration Assistant

Mr TT Barnes NDip Management (NMMU)

Residence Managers*Sarah Baartman*

Ms SL Mtshake BA (NMMU), PGCE (NMMU), BEdHons (UPS), PDBA (Mandela Uni Business School)

Lilian Ngoyi

Ms N Zako BAdmin (NMMU)

Solomon Mahlangu

Mr M Goromondo Cert (Pub Rel) (Damelin Bus School), Dip (Practical English) (Cambridge TUT College), Dip (Education) (Unitra)

Claude Qavane

Mr S Tswane NDip(PRM) (PE Technikon), BTech(PRM) (NMMU), MA (Dev Studies) (NMMU)

Sanlam Student Village Ikamva

Ms X Xaluva BA (Pub Adm) (UPE)

Sanlam Student Village Indwe

Vacant

Yolanda Guma

Ms C Ntseoane NDip (HRM) (NMU), Assessor Cert (Khanisela College), Adv Dip TVET (NMU)

Charlotte Maxeke

Ms L Beckett NDip (Off Mgt & Tech), BAHons (Group Dyn) (NMMU)

Hector Pieterse

Ms V Mentile–Gozongo Dip(JPTD), BTech (Edu Mgt)

Sol Plaatjie

Mr T Rubusana AMIC (AMIETB), (SP HRM) Damelin, NDip(HRM) (NMMU), Assessor Reg Cert (MERSETA), PJE Cert (DDI)

George Campus

Ms K Mvango Hons(Pysc) PGDip (HIV& Management)

Mr A Masebeni

General Maintenance Practitioners

Mr L de Klerk
 Mr V Foley
 Mr P Mbengo
 Mr B Ntlonze
 Ms P Gamlashe Electrical Engineering Cert (PE College), Qualified Electrical Artisan (VW Training Academy)

Student Governance and Development*Director*

Dr B Sebake NDip (Public Management) (TUT), BTech (Public Management) (Unisa), MA (Public Management), (TUT), PhD (Public Administration) (Monitoring and Evaluation) (TUT)

Secretary

Ms A Penkese NDip (HRM) (NMMU)

South Campus*Manager: Student Life & Events*

Ms K Snyman BA Ed (Vista) BAEdHons, BAHons (Corporate Communication) (NMMU)

Senior Manager: Leadership, Training Senior Manager: Research and Student Leadership Development

Ms K M Elliott BA, HDE, FDE (UPE), MA (NMMU)

Manager: Leadership, Training and Development

Ms D J S Potgieter NDip (HRM), BTech (HRD) (UNISA), MTech (HRM) (NMMU)

Station Manager: Madibaz Radio

Mr S Makapela BTech (Journ) (NMMU)

Senior Manager: Student Governance

Mr M Matyila BAHons (Socio), ND (Sales and Mkg) (NMMU)

Student Development Practitioner

Ms S Heynes-Prinsloo NDip (PRM), BTech (PRM) (NMMU)

Student Development Officer

Ms Q Nqikashe NDip (Pub Mgt), BTech (Pub Mgt) (NMMU)

North Campus*Student Development Officer*

Ms T Makolota Dip (Prim Ed) (Lyceum College), NDip (HRM), BTech (HRM) (NMMU)

Senior Manager: Student Governance

Mr S Mpepo NDip (PRM) (NMMU)

Missionvale Campus*Student Development Officer*

Mr Y Lusasa B (HMS) (NMMU), BAHons (NMMU)

Second Avenue Campus*Student Development Officer*

Ms S Mdlungu NDip (PRM) (NMMU)

REGISTERED ENGAGEMENT ENTITIES

CHAIRS

CHAIR FOR CRITICAL STUDIES IN HIGHER EDUCATION TRANSFORMATION (CriSHET)

Chair Prof A Keet
 BA, HDE, BEd, MEd (UWC), PhD (Edu Mang, Law and Policy) (UP)

Housed

Nelson Mandela University, Bird Street Campus, Felsted Building, Ground Floor.

About CriSHET

Purpose

This is a strategic post introduced to drive the Transformation agenda of the University by grounding it in critical studies and framing it within the concept of an African-purposed curriculum in view of the current debates about the decolonisation of the University. This includes being a strategic resource to various key stakeholders internally and externally and supporting the leadership team, positioning Nelson Mandela University strategically within the higher education sector in order to make strategic impact.

Vision

The Chair seeks to be a premier national, regional and international site for critical studies and praxes in higher education transformation with local and global impact.

Mission

The mission of the Chair comprises the study of higher education transformation, connecting such inquiry to critical social justice praxes and the challenges and contestations within higher education against the backdrop of national, regional and global processes.

Objectives of the Chair

The Chair will focus on original scholarship that critically analyses patterns of inclusion and exclusion and configurations of recognitions and misrecognitions within higher education, particularly focusing on:

- Universities as transformational and transformative social systems and the political economy of higher education;
- Institutional and intellectual cultures and the renewal of cultural traditions, practices and knowledge;
- Socially just pedagogies and its interplay with research and institutional culture;
- Social structure of the academy, transformative academic citizenship and the mechanics of academic 'authority' and 'power';
- The power-relations embedded within the organisation of knowledge, its disciplines and disciples;
- The politics of knowledge and academic publishing;
- Student and staff voices, activism, and the promotion, protection and monitoring of human rights within the sector;
- The connectionist dynamics between higher education and the state, private sector, advocacy and interest groups, pressure formations and the broader society; and
- African-purposed curricula and the decolonisation of higher education.

Praxis

The research of the Chair joins up with the practical expression of the strategic transformation imperatives and programmes of Nelson Mandela University and the South African higher education sector; including policy and programmatic work.

INSTITUTES

eNTSA

eNtsa Director Prof DG Hattingh
 MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech Eng,
 MSAIMechE

*Director uYilo E-mobility
 Technology Programme* Mr H Parmar MTech (Elec Eng) (NMMU), PDBA (NMMU).
 SAIEE

Housed

Nelson Mandela University, North campus, MTL – Building (Building 261), M-Block, M038

Vision

Engineering innovative solutions for a sustainable future

Slogan

Innovation through engineering

About eNtsa

eNtsa is an engagement institute within the Nelson Mandela University. As an internationally recognised innovation hub, the group focuses on engineering design, component and material testing, prototyping and industrial R&D. Furthermore, through uYilo eMobility Technology Innovation Programme, the institute serves as national multi-stakeholder collaborative programme focused on enabling and facilitating electric mobility technology development (engineering services, co-ordination, funding) to accelerate the development and commercialisation of electric mobility technologies.

eNtsa continuously strives to enhance technology innovation and to stimulate a climate of sustainable socio-economic growth in South Africa. This engagement institute maintains strong relations with the Technology Innovation Agency (TIA) and the Department of Science and Technology (DST).

The group consists of technical engineering staff, scientists, office professionals, researchers and interns, working full-time on industry projects, utilising advanced skills and technologies to meet the needs of industry and align itself with the Nelson Mandela University's vision and mission by creating an innovation culture and enhancing social, economic and ecological sustainability.

INNOVENTON: INSTITUTE FOR CHEMICAL TECHNOLOGY AND DOWNSTREAM CHEMICALS TECHNOLOGY STATION (INNOVENTON)

Director (interim) Dr G Dugmore
 NDip (Analytical Chemistry) (PET); NHDip (Analytical Chemistry) (PET);
 MTech (Chemistry) (PET); DTech (Chemistry) (NMMU)

Housed

The Institute is housed in the Faculty of Science at 1-11 Gomery Road, Summerstrand.

Mission

InnoVenton's mission is to:

- Develop (Chemical and Related) technologies for (Socio) economic impact.

Values

Integrity and Candor

Excellence
Innovation and Learning

Slogan

Dream. Create. Innovate

About InnoVenton

InnoVenton is a registered Engagement Institute at the Nelson Mandela University; whose principle Technology Focus is Microalgae based Product and Process Development.

This engagement institute maintains strong relations with the Technology Innovation Agency (TIA) and the Department of Science and Technology (DST). The Institute incorporates the **Downstream Chemicals Technology Station**, a Government funded initiative to make available high-level research, technological services and training, to technology based Small and Medium Enterprises, and South African Industry as a whole.

The group consists of technical laboratory staff, scientists, office professionals, researchers and interns, working full-time on SME and industry projects, utilising advanced skills and technologies to meet the needs of industry. InnoVenton align's itself through the Faculty of Science with the Nelson Mandela University's vision of a world-class engaged and transdisciplinary African Faculty of Science that responds to socio-economic and environmental challenges in society.

SOUTH AFRICAN INTERNATIONAL MARITIME INSTITUTE (SAIMI)

CEO: Mr O Mtati
BA, BJuris (Vista University), Master's (Development Studies) (Nelson Mandela University)

Objectives and functions

- Co-ordinate, promote and support the education, skills and research needs of the maritime sector
- Increase the quality of teaching, learning and research in the maritime sector.
- Support professional development in the maritime sector. Facilitate international and African continental co-operation
- Broaden the range of education options to meet industry needs.

SAIMI broadly focuses on meeting the identified needs of the maritime sector for:

- Co-ordination of programmes, projects and research
- Promoting co-operation and collaboration amongst industry, educational institutions and other role-players in the sector
- Ensuring educational gaps are filled
- Promoting articulation between levels of qualifications and institutions

Operation Phakisa Skills Initiative Working Groups

Marine Protection Services & Governance – Prof Patrick Vrancken (Nelson Mandela University)

Maritime Manufacturing - Ms Vanessa Davidson (MIASA)

Maritime Transport – Prof Ed Snyders (CPUT)

Oil & Gas Exploration – Prof Moctar Doucoure (Nelson Mandela University)

Agriculture – Dr Nial Vine (University of Fort Hare)

CENTRES

ADVANCED MECHATRONIC TECHNOLOGY CENTRE (AMTC)

Manager: Mr K du Preez
M Dip Tech Mech Eng (PET), TMSAI Mech E, MSAI Mech E, MSAIRAC

Objectives and functions

To develop technologically competent persons who are able to:

- Expand the boundaries of technology by means of technology analysis and innovation.
- Operate independently or with limited supervision in a technology environment.
- Contribute to society, both within the community and the economy.
- Engage in research and development.

Supporting Objectives

- Provide resources that assist learners to acquire the intellectual and functional skills needed for technological tasks.
- Provide a mechanism for HR development through further education and recognition of learning.
- Develop entrepreneurial skills so that the learner can engage in meaningful and rewarding business activities.
- Assist SMME's to implement and manage Learnerships.

CENTRE FOR COMMUNITY SCHOOL (CCS)

Director: (Acting) Mr Mzuzu

Mission

The Centre for the Community School aims to contribute to educational improvement in South Africa by developing theoretical and practice-based models of school improvement that are relevant and responsive to the contextual realities of schools in South Africa.

Housed

The Centre forms part of the Education Faculty and is housed on the Missionvale Campus in Building no 519, 1st Floor

Objectives and Functions:

One of the key objectives of CCS is to serve as a national resource centre that elevates the concept of the Community School as a credible, replicable and sustainable model for educational improvement in South Africa. The activities of the Centre will revolve around the following focus areas:

- Teaching: The Centre will facilitate the development of a course on the Community School Teacher that focuses on the knowledge, dispositions, and skills required by current and aspiring educators working in Community Schools.
- Internships: Students enrolled in Nelson Mandela University's Education Faculty who are taking any of the above courses will be able to do an internship in a Community School and work on a practice/research-based project as part of their coursework. Due to the cross-disciplinary focus of the Centre, internships will also be offered to students from other departments at Nelson Mandela University, for example Psychology, Counselling and Social Work, whose areas of interest have direct relevance to the work of the Community School.

- **Research and Publications:** The Centre will offer research opportunities to master's and doctoral students through its projects. Faculty members will also produce research articles for publication in accredited journals.
- **Community School Improvement Programmes:** The Centre will offer a programme of events that focuses on school and community improvement, and is aimed at students, parents, teachers and other community members. These programmes will encourage community-wide interest and engagement in school-related activities. It will include workshops, short courses, guest lectures, community conversations, information sessions, and film screenings.
- **Resource Centre:** The Centre will gather information on Community School-related resources, and refer community members, educators, and other school partners to appropriate resources as needed in their efforts to support and advance the Community School concept.
- **Networking:** In seeking to support and promote the concept of the Community School as an important school improvement model, the Centre will establish relationships with other groups and organisations that have a similar focus in South Africa and other countries.

CENTRE FOR THE ADVANCEMENT OF NON-RACIALISM AND DEMOCRACY (CANRAD)

Director Mr A Zinn
 BA (UCT), HDipEd (RU), Ed. M. (Columbia University, USA), MA (Columbia University, USA)

Mission

The Centre for the Advancement of Non-Racialism and Democracy seeks to harness collective institutional capabilities in relation to academic endeavours in research, teaching and learning, evidence-based advocacy and interventions in advancing non-racialism and democracy. The activities of the Centre will be multi/inter/cross/trans-disciplinary and will be informed by a shared understanding of the interdependence of research, advocacy, education and intervention. Specifically, the Centre will strive to undertake cutting-edge social research, educational engagement and advocacy aimed at raising public understanding and policy support for the pursuit of a non-racial, democratic South Africa.

Housed

North Campus, New Administration Building, 2nd Floor, Room 222.

Objectives and functions

The Centre's work will bring into focus important and inter-related questions about constructs of racism and its alternatives (non-racialism, multiculturalism, social justice, etc.), the relationship between 'race', class and gender inequality, identity, reconciliation and social cohesion and policies enabling transition to a non-racial, democratic society.

CENTRE FOR INTEGRATED POST-SCHOOL EDUCATION AND TRAINING (CIPSET)

Director: Ivor Baatjes
 BSc Ed (UWC); MA (Dalhousie, Canada)

Mission

The mission of the Centre is to support and build progressive capacity in the Post School Education and Training Sector and to inform policy and practice through collaborative research and social action.

Housed

Office of the Deputy Vice Chancellor: Research, Innovation and Internationalisation.

Objectives

- Promoting an intellectual project that focuses on democracy, citizenship and social justice as central to Post School Education (PSE) in South Africa;
- Defining, developing and implementing a research agenda that supports PSE in South Africa;
- Establishing programmes and projects that support PSE in South Africa;
- Collaborating with educational groups, institutions and agencies in order to develop and strengthen PSE;
- Building research capacity that advances the PSE system in South Africa;
- Producing academic and scholarly work in PSE in a manner that promotes social justice and the public good;
- Serve as a regional and national resource centre that focuses on research-informed, evidence-based strategies to enhance the strategic, policy and educational impact of the PSE sector.
- Provide research opportunities for postgraduate students and scholars in respect of PSE.
- Provide strategic direction and central administrative support for the various University initiatives within the PSE sector.

CENTRE FOR LAW IN ACTION (CLA)

Director: Prof HJ van As
 BJuris (UNISA), LLB (Vista), LLD (Stell), NDip Pol (SA)

Mission

CLA engages with all sectors of civil society that serve community needs and contributes to sustainable development through capacity building, skills development, the rendering of institutional support and the establishment of best practices and benchmarks. Since 2015 its focus includes sea fisheries and related crimes.

Housed

The Centre is housed in the Faculty of Law with offices at the Bird Street campus, Faculty of Law Services Building in Cuyler Street.

Objectives and functions*Primary aim:*

The primary aim of CLA is to improve the levels of service delivery by the different spheres of government through the effective implementation of existing legislation and training through:

- The improvement of the skills and capacity of those who are involved in public affairs, and who can make a contribution towards improving service delivery.
- Assisting public authorities to develop, implement and enforce legislation to effectively manage public problems and issues, especially those relating to the protection of marine living resources, local government and public health.
- Assisting communities, refugees and asylum seekers to improve their quality of life through creating access to legal resources.
- Increasing the effectiveness of the criminal justice system by assisting public authorities to implement and enforce legislation.

CLA operates as a number of structures that seek to fulfil various targets within its directive. The main structures are the Fisheries Law Enforcement Academy (FishFORCE) and the Refugee Rights Centre (RRC).

Fisheries Law Enforcement Academy (FishFORCE)

Director: Prof HJ van As
 BJuris (UNISA), LLB (Vista), LLD (Stell), NDip Pol (SA)

Mission

In line with Nelson Mandela University's strategic decision to develop a strong marine and maritime institutional focus, the Centre established the Fisheries Law Enforcement Academy (FishFORCE), which aims to improve fisheries law enforcement.

Housed

The FishFORCE Academy is housed at the Ocean Sciences Campus in Summerstrand.

Objectives and functions

- Establish fisheries crime law enforcement as a new and emerging fisheries compliance model.
- Endeavour to achieve knowledge and intelligence led investigations and increase successful prosecutions of criminals engaged in fisheries crime.
- Build capacity amongst role players in the fisheries crime environment and to also enable fisheries law enforcement officers to obtain formal qualifications in their chosen field of expertise.

Refugee Rights Centre

Head: Mr L Harmse
BA, LLB (Vista)

Housed

The Centre is housed at the Bird Street Campus, Faculty of Law Services Building in Cuyler Street.

Objectives and functions

- Ensuring that government officials comply consistently with legislation and policy directives on migrant rights in general and refugee law in particular.
- Providing paralegal and other pro-bono legal services for refugees, asylum seekers and migrants.
- Contributing towards the creation of a just, rights-based and enabling environment for cross-border migration in South Africa.
- Improving the capacity knowledge, skills and networks of the state and civil society service providers, organized migrant and refugee groups, local and provincial government agencies and other relevant stakeholders in South Africa with the regard to the rights and services available to refugees, asylum seekers and migrants.

GOVAN MBEKI MATHEMATICS DEVELOPMENT CENTRE (GMMDC)

Head: Prof WA Olivier
BScHons, MSc, PhD (UPE)

Housed

The Centre is housed in the Felsted Building, 2nd Floor, Bird Street Campus, Central, PE

Vision

- To improve the quality of Mathematics and Physical Science teaching and learning at FET College and Secondary School level;
- The effective integration of relevant off-line 21st century technologies in the teaching and learning of Mathematics and Physical Science;
- To create awareness of the importance of Mathematics and Physical Science as gateway subjects for economic growth in SA.

Mission

- Develop and implement innovative techno-blended models to improve the quality of teaching and learning of Mathematics and Science in secondary schools and at TVET Colleges;

- Provide effective professional skills development for Mathematics and Physical Science educators;
- Incubate Mathematics and Physical Science learners with potential for access and success at HE institutions;
- Provide quality Mathematics and Physical Science resources for learner support at TVET Colleges/Secondary schools.

SOUTHERN AFRICA CISCO ACADEMY SUPPORT CENTRE (SACASC)

Manager: Mr G Kudyachete
BEng(Electronics) Hons (N.U.S.T., Zim), MSc Tel (University of Pittsburgh, USA), MBA (Nelson Mandela University)

Vision

To be a pillar for the provision of Internet technology skills in Southern Africa.

Mission

Provide quality and relevant leadership, support, management and training to the Cisco Networking Academy community in order to achieve social and economic transformation for Southern Africa.

Objectives and functions

The Objectives and major functions of the SACASC are:

- To play a leading role in The Cisco Networking Academy Program in Southern Africa.
- To contribute to the empowerment and sustainable development of all Academies by providing support to all Academies on an equal basis, and facilitating quality, affordable communication networking and related training.
- Support the provision of a diverse range of quality educational and training opportunities in the Post-School Education (PSE) sector to contribute to creating increased opportunities for youth and adults not in education, employment and training.
- Facilitate access and articulation pathways for learners from the PSE sector who fulfil the admissions criteria for career-focused university qualifications, especially in scarce skills fields of study.
- Provide for multi-disciplinary capacity development interventions within the PSE sector to ensure that such institutions become educational providers of first choice regionally and nationally.
- Serve as a national and regional resource centre that focuses on research-informed, evidence-based strategies to enhance the strategic, policy and educational impact of the PSE sector.
- Provide research opportunities for postgraduate students and scholars in respect of PSE.
- Provide strategic direction and central administrative support for the various University initiatives within the PSE sector.

CLINICS

UNIVERSITY PSYCHOLOGY CLINIC (UCLIN)

Director Dr A Sandison
MA (Couns Psych) (UPE), PhD (Psych) (NMMU)

Mission

UCLIN is a facility dedicated to the education and professional training of postgraduate psychology students with the end result of registration in specific categories of Clinical, Counselling, Educational or Research Psychology. UCLIN strives towards academic excellence by ensuring that students develop a comprehensive understanding and practical experience of a broad spectrum of psychological, psycho-neurological and psycho-educational problems, as well as assessment procedures and therapeutic interventions that would meet the needs of the diverse South African population.

Housed

The Clinic is housed on the South Campus, Building 7, Lower Ground.

Community Psychology Centre (Missionvale Campus)

Coordinator Dr T Mabusela
B.LIS Hons (UFH), BA Psychology Hons (UFH), MSc Clin Psych (Medunsa),
D. Psych (Univ of Melbourne)

Objectives and functions

The Community Psychology Centre on the Missionvale Campus is a satellite of the University Psychology Clinic. also a professional training unit for postgraduate psychology learners in the Faculty of Health Sciences with the end result of registration in the specific category of Counselling Psychology. It was established to provide broad based community psychological services in the form of psychological assessment procedures and therapeutic interventions. Thus through its teaching and training, community service and research, the Centre aims towards the evolving of newer and more contextually relevant models of psychological assessment, counselling and psychotherapy. The three main functions of the Centre are therefore:

- To provide a facility dedicated to the education and training of postgraduate psychology learners leading to professional registration with the Health Professions Council of South Africa.
- To cater for the dire need of mental health services and programmes in the Nelson Mandela Metropolitan region by increasing the access and affordability of such services to the poor and underprivileged surrounding communities.
- To form a scientific research hub for a variety theoretical and applied projects.

UNITS

UNIT FOR BIOKINETICS AND SPORT SCIENCE (UBSS)

Head Ms LP Grenfell
BA (HMS) (Rhodes), (HDE) (Rhodes), BAHons (HMS) (Biokinetics) (UPE),
MA (HMS) (UPE)

Mission

The staff of the Unit for Biokinetics and Sport Science is committed to providing community service at the highest professional level, the best possible academic support, and to actively stimulate and promote research in the various disciplines of Human Movement Science to optimize the potential of our communities towards sustainable development.

Housed

The Unit is housed in the Department of Human Movement Science within the Faculty of Health Sciences.

Objectives and functions

- To create an experiential learning opportunity for the students of the Department of Human Movement Science.
- To engage with the community with the view to deliver a service and to understand their needs.
- To stimulate, promote and facilitate research.
- To generate third steam income for the Department of Human Movement Science.

The function of the UBSS is twofold:

- To promote and restore health (Biokinetics services); and
- To enhance performance (Sport Science services).

LABOUR AND SOCIAL SECURITY LAW UNIT (LSSLU)

Head: Prof JA van der Walt
BJuris, BAHons (UPE), LLB (UNISA)
Deputy Head: Prof A Govindjee
BA, LLB(RU), LLM (Labour Law) (*cum laude*) (UPE), LLD(NMMU), Attorney
of the High Court

Housed

The Institute is housed at the Faculty of Law, South Campus.

Objectives and functions

- To undertake research on labour and social security law.
- To train students and the broader community in labour and social security law.
- To undertake contractual investigations and research relating to labour and social security law.
- To disseminate information on labour and social security law matters.
- To provide a forum for communicating research findings.
- To fulfil any other function considered by the Board or Committee to be necessary and expedient to promote the interests and objectives of the Unit.

MARINE ROBOTICS UNIT (MRU)

Manager: Mr A Lakhani

About Marine Robotics Unit

The Marine Robotics Unit has been established within Nelson Mandela University to support researchers based on the new Ocean Science Campus. Nelson Mandela University has been chosen by the IIOE-22 to be the hub for marine robotics in a Western Indian Ocean (WIO) wide research network being established through the UK funded SOLSTICE project.

Core focus

The MRU's core focus is to support WIO-wide research through the deployment and operation of off-the-shelf existing robotics such as autonomous underwater vehicle (AUVs) and gliders. This 'platform' will host and maintain this equipment with dedicated Nelson Mandela University engineers and scientists who will also execute data collection missions. Another focus of the MRU is to stimulate innovation in marine robotics, i.e. design and build new robots to support the ocean sciences. This 'platform' will also have a strong training component involving postgraduate students from including WIO regional and northern hemisphere institutions.

REGISTERED RESEARCH ENTITIES

INSTITUTES

AEON – EARTH STEWARDSHIP SCIENCE RESEARCH INSTITUTE

Director Prof Moctar Doucouré
(Interim) PhD (University of Paris, France)

Mission

AEON-ESSRI aims to provide a university-wide research and educational environment to seek consilient knowledge and engagement amongst earth and life sciences, engineering, resource economics, human and cultural sciences through application and dissemination of Earth Stewardship Science. It will foster cutting-edge, internationally-connected, science and analytical learning using advanced tools and technologies in an environment that fosters solving complex problems through transdisciplinary science to explore sustainability for people and the planet, particularly in Africa.

Housed

The Earth Stewardship Research Institute is temporarily housed in the Science Faculty (Building 13) South Campus.

History

AEON-ESSRI was established in August 2013 at the Nelson Mandela University out of AEON - Africa Earth Observatory Network, a self-managed research entity founded in 2005 while the co-founders were at the University of Cape Town.

Description of major programs and services

+AEON-ESSRI will endeavour to continue as a lead institute in the DST's Global Change Grand Challenges program, as AEON has done, and provide an enabling space for the new SARChI Chair of Earth Systems Science and, where appropriate, other existing research units such as the Ethics Research Unit.

- **Research and Development**

Research at AEON-ESSRI is focused around 4 major programmes of national and international interest, all multidisciplinary in character.

Programme 1: Inkaba yeAfrica – 'Total interconnectivity'

The purpose of this programme is to understand the interconnectivity between Earth and Space through a blend of pure and applied Earth Systems Science while building scientific capacity in (southern) Africa. The programme has achieved flagship status because of its fully integrated capacity building programme. It was initiated primarily as a joint research programme between German and South Africa research communities (<http://www.inkaba.org>). The Earth Observation component of this programme now includes a new National Academic Co-Located Seismology Network, with a node being developed at the University, managed from the AEON EarthTech Hub at the Tshwane University of Technology and linked to the Space Geodesy Observatory in Hartebeesthoek (HartRAO).

Programme 2: iKhure – 'The story is the African wind'

This programme explores the dynamic co-evolution of Earth and Life and their links to tectonics and climate change. It concerns the coupled geo-ecodynamic history of the solid Earth, its fluid envelope and the intervening biosphere, from the early earth to its present state. iKhure was initiated as a cooperation programme between South African and French Earth Science research communities (<http://www.ikhure.org>). A major scientific project under this programme is TopoAfrica, which aims to reconstruct and quantify the past topography of Africa over the last 250 million years.

Programme 3: iPhakade – ‘Observe the present and consider the past to ponder the future’

Under this programme, AEON-ESSRI aims to induce and catalyse the emergence of a new trans-disciplinary science – Earth Stewardship Science – that will integrate research on, and teaching in, our understanding of the dynamic resilience of our Earth-Life-Social System and help us to better define our life support systems within which we will mitigate, adapt, and manage the global commons in the Anthropocene. Major research and development projects under iPhakade include

- **Karoo Shale Gas Research** (see www.karooshalegas.org);
- **Airborne Geophysical Observatory (AGEO)** – a combined multi-sensor data acquisition platform and data processing system to track coastal ecosystems, earth resources and the built environment in partnership with the industry.

Programme 4: Africa Alive Corridors – ‘Journeys through Africa’s autobiography with everyone a stakeholder’

Africa Alive Corridors aims to address major Earth Stewardship goals in Africa by tracking Africa’s biographical journey through a selection of 20 chronologically sequenced corridors. This programme is about a holistic evaluation of unique heritages that are the corridors and offer ideal foci for facilitating sustainable socio-economic development through co-ownership and co-curatorship of Africa’s natural laboratories.

- **Teaching and learning processes**

AEON-ESSRI through its members contributes to the teaching and facilitation of learning processes in the Geosciences at Nelson Mandela University. It’s Commons, an interactive working space and multi-mentorship environment, host graduate and postgraduate students and researchers across disciplines. The Earth Stewardship Foundation Course, a major programme designed to facilitate learning processes across the university, is considered for implementation at the University through the Chair of Earth Stewardship Science.

- **Services and Engagement**

AEON-ESSRI will offer internal and external services through a number of activities including short courses, earth stewardship club membership for industry, partnerships around the Africa Alive Corridors, and contract services in data processing and training. Outreach programmes for rural communities are being developed including through the Science and Technology Train to be operated by the EarthTech Hub out of a base near the newly established AEON-connected Geodetic Centre at Matjiesfontein. Direct engagement promoting interaction and outreach across the African continent is also provided mainly through the AEON-UNESCO partnership in Geoscience Education in Africa.

INSTITUTE FOR COASTAL AND MARINE RESEARCH (CMR)

| | |
|-------------------|--|
| Director (Acting) | Adjunct Professor L C Pichegru BSc (Université Louis Pasteur (ULP), France), BScHons (ULP), MSc (University Pierre & Marie Curie, Paris VI), PhD (ULP) |
| Deputy Director | Professor Janine B Adams BScHons (UPE), MSc (UPE), PhD (UPE) |
| Deputy Director | Professor Pierre A Pistorius BSc (UnivPmb), BScHons (UP), MSc (UP), PhD (UP) |

The CMR is a leading ocean and coastal sciences institute, conducting cutting-edge research, building capacity and advancing our understanding of the coastal and marine environment, to serve the needs of South Africa, the African continent and beyond in a sustainable manner. CMR strives for excellence in interdisciplinary research and training relating to coastal and marine environments.

Housed

The CMR is a University-wide research Institute, reporting directly to the DVC: Research, Innovation and Internationalisation. The CMR is based at the Ocean Sciences Campus. It hosts the Marine Apex Predator Research Unit (MAPRU) and the Research Diving Unit (RDU), as well as Ocean Sciences-linked Research Chairs.

Objectives and functions

The CMR is a key element in the Nelson Mandela University vision of providing leadership in generating knowledge, innovation, education and skills development relating to coastal and marine environments. In addressing this, the CMR's objectives are to:

- **provide a forum** to enhance collaboration among academics, researchers and professionals, and build interdisciplinary teams of critical mass to address complex issues
- **create a strong brand** and market this collective expertise to develop partnerships and source funding in key areas
- **build capacity** in knowledge and skills through research-based postgraduate training and short courses
- **provide community service** through professional consulting, service on external boards and committees, and broader outreach
- **provide infrastructure support** for research, especially relating to diving, boating and specialised marine equipment
- **host meetings**, regional, national and international, and other activities of wide interest to showcase expertise and achievements
- **be the first point of contact** for marine issues at the University and communicate, on behalf of the membership, with the external community and top management

CENTRES***BUILT ENVIRONMENT RESEARCH CENTRE (BERC)***

Director Mr Chris Allen
(Interim) B.Bdg.A; MSc (BE) PM; ICIQB

Mission

The Built Environment Research Centre conducts cross faculty cutting edge built environment industry originated research, facilitates the learning of industry sponsored MSc and PhD candidates, and engages in extensive collaboration with other research institutes regionally, nationally, and internationally.

Housed

The Centre is housed in the School of the Built Environment, C-Block, Room C210, North Campus.

Objectives and functions

The purpose of the Centre is to contribute to the establishment of new research and development thereof, take advantage of research opportunities within the built environment and facilitate knowledge transfer to and from the built environment through research enterprise. The aims are to:

- To provide opportunities for practicing professionals to conduct applied research at MSc and Doctoral level with a view to finding solutions to problems in their immediate work environment (Professional Doctorates);
- Brand the University built environment research excellence;
- Expand built environment research capacity through the harnessing of multi-disciplinary research competencies in the school, faculty and university; and
- Produce research outputs tailored to specific needs of the Built Environment industry stakeholders.

CENTRE FOR AFRICAN CONSERVATION ECOLOGY (ACE)

Director Prof G I H Kerley
 BScHons(UPE), MSc(UP), PhD(UPE)

Mission

The Mission of ACE is to develop scientific knowledge of the ecology and conservation of African ecosystems, especially in the Eastern Cape and adjacent regions of high biodiversity, which will enable society to make wise environmental management decisions. In achieving its Mission, ACE will build human capacity through postgraduate training.

Housed

The Centre is housed in the Faculty of Science, Biological Sciences Building, Room 12-014, South Campus.

Objectives and functions

To enhance delivery of core services of the Nelson Mandela University by operating an entity that provides an enabling environment to stimulate and integrate cooperative research and training, attract funding to support students and contract researchers, facilitate and co-ordinate interaction with stakeholders and funders. This contributes to the achievement of the University's goal of addressing the needs of civil society, through the broad field of terrestrial ecology.

CENTRE FOR AFRICAN COASTAL PALAEOSCIENCE (ACCP)

Director Dr Jan C. De Vynck (PhD)

International

Deputy Director: Prof CW Marean (PhD)

National

Deputy Director: Dr AJ Potts (PhD)

Vision

By 2021, the ACCP will be internationally recognized as a leading institution for conducting research on the Quaternary evolution of the biota (including early humans) of the species-rich south and southeast coast of South Africa.

Mission

The Mission of ACCP is to conduct and coordinate Quaternary palaeoscientific research in an interdisciplinary context on the south and southeast coast of South Africa. The Centre also aims to build human capacity through postgraduate training.

Housed

The Centre is housed in the Faculty of Science, Biological Sciences Building, Floor 1, Room 0114, South Campus.

Strategic objectives

The Centre will:

- conduct and stimulate research across all fields of palaeoscience that provide context for understanding the evolution of biota, with a focus on the human lineage;
- promote and facilitate inter-disciplinary, intra-institutional and inter-institutional palaeoscience research; and
- provide tuition in palaeosciences at undergraduate (by exposing students to the palaeosciences within existing modules) and postgraduate levels, and foster co-supervision of postgraduate students by international leaders in different fields.

CENTRE FOR COMMUNITY TECHNOLOGIES (CCT)

Director: Prof D van Greunen
HDE, FDE, BAHons, MA (UPE), PhD (UNISA), PMIITPSA, MICSIT

Mission

The mission of the CCT is to promote radical development of the human potential of particularly disadvantaged communities through the use of technologies. In achieving its mission, the CCT will build human capacity through postgraduate training and enterprise development in rural and disadvantaged communities.

Housed

The Center is housed in the Faculty of Engineering, the Built Environment and Technology, Room R134, 1st floor of the Goldfields Building on the North Campus.

Objectives and functions

The core functions of the CCT include the advancement of technology research and development that will in turn also lead to not only training and human capital development but also mentorship. As the centre is both a research and engagement entity, it seeks to embrace the principles of integrated scholarship by ensuring that scholarly and research-informed interventions are embedded in its interventions in the different communities. The CCT establishes reciprocal and mutually beneficial relationships with external and internal stakeholders that will allow for knowledge sharing and a co-ordinated institutional strategy for community research and engagement.

CENTRE OF EXPERTISE IN FORECASTING (CEF)

Director Prof Igor N Litvine
 PhD (Kiev Shevchenko National University), DEcon (University of Lorraine)

Mission

- To serve the forecasting needs of South Africa through training students and conducting applied research.
- Consolidate and develop existing forecasting expertise in the Department of Statistics.
- Generate meaningful research that is applicable in the South African and international contexts.
- Initiate innovative projects in line with the vision, mission and strategic priorities of the University.

Vision

- To become a recognized centre of forecasting expertise in South Africa and internationally.
- Known for innovative approach to problems.
- Able to work across disciplines.
- Academic rigor combined with practical approach.

Housed

- The Centre is housed in the D-block, North Campus. Enquiries: Room D0107.
- Website: <http://www.mandela.ac.za/coef>

CENTRE FOR HIGH RESOLUTION TRANSMISSION ELECTRON MICROSCOPY (HRTEM)

Director Vacant

Mission

To conduct the most advanced nanoscale materials research on the African continent using an analytical atomic resolution transmission electron microscope and related instruments, and train highly skilled MSc and PhD graduates.

Housed

The Centre is housed in the Faculty of Science, Building 124, South Campus.

Objectives and functions

- The main aim of the Centre for HRTEM is to provide a broad community of SA scientists and students with a full range of state-of-the-art instruments needed for nanoscale materials research.
- The research to be carried out in the Centre for HRTEM, in collaboration with other institutions, will make significant contributions in the following focus areas of the National Nanotechnology Strategy: energy, chemical processing, minerals and advanced materials.

- This research is also well aligned with the 3rd Research Focus Area of the University which is: Materials, infrastructure and process development for industry and manufacturing.
- The Centre for HRTEM will contribute greatly to the University mission as an engaged people-centred University since it will collaborate extensively with other universities, institutions and industry in South Africa and abroad, and it will provide excellent training opportunities for postgraduate students.

CENTRE FOR RESEARCH IN INFORMATION AND CYBER SECURITY (CRICS)

Director Prof RA Botha BSc (UPE), BScHons (UPE), MSc (RAU), PhD (RAU),
PGCHE (NMMU, MIITPSA)

Mission

The Mission of CRICS is to advance the knowledge and secure practices in the field of Information and Cyber Security. In achieving its Mission, CRICS will develop human capacity through postgraduate research.

Housed

The Centre is housed in the Faculty of Engineering, the Built Environment and Technology, R-block, North Campus.

Objectives and functions

To conduct and disseminate research in the fields of Information and Cyber Security, as well as to engage with governmental, public and private organizations and society at large towards the implementation of safe and secure information and cyber security practices.

CENTRE FOR RUBBER SCIENCE AND TECHNOLOGY (CRST)

Director Dr SP Hlangothi
MSc(UNIN), PhD(NMMU), PDBA(NMMU)

Mission

To build knowledge and expertise for the South African rubber science and technology sector.

Housed

The Centre is housed in the Faculty of Science, Physics & Chemistry Building (13), Room 00-05, South Campus.

Objectives and functions

- Advancement of rubber related research and development programs across various disciplines.
- Provide analytical and technical services to the South African rubber and tyre manufacturing and recycling industries.
- Provide training in rubber science, technology and engineering at both undergraduate and postgraduate levels.

CENTRE FOR BROADBAND COMMUNICATION (CBC)

Director Prof T B Gibbon
BScHons(UPE), HDE(UPE), MSc(UPE), PhD(NMMU)

Mission

The mission of the CBC is to be a leading provider of knowledge and expertise that can drive the development of advanced broadband infrastructure in South Africa. The Centre focuses on primary research but drives this towards implementable solutions for the South African and African context. The Centre combines multi-disciplinary teams from different academic departments together with industry and sector-specific specialists to solve current problems and

drive the broadband infrastructure agenda. The Centre acts as a nucleus for academic research in the field in South Africa, championing projects while working with industry and government stakeholders to achieve outcomes. Additionally, it initiates new technology development and determines future research themes in the field.

Housed

The Centre is housed in the Faculty of Science, Physics Building, Room 13 -01 53, South Campus, along with share facilities in the Department of Computing Sciences.

Objectives and functions

The CBC focuses on the following objectives and functions:

- To develop the human capacity required to support broadband research and industry implementation in South Africa.
- To ensure new technologies meet local requirements and are appropriate.
- To ensure that the rollout of broadband infrastructure enables South African citizens to participate in the information society.
- To ensure that the data produced by MeerKAT and Square Kilometre Array (SKA) can be adequately transported and aggregated for the benefit of humanity

NELSON MANDELA UNIVERSITY/TELKOM CENTRE OF EXCELLENCE (CoE)

Head Prof JL Wesson
PhD(UPE), MIITPSA, MICSIT

Mission

The Nelson Mandela University/Telkom Centre of Excellence (CoE) is a research-based centre that strives to serve the needs of the Information and Communication Technology (ICT) industry by developing highly qualified Master's and Doctoral graduates through applied research in collaboration with its Industry partners.

Housed

The CoE is housed in the Departments of Computing Sciences and Physics in the Faculty of Science.

Smart Unit

Head Prof JL Wesson
PhD (UPE), MCSSA, MICSIT

Objectives and functions

SmartAssist: A model for a smart environment using natural interaction and smart devices to improve the quality of people's lives

The aim of this project is to design a model for a smart environment (SE) using advanced technology that can improve people's lives. The interaction with this environment will incorporate natural interaction, including gesture-based interaction, multimodal interaction and smart devices. Personalization will be used to recognize the user and allow customization. This SE will serve as a prototype for a smart home or a smart office.

Objectives directly related to the research project

- Design and build a SE, including sensors, actuators and smart devices, to meet the requirements of the SmartAssist project.
- Identify what types of applications, services and wearables are most suitable for SmartAssist users in South Africa.
- Develop supporting technologies required to implement these applications and services. This will include the development of models for users, tasks and environments.
- Develop models for the personalisation and customisation of the SmartLab so that it reacts differently to different users, based on their preferences and information learnt about them.

- Develop prototype SmartAssist applications and services for South African users taking socio-technical aspects into consideration.
- Investigate and design appropriate natural interaction techniques for SmartAssist that leverage the SE and models created.

Optical Fibre Research Unit

Head Prof T B Gibbon
 BSc (UPE), HDE (UPE), BScHons (UPE), MSc (NMMU), PhD (NMMU)

Objectives and functions

The specific objectives of the Research Unit are the following:

- To research the factors necessary for upgrading to the Next Generation Network (NGN) in South Africa.
- To investigate the factors necessary for the deployment of “Fibre-to-the-Neighbourhood” (FTTX) in metropolitan areas in South Africa.
- To support efforts to establish a modern optical fibre network in Africa, through the training of postgraduate students from different African countries in the key technologies.

Housed

The Optical Fibre Research Unit is housed in a modern, well equipped Laboratory in the Physics Department of the Science Faculty.

Photovoltaics

Head Prof EE van Dyk
 PhD(UPE), PrSciNat, PrPhys

Objectives and functions

- To undertake a detailed evaluation of PV devices and modules that may be deployed in remote applications.
- To undertake a detailed study of various aspects of PV system design and performance in order to enable industry partners and collaborators to better utilise the resources available to them.
- To develop human resources through the training of skilled graduates with expertise in the technical aspects of solar energy, for South Africa’s present and future needs.
- To further develop the capabilities of the photovoltaic research facilities within the Department of Physics at Mandela University in order to benefit renewable energy users in South Africa and the rest of Africa.

CENTRE FOR WOMEN AND GENDER STUDIES

Director Dr Babalwa Magoqwana
 BSS Hons (RU), MSS(RU), PhD (RU)

Mission

The Centre for Women and Gender Studies was established in October 2019, to contribute towards attitudinal and social transformation through the promotion of women empowerment and gender equality and equity. Through rigorous and critical analysis of the role of economic, religious, and political institutions in legitimizing and institutionalizing gender, sex and sexuality disparities the Centre seeks to mainstream gender across the sector through teaching and learning, research, and collaborative engagements. This mission of the Centre is informed by the vision of the university to be a “dynamic, African University recognised for the cutting-edge knowledge towards a sustainable future”. This centre is designed to approach gender mainstreaming through African intellectual heritage rooted in the Eastern Cape regional histories.

The Centre is a host to a prestigious NMU-DST-NRF SARCHI **Chair in African Feminist Imaginations**, headed by Prof Pumla Dine Gqola, to study the Creative Arts (literature, the fine and visual arts, film, theatre, dance, music), popular culture and other expressions of African feminist energies, while training the post graduate students for future African societies.

Housed

The Centre is housed under the Engagement and Transformation Portfolio, in Felsted Building, First Floor, in the Bird Street Campus.

Objectives and Mandate of the Centre for Women and Gender Studies

The mandate of the Centre for Women and Gender Studies is to mainstream gender in teaching, promote scholarly engagements that can transform attitude towards gender transformation. This mandate is matched by these following goals:

- To facilitate the integration of socially relevant interdisciplinary women and gender studies in teaching, curriculum design, research and engagement activities at both undergraduate and postgraduate levels.
- To critically analyse and interpret gender differentiation and inequality from a complexity contextual perspective and their intersections with ethnicity, culture, religion, class, sexual orientation, age, and other critical dimensions.
- To build Institutional, regional, and national capacity and support women empowerment and gender advocacy through teaching, training, consultancy, and networking.
- To foster cooperation, collaboration, and networking within the University as well as with Government and non-Government organisations to influence policy and support to advance the constitutional values of human dignity, equality, freedom and social justice.

UNITS

DRUG UTILIZATION RESEARCH UNIT (DURU)

Head Prof I Truter
 BPharm, MSc, DCom (UPE), PhD (NWU)

Mission

The Drug Utilization Research Unit (DURU) at Nelson Mandela University promotes, educates and informs all interested parties about the rational and cost-effective use of health care resources, with specific emphasis on the management of medicines.

Housed

Faculty of Health Sciences, Department of Pharmacy, Biology Building (12-02-57), South Campus

Objectives and functions

The primary aim of DURU is to be involved in research activities related to the rational and cost-effective use of health care resources.

The scope of activities include:

- Supervision of postgraduate students.
- Generation of research outputs, primarily but not exclusively peer-reviewed journal publications.
- Involvement in the training of health care staff and students in Drug Utilization, Pharmacoepidemiology and various aspects related to Pharmacy Practice, including workshops and short courses.
- Consultation services.

FAMILY BUSINESS UNIT (FBU)

Head Dr T Matchaba-Hove
BCom (NMMU), BComHons (NMMU), PG Dip (Fin Plan) (NMMU), MCom (NMMU), DCom (Mandela Uni)

Mission

To be the leading Family Business Unit in Africa through academic excellence, practical relevance, and the development and dissemination of knowledge and expertise in the field of family businesses

Housed

Department of Business Management, Main building, Floor 11, Room 08, South Campus

Objectives and Functions

In striving to achieve this mission, the University Family Business Unit undertakes to:

- Become the driver and leader of family business research, consultation and training in Africa.
- Value diversity and recognise differences in abilities, beliefs, cultures, education, gender, and professions.
- Build partnerships and business affiliations that contribute to the core purposes of the Unit.
- Create a platform to share knowledge and best practices with family businesses.
- Assist family business leaders and/or managers all over Africa to grow and to prosper by offering executive programmes, workshops, short courses, high-quality research, and consulting.
- Be at the forefront, both nationally and internationally, in producing high-quality research outputs that are published in the top academic journals of the world.
- Gain recognition for the field of family-business research as an independent field of study, in the corporate sector, government, and academia.
- Be the only African university to participate in the global STEP (Successful Transgenerational Entrepreneurship Practices) project.

MARINE APEX PREDATOR RESEARCH UNIT (MAPRU)

Head Professor PA Pistorius
BSc (UnivPmb), BScHons (UP), MSc (UP), PhD (UP)

The Marine Apex Predator Research Unit (MAPRU) is a research unit within the Institute for Coastal and Marine Research (CMR).

Mission

Our research focuses on marine top predators as a group addressing questions of fundamental and applied interest by drawing on a range of disciplines. Many marine top predator species are threatened and research undertaken will accordingly have a strong conservation focus. At the upper limit of the food chain, marine top predators are generally good indicators of global change as well as areas of high productivity. Marine top predators (at the species and community level) will therefore also be used to better understand ecosystem changes and for conservation based spatial planning.

Geographically, most of our projects are focussed on the South African coast line and in the sub-Antarctic region, but also extend into Mozambique and Namibia.

Our members are based mostly at Nelson Mandela University, but a number are based at other institutions, and we maintain collaborative links with many international institutions.

Objectives

MAPRU was established in early 2016 with the following objectives:

- To conduct research on marine top predators, including seabirds, seals, sharks and cetaceans particularly in relation to global change, conservation and sustainable resource management.
- To provide learning opportunities and train postgraduate students in various aspects involving marine top predators.
- To be involved in various forms of engagement, using charismatic predator species to stimulate public interest in marine biodiversity and conservation.

Housed

The majority of MAPRU members are based in the Department of Zoology, with some being based at the Ocean Sciences Campus.

RESEARCH DIVING UNIT (RDU)

Acting/Interim Head Adjunct Professor Lorien C Pichegru
 BSc (Université Louis Pasteur (ULP), France), BScHons (ULP), MSc
 (University Pierre & Marie Curie, Paris VI), PhD (ULP)

The Research Diving Unit (RDU) is housed within the Institute for Coastal and Marine Research (CMR) and supports marine research and related academic programmes.

Mandate

- Provide operational support to research projects and contacts.
- Provide and develop commercial diving capacity within the Nelson Mandela University through providing training qualifications and experience.
- Provide Safety, Health, Environmental and Quality Assurance in all its training, personnel, operations and equipment, as enforced by legislation. This includes ensuring copies of permits issued to researchers are available at the dive site, as required by legislation.

Housed

The RDU is based at the Ocean Sciences Campus.

SUSTAINABILITY RESEARCH UNIT (SRU)

Acting Head Adj. Prof Herve Fritz
 PhD (University of Paris 6 - Pierre et Marie Curie), France

Mission

The mission of the Sustainability Research Unit is to be a catalyst of change towards more harmonious relationships between society and the biosphere - a good Anthropocene.

Housed

The Unit is housed on the 1st and 2nd Floor in the Research Building, George Campus.

Objectives and function

The Sustainability Research Unit's focus is to gather and communicate evidence to promote better understanding of the challenges facing society and the natural environment. The Unit develops the capacity for the sustainable management of ecological, social and economic systems through community engagement, user-inspired research and training. The units objectives are to develop integrated information systems and models, based on good science, to enable more sustainable management of social-ecological systems; provide scientific information about the causes, impacts, consequences and good ecosystem management practices related to climate change; develop and implement strategies to promote sustainability in urban development, tourism, agriculture, forestry, fisheries and biodiversity conservation; offer training courses to raise awareness and build capacity and to promote the health and well-being of society and the ecosystems we are part of.

UNIT FOR ECONOMIC DEVELOPMENT AND TOURISM (UFEDT)

Head Prof R Ncwadi
 BA, BAHons (Vista), MA (Economics) (UPE), PhD (NMMU)

Mission and Vision

UFEDT will operate as a specialised research unit within the Faculty of Business and Economic Sciences which will provide the structure needed to conduct research, training and consultation outputs supportive of the Vision and Mission of the Nelson Mandela University relevant to the transformation and development of local communities, the empowerment of staff and graduates, and the acceleration of sustainable economic development in the Eastern Cape, South Africa and the African Continent.

Housed

UFEDT is located within the Department of Economics, Development and Tourism in the Faculty of Business and Economic Science, Main Building, South Campus, 9th Floor Office 0922.

Objectives and Functions

UFEDT will support, facilitate, conduct and disseminate research relative to economic and development planning within the Faculty while encouraging scholarly activity of a basic or applied nature in areas of study accommodated within the Faculty. The UFEDT will also serve as a locus for the stimulating of departmental research, attracting research funds and enhancing the research experience of the faculty, lecturers, students, and visiting scholars. In pursuit of this objective, UFEDT will establish links and strategic partnerships with donors, research institutions and development agencies locally and globally.

UNIT FOR POSITIVE ORGANISATIONS (UPO)

Head Prof Grant Freedman
 BCom (UNISA); BComHons (IOP) (UNISA), MCom (IOP) (UNISA), DCom (IOP) (UNISA)

Mission

To generate and apply knowledge that will serve to establish and advance positive relationships, organisations and economies on the African continent.

Housed

The Unit is housed in the School of Industrial Psychology and Human Resources.

Objectives

- Engagement
To act as an organisational catalyst by developing organisational leaders and employees of industry to view the organisational world through a positive lens and to live and lead accordingly.
- Research
Creating a research platform for researching positive phenomena in organisations. Our domains of research are Positive Leadership, Organisational Well-being, Meaning and Purpose, Ethics and Virtues, Organisational Trust, High Quality Relationships and Culture in an organizational setting.
- Lecturing
Exposing students of Nelson Mandela University to the theory and academic relevance of Positive Organisational Scholarship (POS) in organisations.

VISUAL METHODOLOGIES FOR SOCIAL CHANGE UNIT (VMSCU)

Head Dr Margie Childs
DEd (NMMU). MPhil (NMMU)

Mission

The *Visual Methodologies for Social Change Unit* in the Faculty of Education is a research entity that strives to advance the study of visual and participatory methodologies (photovoice, participatory video, digital archives, performance in community-based work) in education settings.

Housed

The Unit is housed in the Faculty of Education, South Campus

Objectives and functions

The objectives of the research-intensive and community engagement unit are to do the following:

- Contribute to the study of visual and participatory methodologies in general: The unit aims to promote the use of photovoice, participatory video, digital archives and performance in community-based-participatory research.
- Provide opportunities for staff at the University to become involved in research projects: The expertise of interested staff members will be channeled and supported within the unit to provide meaningful inputs into education projects. This approach will facilitate and encourage engagement as well as promote developmental and research opportunities and, as such, should help to increase both research outputs and engagement activities.
- Raise the community engagement and research profile of the Faculty: Engaging in projects in collaboration with schools, Education departments, NGOs and funding bodies will raise the community engagement profile of the Faculty and also provide opportunity for both faculty members and students to become involved in research projects for higher degrees and/or for publication purposes.

The unit will achieve its objectives through

- *Use of established and new research projects.*
- *Supervision of postgraduate degrees, i.e., master's and doctoral research.*
- *Generating financial income for the Faculty and University, in the form of direct funding, postgraduate student subsidy and subsidy for publications.*
- *Creating research and engagement opportunities for the Faculty of Education.*

ACADEMIC SUPPORT UNITS

CENTRE FOR ACADEMIC ENGAGEMENT AND COLLABORATION (CAEC)

Objectives and functions

- To facilitate and provide strategic direction for the academic engagement activities of the University in line with its vision, mission, value statements and focus areas.
- To serve as a catalyst in the development of collaborative partnerships between the University and its external community.
- To support the provision of graduate placement, work integrated and service learning opportunities for students.
- To facilitate and support the University community development and outreach projects with marginalised and under-serviced communities.

HIV & AIDS RESEARCH UNIT

Vision

To be a unit recognised for its leadership role in driving a sustainable comprehensive response to the HIV & AIDS pandemic.

Mission

To promote and sustain a collaborative response to the HIV & AIDS pandemic through governance, teaching and learning, research, community engagement and service provision.

Underlying Principles

The unit underpins the values, educational purpose and philosophy of the University.

Objectives, role and functions

The HIV & AIDS unit provides leadership and support in the development and promotion of:

- HIV & AIDS Teaching and Learning for staff and students.
- Community engagement, advocacy and HIV & AIDS awareness.
- The Creation and sustainability of an environment that supports research and scholarship in the area of HIV & AIDS.

Housed

The Unit is located in the Psychology Building, South Campus.

LEARNING AND TEACHING COLLABORATIVE FOR SUCCESS (LT COLLAB)

Mission of Unit

LT Collab aims to be a valued centre of excellence that provides sought after institution-wide and research-led services and programmes that focus on optimizing student and staff potential and contribute to higher education transformation.

LEARNING DEVELOPMENT (LD)

Objectives and Functions

To contribute to the enhancement of student success by:

- Developing and providing learning support and development programmes that expose students to tools that support student success.
- Conducting research, tracking students, and disseminating information through publications, reports, conference presentations and workshops to inform students, staff and the wider educational community about these programmes.
- To work collaboratively with university partners to promote student success.

TEACHING EXCELLENCE (TE)Objectives and functions

The main purpose of the CTLM is to:

- Enhance the quality of the teaching and learning provided and the assessment practices followed by academic staff through offering workshops, seminars and focused interventions.
- Orientate new academic staff to the teaching, learning and assessment practices promoted at the University.
- Facilitate student development through programmes aimed at enhancing retention, academic and life skills, and language and writing development.
- Provision of turnkey AV technological solutions in support of teaching and learning and the administration of the university

EMTHONJENI – FOUNTAIN OF STUDENT WELLNESS (EFSW)Objectives and functions

- To support and enhance wellness and the holistic growth and development of students through co-involvement of the campus community.
- To assist students in identifying and enhancing learning skills which help in effectively meeting their educational and life goals.
- To provide guidance and counselling to students experiencing personal adjustment, vocational, developmental, or psychological problems that require professional attention.

UNIT FOR STATISTICAL CONSULTATION (USC)

Head Vacant

Mission

To enhance the research capacity of Nelson Mandela University staff and senior postgraduate students and to ensure the integrity and quality of research produced at University by providing a comprehensive statistical consultation service to the designated staff and student groups.

Housed

The Unit is housed in the Faculty of Science.

Objectives and functions

The USC provides a free, comprehensive statistical service to master's and doctoral students and staff who are doing non-contract research that will culminate in at least one article published in an accredited journal. Our functions include support for all stages of primarily quantitative research and to a lesser extent qualitative research.

OFFICE FOR INSTITUTIONAL STRATEGYMission

Our mission is to be a strategic resource for the leadership of Nelson Mandela University in seeking to promote excellence in all aspects of the university, most particularly its vision of generating cutting-edge knowledge for a sustainable future. To achieve this, we adopt a transformative, evidence-based approach to strategic planning, institutional research, management information systems, and institutional performance monitoring and evaluation. This involves providing decision-making support to executive management through sophisticated data analyses, developing and maintaining a cycle of institutional research studies, and contributing to institutional transformation through strategic planning processes and systems.

INSTITUTIONAL STRATEGY AND PROJECTSObjectives and functions

- Support the Vice-Chancellor and senior management in the development of institutional strategy to optimally position the University nationally and internationally.

- Facilitate strategy-aligned strategic and operational planning at senior and middle management levels within faculties and support service divisions.
- Enhance strategic integration and alignment of academic, financial, human resources and infrastructural planning.
- Promote strategic alignment of the University's Programme Qualification Mix (PQM) with the University's academic mission and enrolment plan.
- Facilitate and support institutional strategy deployment and implementation at all levels of the University.
- Facilitate institutional culture change interventions to foster alignment with the University's values and institutional strategy at all levels of the University.
- Facilitate the alignment of University budgeting and resource allocation with institutional strategic imperatives.
- Provide planning, analytical and project management support to institutional strategic projects incubated within the Office of the Vice-Chancellor.
- Monitor progress in strategy implementation and the optimal utilisation of strategic resources.

STRATEGY INTELLIGENCE AND DATA ANALYTICS (SIDA)

Objectives and functions

- Inform evidence-based institutional planning, budgeting and reporting through integrated business intelligence, data analytics, performance dashboards and modelling.
- Develop and monitor University enrolment targets within the framework of the University's six-year enrolment plan.
- Conduct predictive data analytics, modelling, forecasting and feasibility analyses to support executive management in strategically positioning the University within a differentiated HE landscape.
- Develop and implement technology-enabled institutional performance monitoring platforms, data warehouses and dashboards to support integrated institutional planning, monitoring, evaluation and reporting.
- Translate business intelligence into accessible, user-friendly management information reports to support management decision-making.
- Fulfil the University's statutory information reporting requirements and obligations in terms of the provision of HEMIS and subsidy-related information.

INSTITUTIONAL RESEARCH AND REPORTING

Objectives and functions

- Collect, organise, maintain, analyse and interpret institutional and other data to support evidence-based decision-making, policy development and strategy.
- Conduct policy analyses, benchmarking and ongoing environmental scanning on higher education trends to inform institutional strategy and policy development.
- Monitor, evaluate and report on the extent to which the University achieves its predetermined strategic goals and objectives.
- Conduct special studies and institutional research projects in respect of institutional strategic priorities.
- Administer a cycle of institutional research surveys to obtain feedback from internal and external stakeholders on the quality of academic, support service and campus life experience provided by the University.
- Prepare institutional planning reports and statutory reporting submissions to the Department of Higher Education and Training and other national regulatory bodies.

ARTS, CULTURE AND HERITAGE

Arts and Culture focuses on the holistic development of students by creating opportunities for their participation in the arts. The Department of Arts, Culture and Heritage provides an environment in which students are able to exercise and develop their need for cultural and artistic expression. It aims at introducing the University to a wider South African community as an institution with a responsibility towards community development and which has a commitment to addressing past imbalances in the arts.

Activities include: First Year's Concert, Campus Life Festival, Isisusa Music festival, Public Speaking, Light Entertainment, Dance and Drama Performances, Debating, Visual Art, Music Concerts for the external and internal University communities.

The Department organises a variety of concerts and events for the community with both local and international artists.

LIBRARY AND INFORMATION SERVICES

Nelson Mandela University has a centralised library and four branch libraries in Port Elizabeth and a branch library in George. Library and Information Services (LIS) are open during office hours and after hours on weekdays as well as Saturdays and Sundays at selected branches.

Membership – Nelson Mandela University students and staff are entitled to free membership of LIS upon registration as a library user. Outside persons, subject to certain conditions, may apply as members. LIS provides an effective and efficient lending service of library materials between all six Mandela University campus libraries.

Information Resources – In order to support teaching, learning and research, LIS has acquired over 389,613 titles (559,559 volumes, including e-books), plus 27,386 electronic serial titles. We also subscribe to 731 print serials titles (magazines, journals, newspapers, abstracts and indexes) and provide access to 121 online databases.

Inter-Library Loan (ILL) – Otherwise known as Resource sharing: a type of library cooperation, where every participating library shares their library resources with other libraries. Through Inter-Library Loan Services, library users can then obtain certain material not available at Nelson Mandela University LIS from other South African libraries and/or from overseas. This service is offered to all Mandela University registered postgraduate students and staff.

Information and Training Services - A team of Librarians provides a people-centered quality information service that helps users with their research and course projects. Scheduled and on-demand training sessions in the use of information resources include:

Generic training for undergraduate students

Subject specific training for postgraduate students and researchers

Training on the Go – at the point of need

After hours training for working students

LIS web site (<http://library.mandela.ac.za>) provides information to current and potential users about LIS' services, facilities, events and information resources. Users have access via the web site to the online catalogue, online databases and other electronic resources.

Facilities

- One online system for all branches
- Computer work stations for accessing Internet and library electronic resources
- Information Commons (South campus) – a comfortable study, reading and computer area
- Research Commons – (South, North, 2nd Avenue and Missionvale Campus Libraries) – a comfortable area for postgraduate students and staff to do their research.
- Photocopiers, printers and scanners
- Wireless access
- Services to students with special needs (personal computers with text-enlarging software and magnifiers)

Regulations - Information brochures explaining all rules, services and facilities are available in the library, at registration and also on the staff and student portals, the intranet and internet.

Readers are encouraged to check “The Institutional Regulatory Code (IRC) - Policies, procedures and rules” as policies, procedures and rules are regularly updated.

LANGUAGE POLICY OF THE UNIVERSITY

1. PREAMBLE

The Language Policy of the Nelson Mandela University is designed to be consistent with Sections 6 and 29(2) of the Constitution of South Africa, Section 27(2) of the Higher Education Act of 1997, the National Plan for Higher Education of 2001, the report from the Council on Higher Education, July 2001 (“Language Policy Framework for South African Higher Education”), and the report from the Gerwel Committee, January 2002, on the position of Afrikaans in the university system. The nature and spirit of these national policy documents suggest that the acceptance of the linguistic realities of South African society by incorporating the principles of multilingualism can only lead to communicative empowerment and the optimisation of our country’s intellectual potential. In the context of the geographical area served by the University, this would mean the appropriate and sensible utilisation of established proficiency in the languages best known to learners, coupled with the enhancement of academic skills in English as the predominant language of tuition and assessment. At the same time, it embraces the imperative to develop and promote the isiXhosa language and culture and to ensure as far as possible the retention and strengthening of Afrikaans as an established language of scholarship and science.

The Language Policy will be:

- (i) sensitive to the educational, cultural and language background of students,
- (ii) responsive to the changing language needs and circumstances of the staff and students, inclusive, and
- (iii) non-discriminatory.

The Language Policy seeks to be in consonance with the Nelson Mandela University’s Vision, Mission and Values Statement. This will be done through the recognition of the linguistic and cultural needs of the University’s diverse communities, the eradication of all forms of unfair language discrimination (in accordance with the Constitution and the Bill of Rights) and the promotion of equal access to knowledge by providing for the development of multilingual skills.

2. GLOSSARY OF TERMS

“Additive multilingualism” means the appropriate utilisation of established proficiency in the languages best known to learners in the process of enhancing academic skills in English or another target language.

“Council” means the Council of the Nelson Mandela University.

“English second language student” means a student who took English as a second language in Grade 12.

“Multilingual” means:

- (i) the ability to use more than one language;
- (ii) the actual use of more than one language; or (iii) tolerance towards the use of more than one language.

“Functional multilingualism” means selecting an appropriate language for communication purposes, with due respect to the requirements of the situation and the proficiency of the interlocutors (partners in the communication context). The implication is that not all official languages need to be used in equal measure for all domains and at all levels of usage, so that certain functions may be performed only in English, others only in isiXhosa or in Afrikaans, others in all three languages, etc.

“Official language” means any one of the languages recognised as such by Council.

“Primary language” means the language in which an individual is most proficient, which is generally the language spoken at home.

3. A COMMITMENT TO MULTILINGUALISM

Council, senior management, all staff and students are required to adopt a tolerant approach and a preparedness to give effect to the principles of functional and additive multilingualism through the implementation of this policy.

4. GUIDING PRINCIPLES

The Language Policy is designed:

- (i) to promote diversity, equity and reconciliation;
- (ii) to be constitutional and in consonance with the Language Policy for Higher Education;
- (iii) to be responsive to the needs of the university's constituency;
- (iv) to be sensitive to the changing language needs and circumstances of the staff and students;
- (v) to be academically justifiable, inclusive, non-discriminatory and practicable.

5. FLEXIBILITY AND TOLERANCE

It is accepted that the success of this policy is dependent on the adoption, throughout the institution, of a tolerant, flexible approach to matters concerning language and the recognition of the value of language in communicating clearly and providing unimpeded access to knowledge.

6. THE OFFICIAL LANGUAGES OF THE UNIVERSITY

The official languages of the University will be English, Afrikaans and isiXhosa and its corporate image must reflect this lingual identity.

7. LANGUAGE USE FOR COMMUNICATION

For practical reasons and to avoid duplication, the language of internal governance and of administration will be English.

7.1 Internal written communication

- Documentation submitted to decision-making bodies, such as Council, Senate, Faculty Boards, committees, etc., as well as minutes, agendas and such like will be in English.
- Contributors to University publications, both paper-based and electronic, may use the language of their choice, but English gist summaries are recommended to encourage the furtherance of multilingualism.
- In notices to staff and students, the principle of multilingualism will be applied in as far as is practicable.

7.2 Internal oral communication

English is regarded as the default language for meetings, with the proviso that the principle of functional multilingualism will apply when appropriate.

7.3 External written communication

- The language used for general external correspondence aimed at a cross-section of language speakers will be English.
- However, where the language preference of an individual or body is known, communication will be in that official language as far as is practicable.
- Official documentation that has legal implications for the institution will be available in English only.
- General documentation of an informative nature (e.g. for marketing purposes or explaining health matters) circulated to students and the public will increasingly be made available in all three official languages.

7.4 External oral communication

In verbal communication with members of the public, employees of the Nelson Mandela University should establish the language preference of a member of the public at initial contact and honour such preference inasmuch as it is feasible.

8. TEACHING, LEARNING AND ASSESSMENT

- While English is an international language of communication in science and in business, and is the preferred medium of teaching, learning and assessment in most programmes (with the exception of language and literature departments where other languages are studied), it is the primary language of not more than one third of the Nelson Mandela University's students.

- Whereas it is a major objective to ensure optimal access to language-mediated knowledge, two avenues to achieve this objective need to be pursued:
 - (i) Effective literacy in English, by means of which all students should acquire the ability to communicate through the spoken and written word in a variety of contexts - academic, social, and in their future careers in this language; and
 - (ii) Optimum use of students' primary language (if not English) to ensure cognitive assimilation into the university sphere of knowledge acquisition.These two aims should be pursued through an appropriate programme of language development based on additive multilingualism.
- Where assessment is conducted in English, allowances may be made for English second language (see Glossary) and English foreign language students.
- If the language needs in a particular programme and practical considerations (such as the language ability of lecturers, external examiners and students, class size and composition and infrastructure) warrant it, a faculty board can be requested to allow isiXhosa or Afrikaans to be used as the language of teaching and assessment. However, the choice of language must not have a negative impact on access for other language groups.
- Where an entire class shares Afrikaans or isiXhosa as first language, teaching and assessment may be conducted in that language, subject to the ability of the lecturer.
- Language departments will be able to determine the language to be used in their respective units.
- To ensure internal coherence, the teaching and assessment policies of the Nelson Mandela University must be in equilibrium with the language policy.

9. SIGNAGE

All three official languages will be used to generically identify offices and facilities.

In deciding on the language used for the generic component of names of buildings or facilities (if applicable), the criterion of functionality must be applied. The principle of multilingualism could be exercised by alternating the language in cases where multiple signs for the same entity are required.

10. THE DEVELOPMENT OF ISIXHOSA AS AN ACADEMIC LANGUAGE

- Resources should be made available to develop and expand the isiXhosa language for educational and technological purposes as required.
- Staff and students should be made aware of the value and importance of such development.
- The development of these resources should not detract from the importance of maintaining and developing resources in Afrikaans and English.

11. TRAINING AND CAPACITY BUILDING

The Nelson Mandela University will support the development of training programmes which enhance the capacity of employees and students to become proficient in any of the official languages.

12. LABOUR RELATIONS

The principle of functional multilingualism and recognition of the language rights of the employee will be maintained in respect of service contracts, letters of appointment, notifications, explanatory documents (e.g. with reference to pension benefits).

13. IMPLEMENTATION OF THE LANGUAGE POLICY

A joint Senate Management Committee, consisting of relevant stakeholders in the University community, will be appointed and be responsible for overseeing the implementation of the Language Policy.

The University acknowledges that the implementation of this policy may give rise to uncertainties in its practical application from time to time. For that reason, the University commits itself to playing a supportive role in assisting staff to meet their commitments in terms of the policy. The Implementation Committee is empowered to issue guidelines at the request of individual staff members and/or faculties to serve as guidelines on how this policy should be applied.

NELSON MANDELA UNIVERSITY ADMISSIONS POLICY

1. PURPOSE

The purpose of this policy is to spell out how the Nelson Mandela University gives effect to its commitment to enrolling students based on academic merit and fostering equity of access, opportunities and educational outcomes through its approach to admissions and the criteria employed in making an admission decision. In this regard, the policy addresses the principles that underpin Nelson Mandela University's approach to student admissions, the setting of admission requirements, and the admissions process.

2. DEFINITION OF TERMS

Access “The widening of access to higher education is an equity-driven concern and relates to the strategies and procedures that an institution undertakes to make its educational services accessible to a diversity of students” (Council for Higher Education, 2004, ITL Resource No. 3. Access & Admissions, p. 3). In order for access to be meaningful, students who gain access must have a reasonable possibility of succeeding in their studies. To this end, Osborne and Gallacher (2004) conceptualise access as consisting of three components, namely, “getting in, getting through, and getting on” (p. 11). This implies that universities should:

- a. have flexible admissions criteria, pathways/articulation routes and admissions procedures and processes in place (getting in);
- b. respond to a diversifying student body by aligning the programmes, services, support mechanisms, and approaches to curriculum development, teaching and learning that it has in place to enable students to persist at their studies and graduate (getting through); and
- c. educate students for life and work in the 21st century (getting on).

Access Routes A range of access or entry routes to Higher Education (HE) studies should be in place. These include foundational / bridging / access programmes, Recognition of Prior Learning (RPL), and articulation possibilities between programmes and institutions.

Admissions Requirements Minimum admissions requirements for qualifications offered at HE institutions are legislated nationally (see section 3.2.3). Furthermore, HE institutions may set additional admission requirements for specific programmes.

Admissions Management This entails the policies, systems, procedures, structures and staffing that are in place to manage the admission, selection, placement and streaming of students. This includes student recruitment, processing applications, making admissions decisions and admissions offers, and integrating admissions offers with other services (e.g., financial aid, student housing) as well as the provision of student support.

Capping In some undergraduate and postgraduate programmes, the number of first-time entering applicants that are admitted has to be limited/capped in accordance with:

- a. The enrolment plan agreed to with the Department of Higher Education and Training (DHET).
- b. Available resources, infrastructure and staff capacity.
- c. Prescriptions of professional bodies.

Therefore, Senate and Council approve the capping of student numbers in specific programmes annually. In view of this, applicants are made aware that meeting the minimum admission requirements does not guarantee acceptance.

Enrolment Management Enrolment refers to the regulation and management of admissions. HE institutions develop enrolment plans and reach agreement with the DHET regarding enrolment targets, which includes equity targets. Institutions then institute procedures and processes to manage their enrolments according to the agreed targets.

Selection To meet enrolment targets, especially in programmes with a limited intake or with very specific admissions criteria (e.g., in some professional programmes), selection is undertaken. Selection needs to be done in a transparent way using published selection criteria and a process which is sensitive to achieving equity and redress.

Streaming Where a range of cognate programmes (e.g., Higher Certificate, Diploma, and Degree) are available in the discipline/career focus for which an applicant has applied, an applicant who is unsuccessful for one programme could be directed to a cognate programme for which she/he qualifies.

3. CONTEXT

Admission to study at University is informed and guided by:

- a. The *Constitution of the Republic of South Africa*, national policies and legislation pertaining to promoting equity of access and outcomes and admission requirements.
- b. Nelson Mandela University's Vision, Mission, Values, Strategic Priorities and Vision 2020 Strategic Planning Framework.
- c. Related University policies such as the *Recognition of Prior Learning Policy*, the *Readmission to Undergraduate Programmes Policy*, the *Teaching and Learning Policy*, *Policy for Academic Programme Articulation* and the *Master's and Doctoral Degrees Policy*.

3.1 Equity, Redress, Diversity and Access for Success

In the *Bill of Rights* contained in Chapter 2 of the *Constitution of the Republic of South Africa* (Act 108 of 1996), it is indicated in paragraph 29 (1) that all South Africans have the right "(a) to basic education ... and (b) to further education, which the state, through reasonable measures, must make progressively available and accessible". Building on this, in the *Education White Paper 3* (2007) one of the focus areas in higher education is identified as being "an inequitable distribution of access and opportunity for students and staff along lines of race, gender, class and geography" (p. 8)¹. Consequently, "equity and redress" is identified as being a fundamental principle in terms of providing opportunities for students to gain access to higher education studies and to be successful in such studies (*Education White Paper 3*, 2007). This is echoed in the *National Plan for Higher Education in South Africa* (2001)² in that it is indicated that higher education institutions need to "promote equity of access and fair chances of success to all who are seeking to realise their potential through higher education, while eradicating all forms of unfair discrimination and advancing redress for past inequalities" (p. 6). As reflected in this statement, the onus on Nelson Mandela University is to broaden access in a responsible way as students who are admitted should have a reasonable chance of succeeding in their studies and actualising their potential by providing a supportive, transformative learning environment.

¹ Department of Education (2007). *Education White Paper 3: A Programme for the Transformation of Higher Education*.

Pretoria: Department of Education.

² Department of Education (2001). *National Plan for Higher Education*. Pretoria: Department of Education.

Furthermore, promoting social equity and redress enables Nelson Mandela University to enrol a diverse student body which creates a vibrant “diverse intellectual and social”³ learning environment that enriches the quality of the student learning experience, intellectual debate and “greater social cohesion in our deeply fractured society” (Badat, 2011, p. 7)³.

3.2 Legislative, Regulatory and Policy context

3.2.1 *White Paper for Post-school Education and Training*⁴

The South African post-school system requires expansion and diversification to meet the training and HR development needs of our society. Consequently, the *White Paper for Post-School Education and Training* was released by the Department of Higher Education and Training (DHET). Among the key objectives outlined in the White paper are to develop “a post-school system that can assist in building a fair, equitable, non-racial, non-sexists and democratic South Africa”, “a single, coordinated post-school education and training system”, and to achieve “expanded access, improved quality, and increased diversity of provision” (p. xi). The White Paper sets out a vision for a transformed post-school system which ... “will be more equitable, much expanded and more diverse” (p. xvii-xviii) with a view to contributing to economic growth and development as well as reducing poverty.

The Higher Education sector is one of the key role players in the post-school system in South Africa. As such, Nelson Mandela University needs to be responsive to broadening access and articulation opportunities to learners from the envisaged expanded post-school system as a means of contributing to our country’s development agenda.

3.2.2 *Higher Education Act:*

Section 37(4) of the *Higher Education Act*, Act 101 of 1997 as amended, makes provision for universities, with the approval of Council and Senate, to determine their admission requirements. These requirements must be transparent in that they must be published and must be sensitive to facilitating access for a diverse range of students that have the potential to succeed.

3.2.3 *Minimum admission requirements:*

Applicants must meet the minimum admissions requirements that have been legislated for all the programme types included in the Higher Education Qualifications Sub-Framework⁵6(HEQSF). Furthermore, minimum admission requirements for Higher Certificate, Diploma and Degree programmes based on different qualifications on Level 4 of the National Qualifications Framework (NQF)⁷ and for international/foreign school-leaving qualifications⁸ have been gazetted and must be complied with when admitting applicants to undergraduate programmes. In addition, Section 37(4) of the *Higher Education Act*, Act 101 of 1997 as amended, makes provision for universities, with the approval of Council and

³ Badat, S. (2011). University access and admissions. *Insight: Higher Education South Africa*, 3, p. 4-9.

⁴White paper for post-school education and training. *Government Gazette*, 15 January 2014, No. 37229. Access from www.gpwonline.co.za and from www.dhet.gov.za

⁵ *Higher Education Qualifications Sub-Framework* (Government Gazette, No. 36003, 14 December 2012).

⁶ *Minimum Admission Requirements for Higher Certificate, Diploma and Degree Programmes* (Government Gazette, No. 31231, July 2008).

⁷ *Minimum Admission Requirements for Higher Certificate, Diploma and Bachelor’s Degree Programmes requiring a National Senior Certificate* (Government Gazette, No. 27961, August 2005), *Minimum Admission Requirements for Higher Certificate, Diploma and Degree Programmes Requiring a National Certificate (Vocational) at Level 4 of the National Qualifications Framework* (Government Gazette, No. 32743, 26 November 2009), and *Minimum Admissions Requirements for Higher Certificate, Diploma and Bachelor’s Degree Programmes for Holders of the Senior Certificate (Amended) and the Revocation of the Designated List of Subjects* (Government Gazette, No. 41473, 2 March 2018)

⁸ *Committee of University Principals: Requirements and Conditions for Matriculation Endorsement and Issuing of Certificates of Exemption to Bachelor’s Degree Studies* (Government Gazette, No. 31674, 5 December 2008).

Senate, to determine additional admission requirements (over and above the statutory minimum admission requirements) for each programme.

3.2.4 Enrolment Planning

Enrolment to universities is regulated through six-year enrolment plans (or as otherwise required) that universities submit and agree to with the Department of Higher Education and Training. University subsidies are partly linked to enrolment targets. In developing the enrolment targets a number of variables are used such as undergraduate and postgraduate numbers; enrolments per faculty and in scarce and critical skill areas, and enrolments by race, gender, class and geographical location. Furthermore, enrolment plans also take available resources and staff capacity into account. Enrolment planning is linked to admission in that the number of students enrolled in a year is shaped by the agreed upon enrolment plans.

3.2.5 Key strategies that focus on building capabilities of individuals and the South African economy and society

When determining the nature of the qualifications into which students are admitted and also Nelson Mandela University's enrolment plan, imperatives related to responsiveness to economic and societal needs in the following national and provincial strategic plans and strategies are *inter alia* taken into account:

- a. *National Development Plan Vision for 2030*⁹
- b. *National Research and Development Strategy (NRDS)*¹⁰
- c. *Ten-Year Innovation Plan (TYIP)*¹¹
- d. *Draft Strategy for Human Capital Development for Research, Innovation and Scholarship*¹²
- e. *Department of Higher Education and Training (DHET) Strategic Plan: 2010/11 - 2014/15*¹³
- f. *Department of Science and Technology (DST) Strategic Plan: 2011-2016*¹⁴
- g. *Eastern Cape Provincial Industrial Development Strategy (March 2010)*¹⁵

3.3 Nelson Mandela University Context

Nelson Mandela University's approach to the admission of students is underpinned and guided by its Vision, Mission, Values and research themes and focus areas. The Vision 2020 Strategic Planning Framework positions Nelson Mandela University as a responsive and engaged institution that contributes to a sustainable future through *inter alia* providing access and equality of educational outcomes to a diverse range of students with the potential to succeed academically, and especially for those groups that were historically disadvantaged or continue to be disadvantaged and under-represented (e.g., rural students). In addition, in accordance with Nelson Mandela University's value of Excellence and linked to Vision 2020 strategic goals related to student access, emphasis is placed on attracting a greater number of academically talented students from diverse backgrounds to the University while still catering for students who are less well prepared, but talented academically.

⁹ National Planning Commission, National Development Plan Vision for 2030
<http://www.npconline.co.za/medialib/downloads/home/NPC%20National%20Development%20Plan%20Vision%202030%20lo-res.pdf>

¹⁰ http://www.info.gov.za/otherdocs/2002/rd_strat.pdf

¹¹ <http://www.info.gov.za/view/DownloadFileAction?id=94066>

¹² Department of Science and Technology (DST), Draft Strategy for Human Capital Development for Research, Innovation and Scholarship, December 2012

¹³ <http://www.dhet.gov.za/LinkClick.aspx?fileticket=k4aKtPbYHds%3D&tabid=36>

¹⁴ <http://www.dst.gov.za/index.php/resource-center/strategies-and-reports>

¹⁵ <http://www.dedea.gov.za/Policies/Eastern%20Cape%20Provincial%20Industrial%20Development%20Strategy.pdf>

The way in which the University promotes academic merit, equity of access and redress in its admission of students is outlined in the sections below.

4. POLICY STATEMENT

Subject to legislation and higher education policy (see section 3), and mindful of its vision, mission and values, Nelson Mandela University seeks to enrol students who have the potential to succeed at the higher education level. Furthermore, Nelson Mandela University actively seeks to enrol a student body that reflects the broad diversity of cultural, linguistic, ethnic, socio-economic and educational backgrounds, locally, regionally and nationally. Nelson Mandela University further seeks to enrich the diversity of its student body through a process of internationalisation by drawing students from other African countries, as well as from the wider international community.

Nelson Mandela University is committed to both attracting increasing numbers of academically talented students and broadening access to its academic and research programmes through a variety of strategies by increasing the participation rates of students from historically disadvantaged and non-traditional educational backgrounds, from working class and rural backgrounds, of women, and of students in under-represented fields of study. Nelson Mandela University also provides access to students with disabilities¹⁶ based on academic merit and within the context of the university's ability to make reasonable provision for such students.

Nelson Mandela University is mindful that access to education is a basic human right enshrined in the *Constitution* (see section 3.1). However, this has to be balanced by the availability of resources to ensure that Nelson Mandela University can provide the students that it enrolls with the necessary teaching, learning and research resources so that they are provided with a quality learning experience and to enable them to successfully complete their studies. For this reason, enrolments in some programmes may be limited (see section 5.6).

To guide the implementation of this policy statement, eleven underpinning principles have been developed.

5. UNDERPINNING PRINCIPLES

The following principles¹⁷ underpin the implementation of Nelson Mandela University's *Admissions Policy*.

5.1 ***Procedures for the recruitment of students to Nelson Mandela University are clear and explicit and are implemented consistently and professionally.***

Ways in which effect is given to this principle include targeted marketing and recruitment strategies, and the availability of scholarships, bursaries and merit awards to attract qualifying applicants. For undergraduate admissions, while targeted marketing and recruitment strategies are largely aimed at Grades 10 to 12, for under-represented groups (e.g., rural learners) such strategies are implemented earlier, the admissions process is unpacked, and assistance is provided to complete and submit application forms.

¹⁶ Note: The University is working progressively towards enhancing access for students with disabilities. Disabled applicants are offered a place if they meet the University's admission requirements and whatever additional requirements that may be necessary to ensure that reasonable accommodation can be made. The nature and extent of the individual's disability as well as the learner resources available to support the disabled student at Nelson Mandela University are considered by the UADS in collaboration with the relevant programme coordinator/HoD to determine whether Nelson Mandela University is able to offer reasonable accommodation or not. Such decisions are made on an individual basis.

¹⁷ These principles have been significantly informed by the Quality Assurance Agency for Higher Education (QAA) (2006), Code of Practice for the Assurance of Academic Quality and standards in Higher Education. Section 10: Admissions to Higher Education. Can be accessed from www.qaa.ac.uk

5.2 Nelson Mandela University's promotional materials are accurate, relevant, current, and accessible, and provide information that will enable applicants to make informed decisions about their study options.

In terms of equity and redress, ways in which this principle is demonstrated include having promotional materials available in print and electronic forms, school visits and career fairs/exhibitions, advertisements, and through subject choice workshops and career guidance for school learners (some of which is achieved through empowering Life Orientation educators) and career counselling for students. Where a minimum number of student enrolments are required for a programme to be presented, such information is made known in advance with clear closing dates for the submission of applications.

5.3 To broaden access, a range of access and articulation routes are available and information on them is provided to applicants.

This principle is demonstrated through the availability of preparatory, bridging and articulation programmes some of which may be offered by Technical and Vocational Education and Training (TVET) Colleges, in incubator schools, as short learning or research capacity building programmes, as Summer/Winter Schools, or as extended programmes. As a comprehensive university, access to Nelson Mandela University is enhanced by students who enter qualifications at a lower HEQSF level being able to advance to different programme types and/or higher level qualifications through the application of articulation rules¹⁸ between programmes. Furthermore, mature and non-traditional students can obtain information about and gain access to studies through Nelson Mandela University's recognition of prior learning processes¹⁹.

5.4 To promote equity of access, admissions criteria and procedures are sensitive to the different starting points of applicants and seek to include those with the potential to succeed.

Effect is given to this principle by:

- a. The admissions requirements to the various programmes offered by the University consisting of both the statutory admission requirements²⁰ as well as additional requirements for admission to specific programmes approved by Senate²¹.
- b. Encouraging applications from applicants who meet both the statutory and specific admissions requirements. Nonetheless, the University also makes provision for various forms of alternative access/admission routes into its academic programmes. Alternative admissions routes are provided through, interviews, portfolio presentations, submission of a research proposal, the use of Senate's Discretion admission²², the application of a policy and procedures for the recognition of prior learning¹¹, and programme articulation agreements/rules.
- c. In addition, should applicants not meet the requirements to be admitted to a certain programme type, they could be streamed²³ into a related programme type, if available.

¹⁸ These are contained in the relevant programme rules in the *Prospectus* of each faculty. Articulation rules are guided by progression and articulation stipulations in the HEQSF.

¹⁹ Refer to Nelson Mandela University's *Recognition of Prior Learning Policy. (D/365/08)*

²⁰ See section 3.2.3

²¹ See the relevant sections on general and specific admission requirements to programmes and modules in the relevant faculty *Prospectus*; or the *General Information and Admission Requirements for Undergraduate Programmes*; or the *General Information and Admission Requirements for Postgraduate Programmes*.

²² Senate's discretionary admission, which is granted to an applicant who has not met the minimum requirements for degree/diploma studies but who demonstrates in an assessment process approved by Senate that he/she is suitable for degree/diploma studies or has completed a recognized Access course or a Foundation programme. (<http://www.hesa-enrol.ac.za/mb/faq.htm>).

²³ This is based on school and career interests in the case of undergraduate programmes and on previous academic performance and career interests for postgraduate students.

- d. In terms of equity and redress, Nelson Mandela University actively markets its different undergraduate access and admission routes among schools, Technical Vocational Education and Training (TVET) Colleges, Community Colleges, parents, learners and Life Orientation educators. In terms of the postgraduate access and admission routes, these are marketed to students at Nelson Mandela University, at other universities and the public through various marketing campaigns.

5.5 *Transparent, research-informed admission requirements are published and applied consistently during the admissions decision-making process.*

Nelson Mandela University's admission requirements:

- a. Comply with legislative and regulatory requirements.
- b. Are informed by research and are as appropriate and valid as possible.
- c. Are transparent and sensitive to both the need to broaden access as well as to admit a diverse range of students with the potential to succeed.
- d. Are formally approved before they can be applied (see Appendix A and B for a flowchart of the approval process for undergraduate and postgraduate qualifications respectively).
- e. Are published annually, internally and externally.

The appropriateness of the current undergraduate admissions requirements are to be reviewed at an institutional level every five years.

To enhance the consistency and accuracy of admissions decisions, capacity building opportunities are provided to staff involved in the admissions process. In addition, regular audits and reviews are conducted to ensure that admissions requirements are applied consistently (see also section 5.10).

5.6 *While Nelson Mandela University's approach to admissions is one of inclusivity, to meet equity-based enrolment targets and where places in programmes are capped/limited, selection mechanisms are made public. As there are normally more applications than places available, entry to these programmes may be competitive and for this reason the selection process is conducted in a confidential way*

Nelson Mandela University's admission requirements and processes are designed to include a diverse range of students (see section 4, 5.3 and 5.4). Nonetheless, as indicated in section 3.2.4, Nelson Mandela University's enrolment plan contains equity-based enrolment targets, which are responsive to national strategic priorities. Furthermore, as indicated in section 2 and in 3.2.4, in some undergraduate and postgraduate programmes, the number of first-time entering applicants that are admitted is capped/limited. Consequently, where certain groups are under-represented in a programme and where the number of students to be admitted to a programme is capped, the University applies selection mechanisms when making admissions offers in these programmes. When determining selection mechanisms care is taken that they facilitate equity and redress rather than enforcing past/present privilege or promoting elitism and that the University's internationalisation strategy is taken into account. The selection mechanisms must be approved by the Faculty Management Committee, reported to the Admissions section, and be published. In this way applicants are made aware that meeting the minimum admission requirements does not guarantee acceptance whilst being informed of the transparent selection mechanisms and that the process is conducted in a confidential way, with due regard to the applicant's right to request reasons for a rejection. Selection mechanisms should be implemented in such a way that they expedite rather than delay applicants being informed of the outcome of their application and that selection decisions are appropriately recorded.

5.7 When deciding on the admission of students to master's and doctoral studies, the admissions requirements are considered together with available resources and the alignment of the applicant's proposed research with institutional and faculty research themes

While Nelson Mandela University is committed to enrolling increasing numbers of students in master's and doctoral programmes, care is also taken to ensure that the academic department/faculty has the necessary supervisory capacity and research and teaching expertise available to guide the student through the research and learning process to successfully complete the qualification. Furthermore, consideration also needs to be given to the availability of appropriate research laboratories, where relevant, and research funding. Nelson Mandela University's research agenda is focused on key institutional and faculty research themes/areas and alignment of the applicant's research focus with these themes is preferable. Consequently, other than meeting the admission requirements, consideration is given to available supervisory, infrastructure and funding resources as well as alignment of the applicant's proposed research focus with the institutional/faculty research themes before an admissions offer is made.

5.8 The admissions processes is conducted efficiently, consistently, fairly, professionally and courteously according to fully documented operational procedures that are readily accessible to all those involved in the admissions process, both within and without the institution, including applicants.

The University's admissions procedures are designed to be simple, efficient and fair and staff members discharge their duties courteously, professionally, ethically and as consistently as possible during the recruitment and admissions process. The procedures are documented in *Procedures for Implementing Nelson Mandela University's Admission Policy for Undergraduate Programmes* and in the *Master's and Doctoral Degrees Policy*²⁴. Flowcharts of the undergraduate, honours, and master's and doctoral admissions processes are provided in Appendix C, D and E respectively. More detail is also provided in section 7.

To ensure efficiency, in instances where final results are not yet available, pre-final results for the school-leaving qualification or the prerequisite prior higher education qualification are used when making an initial admissions offer. Prior to registration, the onus is on the applicant to furnish the university with all the necessary documentation confirming their final results and attainment of a school-leaving qualification or the prerequisite prior higher education qualification.

Procedures are in place in Academic Administration for responding to applicants' queries about an admission decision, complaints about the admissions process and to ensure that all staff members involved with admissions are familiar with the policies and procedures. The procedures are documented in *Procedures for Implementing Nelson Mandela University's Admission Policy for Undergraduate Programmes* and in *Master's and Doctoral Degrees Policy*.

5.9 Procedures are in place for informing applicants and staff on what grounds appeals against the outcome of an admissions decision may be considered and how applicants' appeals are considered and responded to.

Procedures are in place in Academic Administration for informing applicants on what grounds and how they can appeal an admissions decision. An applicant must appeal in writing. Appeals are considered by an individual/committee involving staff not directly involved in the original decision. The Admissions Office communicates the outcome of the appeal to the

²⁴The *Honours Degree Policy*, which will include a section on the admissions process, is being developed. In the interim, the principles outlined in the **Admissions Policy** and the flowchart of the admissions process in Appendix D should be used.

applicant. Specific detail on appeal processes is contained in the *Procedures for Implementing Nelson Mandela University's Admission Policy for Undergraduate Programmes* and in *Master's and Doctoral Degrees Policy*. In the case of undergraduate students applying to transfer to a programme in another faculty, the appeal will be considered by the Admissions Committee. In the case of Honours applications, the appeal is dealt with by the Faculty Management Committee (FMC).

5.10 Successful applicants are provided with relevant information about their studies and how to access and optimise the learning support available.

Effect is given to this principle by:

- a. Informing prospective students at the time an initial admissions offer is made of the obligations placed on them (e.g., that they must inform Admissions of their final school-leaving or course marks for a prior higher education qualification).
- b. Informing prospective students timeously of any significant changes to a programme made between the time an initial admissions offer is made and registration is concluded, and advising them on its implications and if relevant, of the options available in these circumstances.
- c. Providing successful applicants with information about the registration and orientation of new students and the range of support and holistic development opportunities that the University provides.

5.11 The integrity of admissions information, systems and processes is ensured by implementing quality control procedures.

Examples how this principle is demonstrated include:

- a. Quality control procedures that are in place during the admissions process (e.g., computer system validation reports).
- b. After each admissions cycle, conducting regular audits and reviews of student admissions, selection mechanisms, the admissions process and the data that have been captured, and quality assurance interventions instituted by the University.
- c. The role played by the Admissions Committee and the Postgraduate Studies Committee in reviewing the admission process and decision-making standards.

6. APPLICANTS' RIGHTS AND RESPONSIBILITIES

Throughout the admissions process outlined in section 5 and spelt out in more detail in the *Procedures for Implementing Nelson Mandela University's Admission Policy for Undergraduate Programmes* and in the *Master's and Doctoral Degrees Policy*, **the applicant has the right to expect that:**

- Nelson Mandela University will apply the published admissions principles, criteria and procedures.
- Their application will be processed in a careful and fair way based on principles that are consistently applied during an admissions cycle.
- They will not be discriminated against based on race, ethnicity, nationality, gender, sexuality, religion, disability or age.
- They will receive the outcome of their application within a reasonable time-frame.
- Should their application be unsuccessful, they have a right to seek information about why the application was unsuccessful and appeal the decision.
- Should their application to their first-choice programme be unsuccessful, they could request to be considered for an alternative programme.
- Where their application is successful, that Nelson Mandela University will provide them with information regarding the submission of final marks and registration requirements.

Applicants to Nelson Mandela University also have certain **responsibilities**, which, if they are met, will ensure that applications are processed and admissions decisions are reached as soon as possible. Applicants need to **accept responsibility to**:

- Read the instructions on the Application Form carefully before completing and submitting their application.
- Complete the Application Form honestly and accurately.
- Provide complete and verified supporting documentation with the application where requested²⁵.
- Where previous post-school studies have been undertaken, complete academic records/transcripts must be submitted along with a statement of good conduct.
- Accept the conditions as set out in the *Declaration by applicant* in the Application Form.

7. EQUITY OF ACCESS AND SUCCESS

Nelson Mandela University's commitment to promoting equity of access and enrolling a diverse student body is evident both prior to and beyond the admissions process. To contribute to the preparation of high school learners for university studies, Nelson Mandela University partners with schools to provide summer and winter schools in gateway subjects, enhance mastering Mathematics and Science in Grades 10 to 12, provide educator in-service training, career fairs, and school visits, for example.

As Nelson Mandela University is working progressively towards enhancing access for students with disabilities, applicants with a disability are encouraged to disclose this on their application form. This ensures that in addition to considering the admission requirements to the programme applied for, additional requirements that may be necessary to ensure that reasonable accommodation can be made can also be considered. This enables the University to evaluate the nature of the reasonable accommodations that will be needed to support a disabled applicant's learning and whether such accommodations can be made. Failure on the part of applicants to disclose a disability may impact on the University's ability to make reasonable accommodations for them.

Once admitted, students are provided with effective support and capacity-building opportunities to enable them to cope with the demands of their academic programmes and to prepare them for the demands of their work and life²⁶. This support may include developmentally-focused assessment of student needs; academic development and co-curricular programmes; foundational/fundamental modules and resources; research capacity development; writing development and guidance on upholding academic integrity in all scholarly activities; accessing language editing; access to computers and the Internet; library and information services; peer-facilitated learning in small groups; counselling and career guidance; and effective teaching and learning practices that *inter alia* facilitate epistemological access.

Nelson Mandela University also assists students, who have the potential to succeed academically, to access research funding and financial aid from bursaries and loans that are made available by Nelson Mandela University as well as by other sources. By means of the strategies outlined in this section, Nelson Mandela University endeavours to create a supportive learning environment so that students that are admitted have the opportunity to achieve to their potential and complete their programmes successfully. As students need to take co-responsibility for their learning experience, they need to exercise responsibility to make use of the support and development opportunities that the University provides.

²⁵An applicant who submits a document in support of their application, which contains a false statement, is altered or forged, will be prosecuted both criminally as well as in terms of the Student Disciplinary Code. The findings of the Disciplinary Committee will be communicated to all tertiary institutions in the country.

²⁶ Refer to *Teaching and Learning Policy* for more information in this regard.

8. IMPLEMENTATION OF ADMISSIONS POLICY

As indicated in section 5.7, in reaching a decision on admission, the University makes use of an admissions process that is fair and transparent.

Detailed admissions procedures²⁷ for implementing the *Admissions Policy* for undergraduate and postgraduate admissions are documented separately. Academic Administration is responsible for making these documents accessible to applicants and all those involved in the admissions process.

In implementing the *Admissions Policy* cognisance is also taken of general and faculty specific rules and related policies²⁸.

The following role players are responsible for effecting various aspects of the admissions process:

a. Executive Deans

- i. Directing mechanisms for broadening access to programmes in the faculty.
- ii. Directing enrolment planning in the faculty as well as equity-based admissions target setting.
- iii. Directing the setting and approval of admission requirements.
- iv. Directing the mechanisms for selecting applicants in limited intake/capped programmes.
- v. In exceptional circumstances making a decision to admit a meritorious late applicant.
- vi. In exceptional circumstances, in consultation with the HoD/DoS, adjusting the approved cap for a programme during an intake.

b. HoDs/Programme Coordinators/Heads of Programmes

- i. Proposing the overall admissions requirements and subject requirements (where relevant) for a programme and submitting them for approval to relevant committees.
- ii. Proposing admission requirements stipulated by professional or external accrediting bodies and submitting them for approval to relevant committees.
- iii. Proposing alternative selection mechanisms, where relevant.
- iv. Identifying programmes where targeted groups are under-represented and/or where enrolment must be capped and proposing selection mechanisms in these programmes to the Faculty Management Committee²⁹.
- v. Making admissions decisions for postgraduate applicants and for undergraduate applicants with further or additional education and training or for transferring students.

c. Admissions Officers

- i. Making direct entry admissions decisions to undergraduate programmes based on:
 1. Statutory requirements
 2. Composite point score
 3. Subject requirements

²⁷A Central Applications System (CAS) is being developed nationally. The CAS will receive all applications for undergraduate university study and distribute them to the universities that applicants indicate. Universities will still be responsible for making admissions decisions. CAS will be phased in over the next decade and currently does not impact on Nelson Mandela University's undergraduate admissions procedures.

²⁸*Inter alia* the *Recognition of Prior Learning Policy* and the *Readmission to Undergraduate Programmes Policy*. The *Readmission Policy* is applied when readmitting and registering or refusing readmission to returning undergraduate students each year.

²⁹The *Management Information* section supplies data to guide capping and the identification of programmes where targeted groups are under-represented. The *Centre for Access Assessment and Research (CAAR)* can assist in the design of selection mechanisms and processes.

- ii. Such decisions may also require implementing selection mechanisms approved by the Faculty Management Committee where the new intake into a programme is capped or where the number of admissions of applicants from under-represented groups needs to reach a specific proportion.
- iii. Consulting with HoDs and Programme Coordinators regarding the application of admissions criteria, particularly in difficult cases.
- iv. Regularly communicating with HoDs and Programme Coordinators regarding the number of applicants accepted, the requirements of professional or external accrediting bodies, and regarding applicants with further studies and transferring students.
- v. Ensuring that quality control measures are in place and are adhered to for the purposes of data and decision-making integrity.

d. Departmental Selection Panels

Informed by the principles underpinning the University's approach to admissions outlined in section 5, these panels are responsible for:

- i. Proposing and gaining approval for the selection process to be used.
- ii. Determining and gaining approval for the composition of selection panel and the frequency of the panel's meeting dates.
- iii. Putting mechanisms in place to ensure that the decision-making process is fair and transparent.
- iv. Communicating the admissions decisions to the Admissions Office.

e. Faculty Management Committees

The Faculty Management Committees are responsible for:

- i. Instituting enrolment planning.
- ii. Determining the number of students that can be accommodated in each programme in the faculty, on the basis of which caps are proposed to the Executive Committee of Senate, where appropriate.
- iii. Approving selection criteria, mechanisms and processes to be used in programmes where selection is required.
- iv. Where appropriate, approving the composition of a departmental selection panel and the date by when the selection process will be concluded.
- v. Using data provided from Strategic Intelligence and Data Analytics (SIDA), monitor the number of students admitted throughout the admissions process.
- vi. Dealing with admissions appeals where the admissions decision has been made by a HoD/DoS.

f. Mandela International Office

- i. Receive applications for international applicants
- ii. For undergraduate applications, the Mandela International Office works in collaboration with Admissions to effect admissions decisions.
- iii. For postgraduate applications, the Mandela International Office refers the application to the relevant HoD/DoS for a decision.

g. Universal Accessibility & Disability Services (UADS)

The UADS is responsible for:

- i. Identifying prospective applicants who have reported their disabilities, in conjunction with school principals and Nelson Mandela University Marketing and Corporate Relations, and advising them of the assistance that can be provided.

- ii. Collaborating with Emthonjeni-Fountain of Student Wellness, faculties and other relevant stakeholders to explore the most appropriate career choices for prospective applicants.
- iii. Consulting with HoDs and Programme coordinators regarding reasonable accommodation concessions, assistive devices and study material conversion requirements for prospective applicants.
- iv. Providing additional information (e.g., regarding Braille or JAWS screen proficiency, mobility, and assistive devices) to Admission Officers, Departmental Selection Panels and HoDs, where relevant, that can assist in reaching an admissions decision.
- v. Issuing reasonable accommodation letters to students and introduction letters to HoDs and Programme coordinators once the students are registered.
- vi. Communicating with HoDs and Programme coordinators regularly regarding the number of students accepted and disabilities involved.
- vii. Adhering to all aspects with regard to confidentiality.

h. Admissions Committee

As a committee of Senate, the Admissions Committee:

- i. Provides guidance related to admissions decisions.
- ii. Considers and reaches decisions about undergraduate appeals in an ethical and transparent way.
- iii. Advises Senate on appropriate admission criteria and methods and mechanisms for managing capping targets or the admission of under-represented groups.
- iv. Submits reports to Senate regarding the efficiency of undergraduate admissions decision-making process and suggested improvements.
- v. Monitors the implementation of the *Admissions Policy* and the procedures for its implementation for undergraduate studies and suggests refinements when necessary.

i. Postgraduate Studies Committee (PGSC)

As a committee of Senate, the PGSC *inter alia*:

- i. Advises Senate on appropriate postgraduate admission criteria and methods and mechanisms for managing capping targets or the admission of under-represented groups.
- ii. Submits reports to Senate regarding the efficiency of postgraduate admissions decision-making process and suggested improvements.
- iii. Monitors the implementation of the *Admissions Policy* and the procedures for its implementation for postgraduate studies and suggests refinements when necessary.

j. Faculty Postgraduate Studies Committee (FPGSC)

The FPGSC *inter alia*:

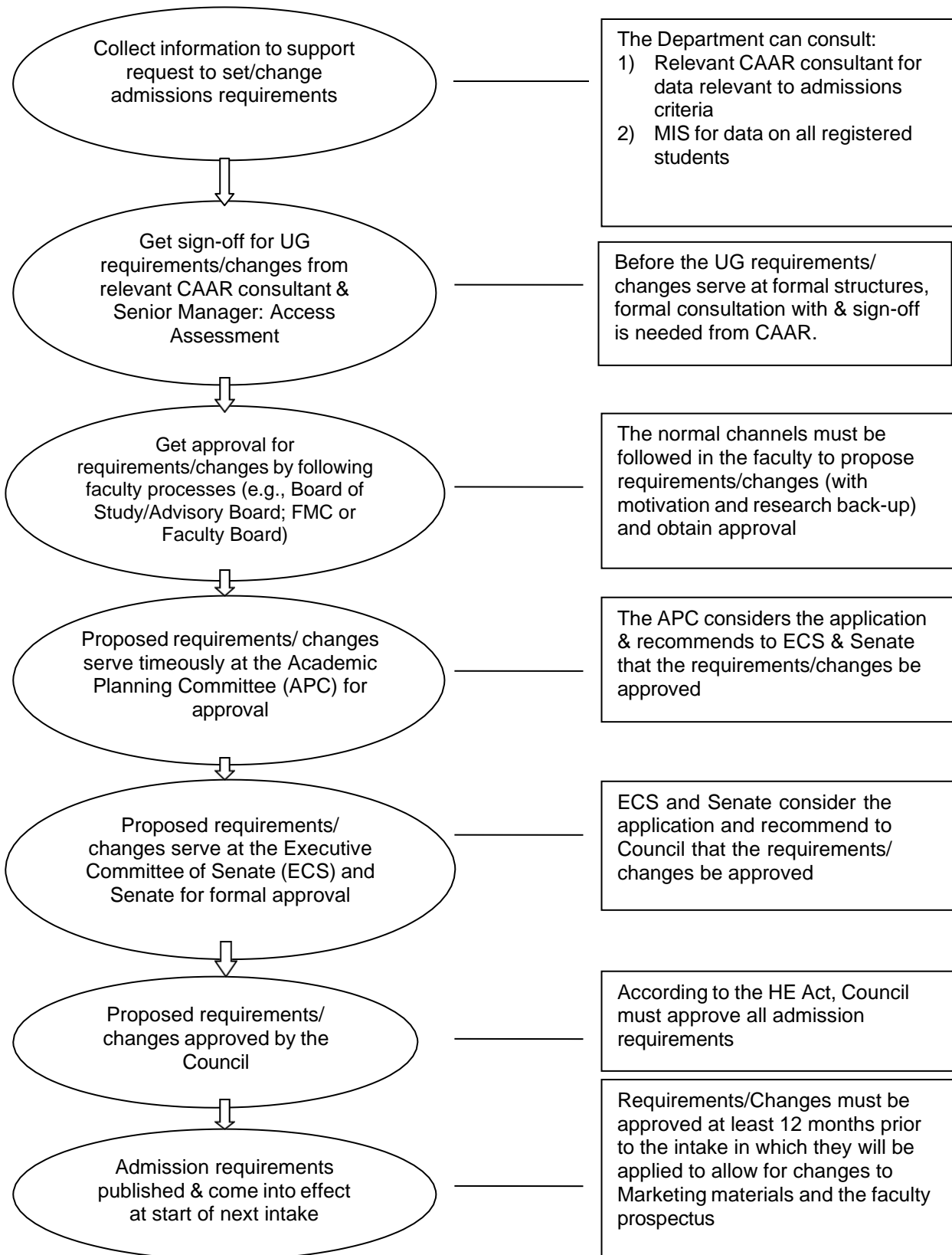
- i. Ratifies postgraduate admissions decisions based on the recommendation of HoDs.
- ii. Considers and reaches decisions about postgraduate admissions appeals in an ethical and transparent way.

9. MONITORING IMPLEMENTATION OF, REVIEWING AND UPDATING THE ADMISSIONS POLICY

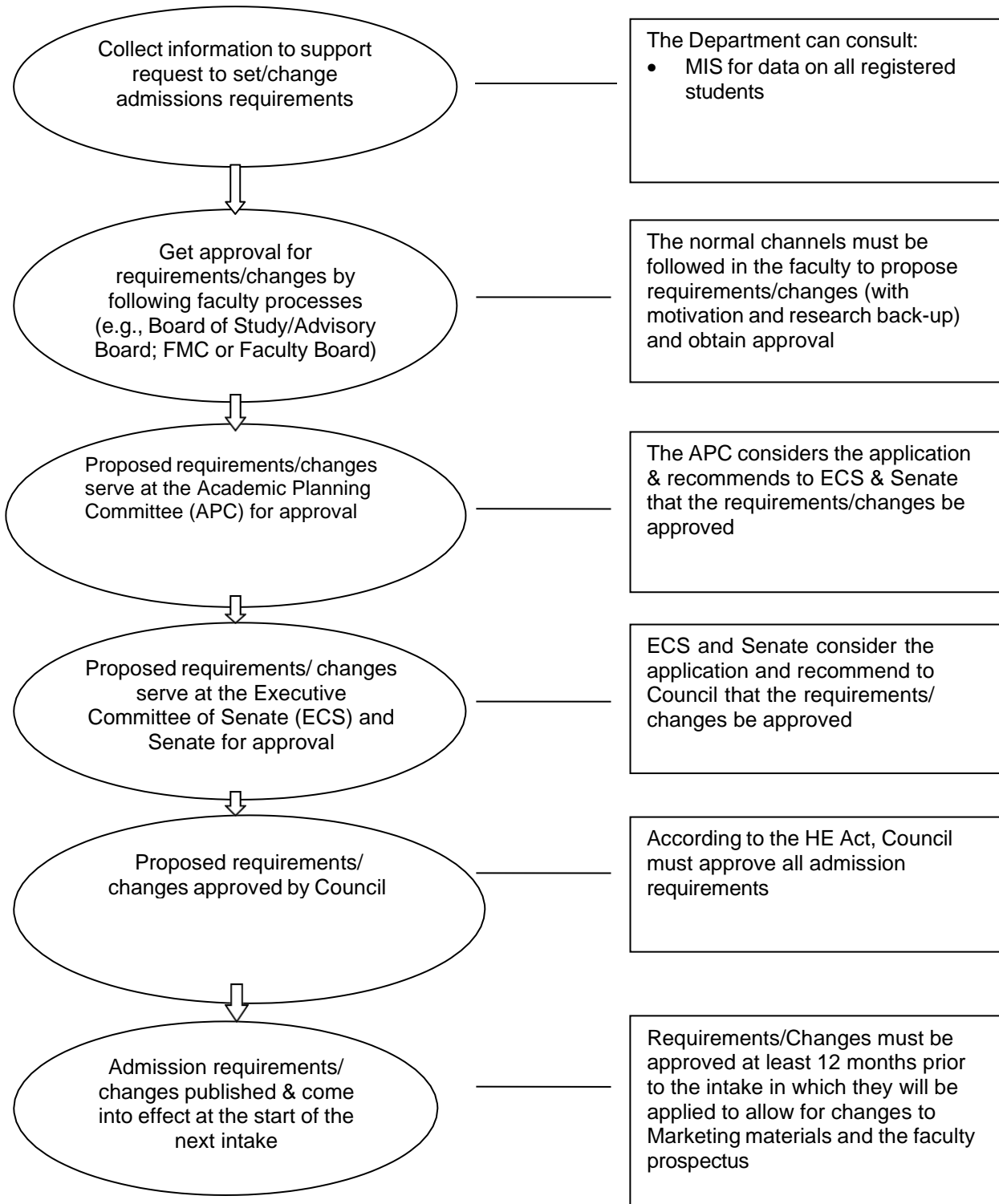
Nelson Mandela University's Senate has established an Admissions Committee and a Postgraduate Studies committee *inter alia* to:

- a. monitor the admissions process and the consistency of admissions decision-making for undergraduate and postgraduate admissions respectively;
- b. ensure that the *Admissions Policy* and procedures for implementing it continue to support the vision, mission, values and strategic priorities of the University as well as national priorities, and that they remain current and valid; and
- c. advise Senate on matters related to the admissions policy, processes, standards and requirements and when necessary, make recommendations regarding changes and refinements to Senate via the faculty and institutional committee structures.

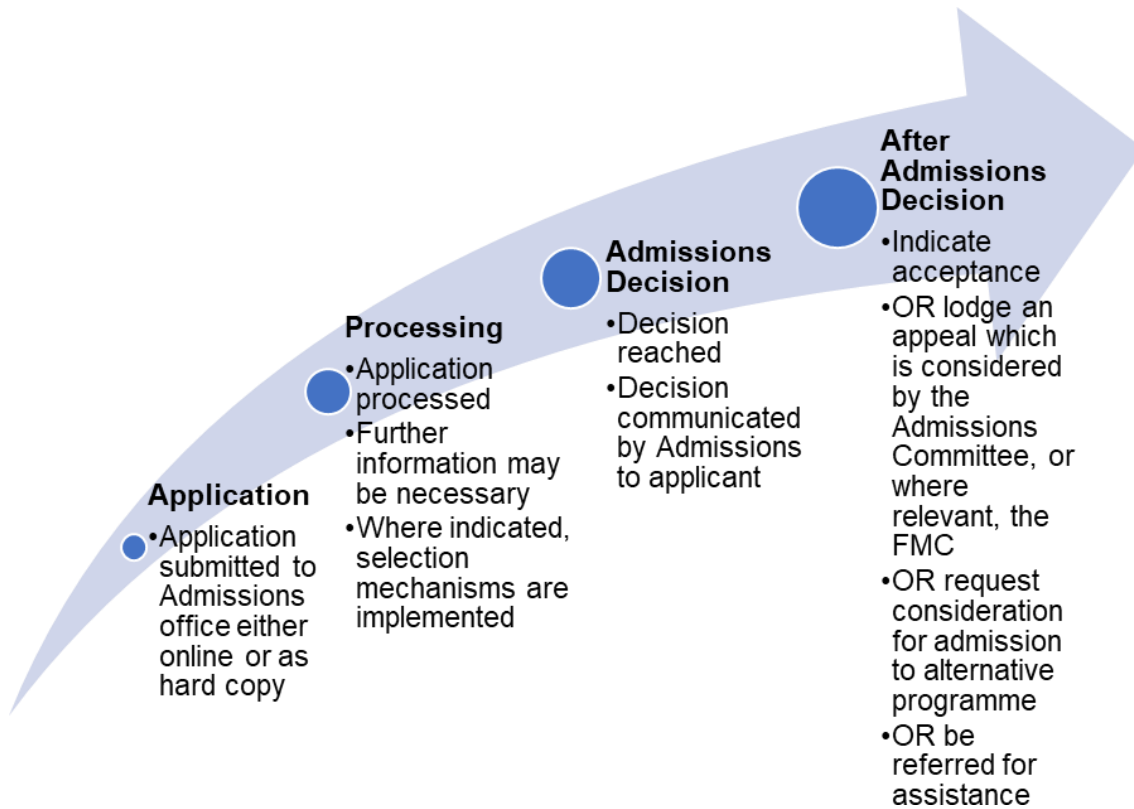
**Appendix A
Setting/Changing Undergraduate Admissions Requirements: Process Followed**



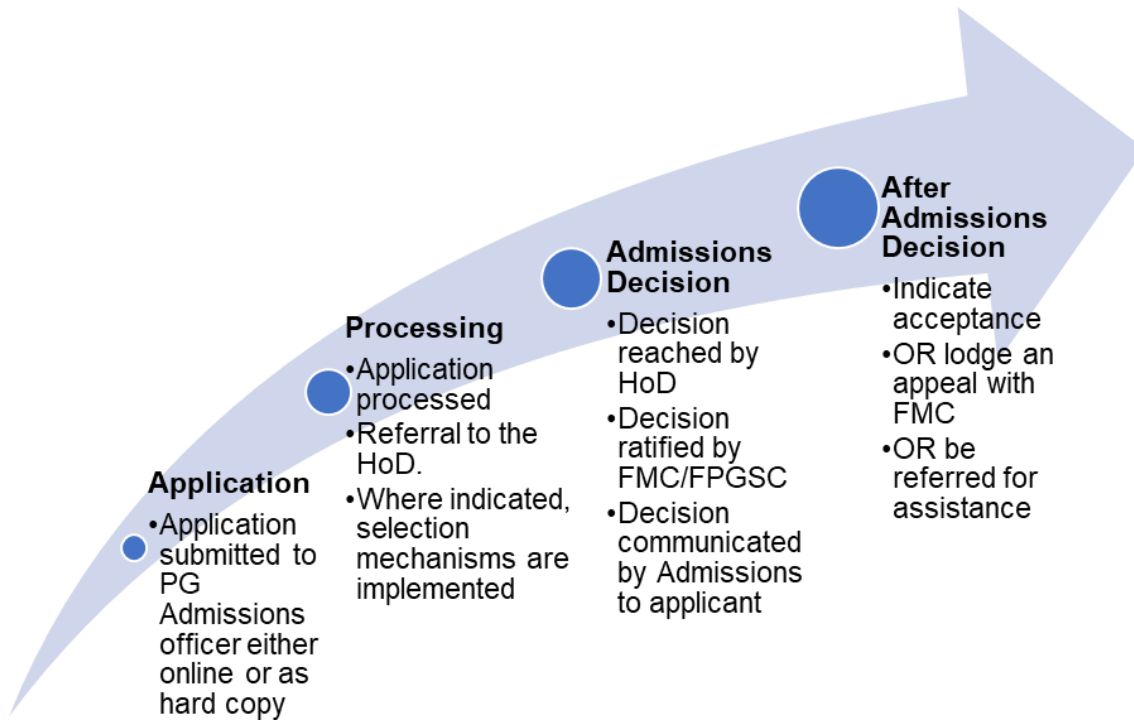
**Appendix B
Setting/Changing Postgraduate Admissions Requirements: Process Followed**



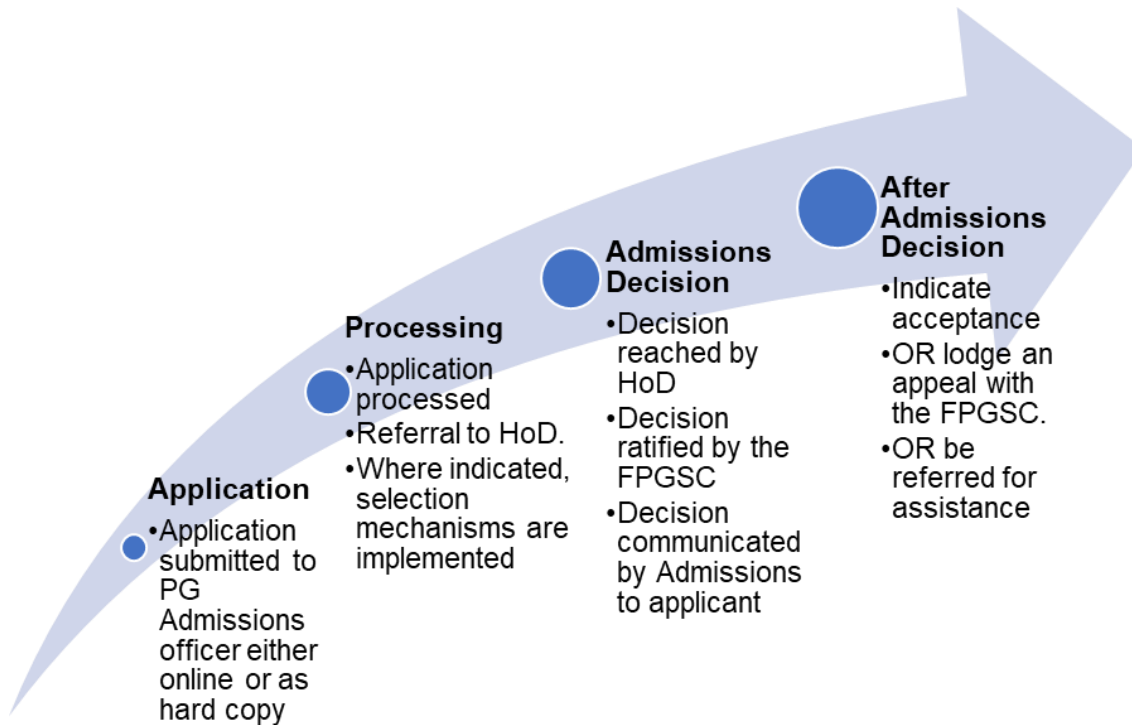
**Appendix C
Flowchart of Undergraduate Admissions Process: Applicant’s Perspective**



Appendix D
Flowchart of Honours Admissions Process: Applicant's Perspective



Appendix E
Flowchart of Postgraduate Admissions Process: Applicant's Perspective



ACADEMIC PROGRESSION AND READMISSION TO UNDERGRADUATE PROGRAMMES**1. PURPOSE OF THE POLICY**

Section 37(4) of the Higher Education Act, Act 101 of 1997 as amended, stipulates as follows:

(4) Subject to this Act, the Council may, with the approval of senate:

- (a) determine the entrance requirements in respect of particular higher education programmes;*
- (b) determine the number of students who may be admitted for a particular higher education programme and the manner of their selection;*
- (c) determine the minimum requirements for readmission to study at the public higher education institution concerned; and*
- (d) refuse readmission to a student who fails to satisfy such minimum requirements for readmission.*

The purpose of this policy is to indicate both the process by which Senate determines readmission requirements and who has the authority to refuse readmission to a student who fails to satisfy such minimum requirements for admission. The policy furthermore addresses the importance of reviewing student progress, where a student can obtain information on readmission requirements, the support afforded to students with conditional readmission, and the process to be followed to appeal a readmission refusal decision.

2. POLICY**2.1 Principles**

- 2.1.1 In accordance with sound educational practices related to enhancing academic success, procedures need to be in place to regularly review the academic progress of students and to raise students' awareness about initiatives and resources to enhance their success.
- 2.1.2 Where students are progressing satisfactorily, faculties should provide positive feedback and encourage them to continue to work hard and access all the available student success initiatives and resources.
- 2.1.3 Where students are not progressing satisfactorily, faculties must alert students to this and put mechanisms in place to connect them to student success services, initiatives and resources that can assist them.
- 2.1.4 Students also need to monitor their progress and actively seek out opportunities and resources that are provided by the University to enhance their success.
- 2.1.5 The LT Collab is responsible for providing a range of student success services, initiatives, and resources and to actively market these to students.
- 2.1.6 At the end of each academic year, students either meet the readmission requirements for the next year of study, or they do not and are conditionally readmitted.
- 2.1.7 Readmission refusal will only apply when students reach the maximum years of study for the programme in which they were enrolled but have still not obtained all the required credits.

2.2 Review of academic progress

Nelson Mandela University upholds academic excellence in its endeavour to equip students with transformative and sustainable graduate attributes. Among the principles underpinning learning at the University³⁰ is that lecturers have high expectations that students will succeed in their studies. Academic progression can be viewed as persistence and motivation to achieve a mark of 50% or more in the modules enrolled for. It is the responsibility of lecturers, professional academic support staff, and students to co-create learning experiences that promote excellence and foster student success.

³⁰ Teaching and Learning Policy <https://my.mandela.ac.za/irc/305.01.pdf>

Furthermore, in accordance with sound educational practices related to enhancing academic success, procedures need to be in place to regularly review the academic progress of students. Monitoring students' academic performance, psycho-social status and possible aggravating factors on an ongoing basis is a key strategy to enhance student success and throughput. **Each Faculty Board must thus approve a process to review the performance of students at a module and/or programme level in their Faculty, submit the process to the Learning and Teaching Committee for approval, and monitor the implementation of the review process.**

It is foreseen that for faculties to effectively manage the review of student progress, certain administrative processes might have to be collaboratively developed by the faculties and Faculty Administration. The review must be done regularly (so that lecturers/programme coordinators/Heads of Departments are better informed of the progress of students, and they could become aware of any personal, academic or other circumstances that might be negatively impacting on the progress of students). The provision of timely feedback on their progress to students will facilitate early detection of academic performance challenges and improvement mechanisms can be activated. RADAR is available in all faculties to facilitate the tracking of student progress and linking to targeted interventions. Where specific student needs and problems are identified, students should be referred to resources and professional services that can assist them (e.g., referral to online student success resources; Supplemental Instruction; Emthonjeni Student Wellness; Financial Aid; Student Health Services; Universal Accessibility and Disability Services). It is the responsibility of the student to contact the support service that they have been referred to and to participate in the various development and support activities and online resources that could assist them to succeed academically. Students should keep a record of their engagement in support activities and notify the referring agent or lecturer about this if requested. This should be done with great care so that the student's privacy and confidentiality are upheld.

2.3 Minimum Requirements for Readmission

Minimum requirements for readmission must be determined by faculties, submitted for approval to Senate and published in the faculty prospectus. **It is thus the responsibility of each Faculty Board to ensure that:**

- 2.3.1 The general principles for determining readmission rules contained in Appendix A are used as a guideline when determining the minimum requirements for undergraduate programmes in the faculty.
- 2.3.2 Readmission requirements for each programme (for all year levels) are determined, submitted for approval to Senate via the Academic Programme Committee, and published in the faculty prospectus. Faculty Boards may decide to determine generic readmission requirements for all or groups of programmes in the faculty instead of determining the requirements per programme. Generic faculty readmission requirements must also be submitted for approval to Senate via the Academic Programme Committee and must be published in the faculty prospectus.
- 2.3.3 The attention of students is drawn to the readmission requirements during the registration process. This is especially important if a student's academic progress is unsatisfactory and conditions are placed on his/her readmission. In this instance, the Faculty Management Committee (FMC) in collaboration with Faculty Administration must determine the process to be followed to record the conditions for readmission on the student record and to notify the student of the conditions.
- 2.3.4 Conditions for Readmission could include combinations of:
 - a. Referral to an academic advisor, student success coach, and/or student wellness counsellor.
 - b. Prescribing the modules that a student can enrol for in a semester/year
 - c. Prescribing the number of modules that must be passed in a semester/year
 - d. Attendance of tutorials and/or SI sessions
 - e. Class attendance
 - f. Sessions with an academic literacies (writing) consultant
 - g. Working through online student success resources

2.3.5 A Structured Student-centred Programme to Enhance Academic Progress

- a. At the end of each academic year, student progress is reviewed. Students who are conditionally readmitted, participate in a structured programme to Enhance Academic Progress (EAP). Participation is not optional. The EAP programme is tiered relative to the extent to which academic progress goals have not been met. The programme runs throughout the academic year and includes the guided development and implementation of a success plan by the student and ongoing monitoring of progress and refinement of the plan to link students to targeted support and development opportunities.
- b. In drawing up a success plan, a student wellness counsellor, success coach or academic advisor could guide the student to consider a change of programme.
- c. When the maximum period of study for a qualification is reached, the student will only be readmitted under special circumstances (e.g. when the student, with due consideration of his/her academic record, is likely to complete his/her qualification by the end of the year). However, faculties will also consider whether the student participated in the EAP programme in the years when they were conditionally readmitted. If the student did not substantially participate in the EAP, this could count against giving them a further opportunity to complete the qualification.

2.4 Process to determine if Readmission Requirements Have Been Met and to Refuse Readmission

The following process must be followed when reaching a decision whether the readmission requirements have been met:

- 2.4.1 The performance of all students registered for a programme in a faculty must be reviewed against the readmission requirements. Unless the Faculty Board decides otherwise, this review will normally take place at the end of an academic year.
- 2.4.2 Students who have not yet reached the maximum years of study for their programme must be notified by faculty administration if they have been readmitted as they met the requirements or if they have been conditionally readmitted and what the conditions are.
- 2.4.3 The Head of Department/Director of School/Executive Dean has the delegated authority to refuse the readmission of students who have reached the maximum years of study for their qualification but did not manage to complete the qualification. The Head of Department/Director of School in collaboration with faculty administration must convey the fact that readmission has been refused and the reasons for this must be attached to the Student Record. The Head of Department/Director of School must be able to provide the detailed information that informed the decision, should the decision to refuse readmission be appealed.
- 2.4.4 A student who has been refused readmission can appeal.

2.5 Appeal procedure

The student has the right to appeal against a decision to refuse readmission. The appeal will normally be handled by the Faculty Management Committee³¹, unless the Faculty Board determines that another faculty committee must consider the appeal. In the latter instance, the Faculty Board must determine the composition of the committee. The decision reached by the appropriate faculty committee regarding the readmission appeal will be final and no further appeal will be permitted.

The process followed to apply for, consider and deal with a readmission appeal is as follows:

- 2.5.1 A student must submit their appeal in writing on a prescribed readmission appeal form, with full motivation and supporting documentation, to the Faculty Administration by either the last day of the re-examination period or within five (5) working days of receiving notification of readmission refusal, whichever date is the latest. The Faculty Administration must forward

³¹ It is good practice to include the faculty student academic rep on the committee hearing the appeal

the appeal, together with a copy of the student's study record and the letter in which the student was informed that he/she was being refused readmission, to the Faculty Management Committee.

- 2.5.2 The Faculty Management Committee or the committee identified by the faculty to do so will then handle the appeal where consideration could be given to factors such as:
- (a) The student's academic record and whether they are close to completing all the modules in the qualification.
 - (b) Whether the student participated in programmes and activities to enhance their academic progress.
 - (c) Whether there are any special circumstances related to the student's unsatisfactory academic performance that should be taken into account and which could mitigate against refusing readmission.
- 2.5.3 A statement of the outcome of the appeal and a motivation for the decision reached must be communicated to and placed on the student's record by the Faculty Administration.

3. APPLICATION OF THIS POLICY AND MONITORING OF IMPLEMENTATION

This policy is applicable to all students, academic lecturing staff and relevant administrative staff.

The Executive Dean of each Faculty must annually submit a report to the Learning and Teaching Committee on:

- a. the number of decisions to refuse readmission, and on the appeals lodged and how these were dealt with,
- b. the number of conditional readmissions and the intervention mechanisms put in place.

The LT Collab must annually submit a report to the Learning and Teaching Committee on the structured Enhancing Academic Progress programme, the range of student success resources, interventions and activities available and the extent to which students are accessing them.

The Learning and Teaching Committee, will be responsible to review the application of the policy across the faculties, to report to the Executive Committee of Senate on readmissions matters as needed, and to recommend revisions to the policy when necessary.

4. ABBREVIATIONS USED IN THIS DOCUMENT

HoDs Heads of Departments

DoSs Directors of Schools

EAP Enhancing Academic Progress

FMC Faculty Management Committee

LT Collab Learning and Teaching Collaborative for Success

APPENDIX A
GENERAL PRINCIPLES FOR DETERMINING READMISSION RULES FOR UNDERGRADUATE PROGRAMMES (Excluding Honours & BTech)

1. General Principles

The following general principles will apply:

- a) Faculties should consider not only a level (i.e., number of credits accumulated per year of registration), but also a range in which conditional readmission will apply;
- b) Faculties should have the discretion to determine the minimum credit value for readmission to a particular programme;
- c) Where the maximum study period has been reached, but a student is close to graduating in that he/she only requires a few credits to graduate, the Faculty should have clear criteria in place to apply discretion to readmit the student;
- d) Faculties should have the discretion to deal with possible exceptions.

2. Maximum period of study

2.1. Full time: The following maximum periods of study are allowed for full-time students:

| Programme Credits | Minimum Period of Study | Maximum Period of Study |
|-------------------|-------------------------|-------------------------|
| 120 credits | 1 year | 2 years |
| 360+ credits | 3 years | 5 years |
| 480+ credits | 4 years | 6 years |

2.2. Full time Extended Programmes: The following maximum periods of study are allowed for full-time students in extended programmes:

| Programme Credits | Minimum Period of Study | Maximum Period of Study |
|-------------------|-------------------------|-------------------------|
| 120 credits | 2 years | 3 years |
| 360+ credits | 4 years | 6 years |
| 480+ credits | 5 years | 7 years |

2.3. Part Time: The following maximum periods of study are used as a guideline for part-time students taking due cognisance of personal circumstances:

| Programme Credits | Minimum Period of Study | Maximum Period of Study |
|-------------------|-------------------------|-------------------------|
| 120 credits | 2 years | 3 years |
| 360+ credits | 4 years | 7 years |
| 480+ credits | 6 years | 8 years |

3. Maximum period of study exceeded

In the event that a student exceeds the maximum allowable period of study, the student will only be readmitted under special circumstances (e.g. when the student, with due consideration of his/her academic record, is likely to complete his/her qualification by the end of the year).

4. Progress-based readmission criteria in table format

4.1. Full time students

The following template serves as an example to be used by faculties for full time students:

| Period of Registration | 3-year programme (360+ credits) | | 4-year programme (480+ credits) | |
|------------------------|--|-------------------------|--|-------------------------|
| | Readmit | Conditional Readmission | Readmit | Conditional Readmission |
| After 1 year | *72+ | ≤72 | 80+ | ≤80 |
| After 2 years | 144+ | ≤143 | 160+ | ≤159 |
| After 3 years | 216+ | ≤215 | 240+ | ≤239 |
| After 4 years | 288+ | ≤287 | 320+ | ≤319 |
| After 5 years | Refuse readmission, unless special circumstances | | 400+ | ≤399 |
| After 6 years | | | Refuse readmission, unless special circumstances | |

(*Note: The credit values indicated serve as a guideline only).

4.2. Full time students in extended programmes[#]

The following template serves as an example to be used by faculties for full time students in extended programmes:

| Period of Registration | 3-year programme (360+ credits) | | 4-year programme (480+ credits) | |
|------------------------|--|-------------------------|--|-------------------------|
| | Readmit | Conditional Readmission | Readmit | Conditional Readmission |
| After 1 year | *45+ | ≤45 | 45+ | ≤45 |
| After 2 years | 72+ | ≤71 | 80+ | ≤79 |
| After 3 years | 144+ | ≤143 | 160+ | ≤159 |
| After 4 years | 216+ | ≤215 | 240+ | ≤239 |
| After 5 years | 288+ | ≤287 | 320+ | ≤319 |
| After 6 years | Refuse readmission, unless special circumstances | | 400+ | ≤399 |
| After 7 years | | | Refuse readmission, unless special circumstances | |

(*Note: The credit values indicated serve as a guideline only)

([#]Note: Students that have not completed the foundational modules after the third year of study will be refused readmission to the same programme.)

4.3 Part time students

The following template serves as an example to be used by faculties for part time students:

| Period of Registration | 3-year programme (360+ credits) | | 4-year programme (480+ credits) | |
|------------------------|--|-------------------------|---|-------------------------|
| | Readmit | Conditional Readmission | Readmit | Conditional Readmission |
| After 1 year | *44+ | ≤44 | 48+ | ≤47 |
| After 2 years | 90+ | ≤89 | 96+ | ≤95 |
| After 3 years | 135+ | ≤134 | 144+ | ≤143 |
| After 4 years | 180+ | ≤179 | 192+ | ≤191 |
| After 5 years | 225+ | ≤224 | 240+ | ≤239 |
| After 6 years | 270+ | ≤269 | 288+ | ≤287 |
| After 7 years | 315+ | ≤314 | 336+ | ≤335 |
| After 8 years | Refuse readmission, unless special circumstances | | 384+ | ≤383 |
| After 9 years | | | 432+ | ≤431 |
| After 10 years | | | Refuse readmission unless special circumstances | |

(*Note: The credit values indicated serve as a guideline only)

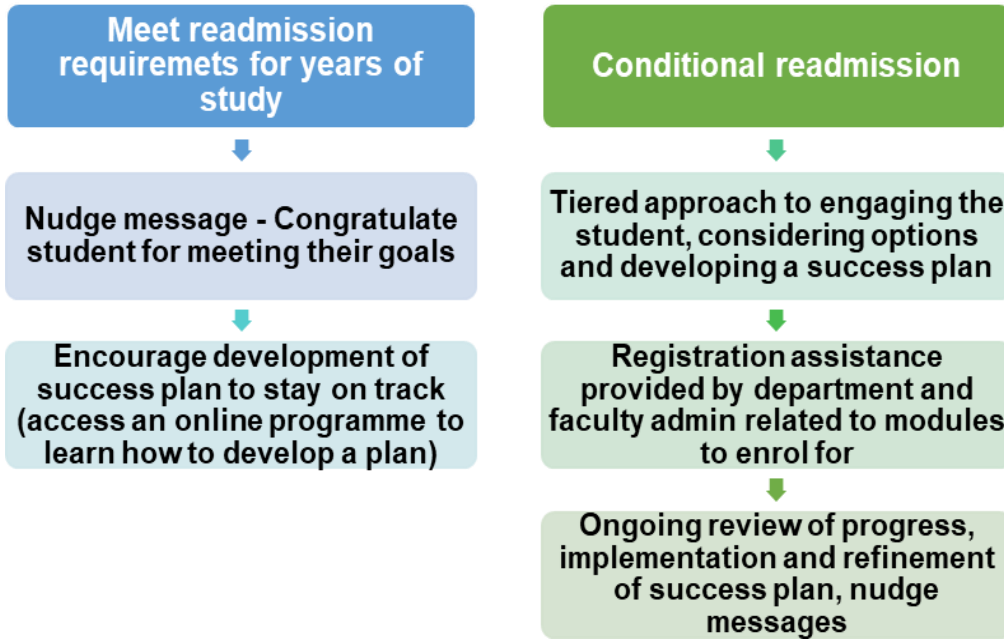
5. Flowcharts

Below are some flowcharts that amplify the approach of enhancing student progress and success.

To focus on success for all students, the following is critical and is driven by academic departments and requires students to take **co-responsibility** for their success:



Where the maximum years of study has not been reached:



STATEMENT ON THE UNIVERSITY'S INTERVENTION IN THE EVENT OF POSSIBLE DISRUPTIONS TO ACADEMIC ACTIVITIES

From past experience the University knows that circumstances beyond our control may disrupt our academic activities. The University therefore reserves the right to implement certain emergency measures when deemed necessary to manage such situations. Please note that the University shall not be held liable for any inconvenience, damage or other negative consequence resulting from the implementation of such emergency measures.

BURSARIES ADMINISTERED BY THE FINANCIAL AID OFFICE

Scholar Merit Awards

First-year students, studying at tertiary level for the first time, can qualify for a scholar merit award. The criteria for these awards are that prospective students

- (i) must have matriculated not more than 2 years prior to registration;
- (ii) their registration at University must be their First registration at a Higher Education institution;
- (iii) the Applicant Score "AS" based on their final matric results (remarks are not considered) will be used to calculate the merit award;
- (iv) must be studying fulltime;
- (v) are SA students.
- (vi) No application is necessary – these are automatic awards;

Head Prefect (or Learner Council President) can qualify for a once off School leadership award on presentation of proof thereof (conditions apply)

Further details are available from the Financial Aid Office.

Student Merit Awards

Undergraduate students can qualify for merit awards based on their final results, provided that they will be continuing with undergraduate studies the following year. The criteria for these awards are that students

- (i) must obtain a minimum weighted average of at least 70% in the following faculties
 - o Faculty of Science
 - o Faculty of Health Sciences
 - o Faculty of Engineering, the Built Environment and Technology
 - o Faculty of Law
 must obtain a minimum weighted average of at least 75% in the following faculties
 - o Faculty of Humanities
 - o Faculty of Education
 - o Faculty of Business and Economic Sciences
- (ii) must have been registered for a minimum RCW of 0.8
- (iii) must have passed all modules registered for at the first attempt
- (iv) are SA students and International students
- (v) Occasional students do not qualify for this bursary
- (vi) No application is necessary – these are automatic awards

Further details are available from the Financial Aid Office.

Honours Bursaries (Nelson Mandela University and NRF)

Full-time students who are accepted into the Honours programme are eligible to apply for Nelson Mandela University Honours bursaries. The criteria for these bursaries are that:

- (i) students must have obtained a minimum average of 55% in the previous year
- (ii) Only SA and SADC students can apply

Application forms are available from Research Development Centre – closing date 31 October.

Corporate bursaries

A bursaries brochure is available on the Nelson Mandela University website, under "Study with us – Financial".

This brochure contains details of bursaries and where to apply for these.

Further details are available from the Financial Aid Office.

QUALIFICATIONS OFFERED BY THE UNIVERSITY

- 1) Minimum duration refers to the duration after completion of the pre-requisite qualification or after having complied with the entrance requirements.)

| Qualification | ¹⁾ Minimum Duration |
|--|--------------------------------|
| Faculty of Business and Economic Sciences | |
| Higher Certificate in Accountancy | 1 year |
| Higher Certificate in Business Studies | 1 year |
| Diploma in Accountancy | 3 years |
| Diploma in Economics | 3 years |
| Diploma in Human Resource Management | 3 years |
| Diploma in Inventory and Stores Management | 3 years |
| Diploma in Logistics | 3 years |
| Diploma in Management | 3 years |
| Diploma in Marketing | 3 years |
| Diploma in Tourism Management | 3 years |
| Advanced Diploma in Accountancy (Internal Auditing) | 1 year |
| Advanced Diploma in Accountancy (Professional Accounting) | 1 year |
| Advanced Diploma in Business Studies | 1 year |
| Advanced Diploma in Economics | 1 year |
| Bachelor of Arts | 3 years |
| Bachelor of Commerce | 3 years |
| Bachelor of Commerce in Financial Planning | 3 years |
| Bachelor of Commerce in Food Service Management | 3 years |
| Bachelor of Commerce in Hospitality Management | 3 years |
| Bachelor of Commerce in Logistics and Transport Economics | 3 years |
| Bachelor of Commerce (Rationum) | 4 years |
| Bachelor of Commerce (Accounting Sciences) | 4 years |
| Bachelor of Arts Honours | 1 year |
| Bachelor of Commerce Honours | 1 year |
| Postgraduate Diploma | 1 year |
| Postgraduate Diploma in Accounting | 1 year |
| Postgraduate Diploma in Accountancy | 1 year |
| Postgraduate Diploma in Applied Economics | 1 year |
| Postgraduate Diploma in Business Administration | 1 year |
| Postgraduate Diploma in Development Finance | 1 year |
| Postgraduate Diploma in Employment Relationship Management | 1 year |
| Postgraduate Diploma in Financial Planning | 1 year |
| Postgraduate Diploma in Internal Auditing | 1 year |
| Postgraduate Diploma in Maritime Studies | 1 year |
| Master of Technology: Cost and Management Accounting | 1 year |
| Master of Arts | 1 year |
| Master of Arts (Development Studies) | 1 year |
| Master of Arts (Economics) | 1 year |
| Master of Arts (Industrial and Organisational Psychology) | 1 year |
| Master of Arts (Labour Relations and Human Resources) | 1 year |
| Master of Commerce (Accounting) | 1 year |
| Master of Commerce (Business Management) | 1 year |
| Master of Commerce (Economics) | 1 year |
| Master of Commerce (Entrepreneurship) | 1 year |
| Master of Commerce (Human Resource Management) | 1 year |
| Master of Commerce (Industrial Psychology) | 1 year |
| Master of Commerce (Labour Relations and Human Resources) | 1 year |
| Master of Commerce (Logistics) | 1 year |

| Qualification | ¹⁾ Minimum Duration |
|---|---------------------------------------|
| Master of Commerce (Marketing) | 1 year |
| Master of Commerce (Tourism Management) | 1 year |
| Master in Business Administration (MBA) | 2 years |
| Master of Commerce | 1 year |
| Master of Commerce (Taxation) | 1 year |
| Master of Commerce in Economics | 1 year |
| Master of Commerce in Tourism Management | 1 year |
| Master of Philosophy in Development Finance | 1 year |
| Master of Philosophy in Maritime Studies | 1 year |
| Master of Philosophy in Tourism Management | 1 year |
| Master of Maritime Management | 1 ½ years |
| Doctor of Technology: Business Administration (DBA) | 2 years |
| Doctor of Technology: Human Resource Management | 2 years |
| Doctor of Technology: Logistics | 2 years |
| Doctor of Technology: Marketing | 2 years |
| Doctor of Business Administration (DBA) | 2 years |
| Doctor of Commerce | 2 years |
| Doctor of Philosophy | 2 years |
| Doctor of Philosophy (Accounting) | 2 years |
| Doctor of Philosophy (Business Management) | 2 years |
| Doctor of Philosophy (Development Finance) | 2 years |
| Doctor of Philosophy (Development Studies) | 2 years |
| Doctor of Philosophy (Economics) | 2 years |
| Doctor of Philosophy (Human Resource Management) | 2 years |
| Doctor of Philosophy (Industrial Psychology) | 2 years |
| Doctor of Philosophy (Labour Relations and Human Resources) | 2 years |
| Doctor of Philosophy (Logistics) | 2 years |
| Doctor of Philosophy (Marketing) | 2 years |
| Doctor of Philosophy (Tourism Management) | 2 years |
| Faculty of Education | |
| Advanced Diploma: Technical and Vocational Teaching | 2 years |
| Postgraduate Certificate in Education (Further Education and Training) | 1 year |
| Postgraduate Certificate in Education (Senior / FET Phase) | 1 year |
| Bachelor of Education: Foundation Phase – No New intake | 4 years |
| Bachelor of Education: Intermediate Phase – No New intake | 4 years |
| Bachelor of Education: Further Education and Training – No New intake | 4 years |
| Bachelor of Education in Foundation Phase Teaching | 4 years |
| Bachelor of Education in Intermediate Phase Teaching | 4 years |
| Bachelor of Education in Senior and Further Education and Training Teaching: Commerce | 4 years |
| Bachelor of Education in Senior and Further Education and Training Teaching: Humanities | 4 years |
| Bachelor of Education in Senior and Further Education and Training Teaching: Science | 4 years |
| Bachelor of Education Honours in Educational Psychology | 2 years |
| Bachelor of Education Honours in Language Education | 2 years |
| Bachelor of Education Honours in Mathematics Education | 2 years |
| Bachelor of Education Honours in Science Education | 2 years |
| Postgraduate Diploma in Educational Leadership and Management | 2 years |
| Master of Education | 1 year |
| Doctor of Philosophy: Education | 2 years |
| Faculty of Engineering, the Built Environment and Technology | |
| Higher Certificate: Information and Communication Technology in User Support Services | 1 year |

| Qualification | ¹⁾ Minimum Duration |
|--|---------------------------------------|
| Higher Certificate in Mechatronic Engineering | 1 year |
| Higher Certificate in Renewable Energy Engineering | 1 year |
| Diploma in Information Technology (Software Development) | 3 years |
| Diploma in Information Technology (Communication Networks) | 3 years |
| Diploma in Information Technology (Support Services) | 3 years |
| Diploma in Operations Management | 4 years |
| National Diploma: Engineering: Electrical (Extended) | 4 years |
| Diploma in Architectural Technology | 3 years |
| Diploma in Interior Design | 3 years |
| Advanced Diploma in Architectural Technology | 1 year |
| Advanced Diploma in Architectural Design | 1 year |
| Advanced Diploma in Construction Management | 1 year |
| Advanced Diploma in Information Technology | 1 year |
| Advanced Diploma in Interior Design | 1 year |
| Advanced Diploma in Quality Management | 2 years |
| Advanced Diploma in Quantity Surveying | 1 year |
| Post Graduate in Cybersecurity | 1 year |
| Bachelor of Architectural Studies | 3 years |
| Bachelor of Human Settlement Development | 4 years |
| Bachelor of Information Technology | 3 years |
| Bachelor of Technology: Information Technology (Software Development) | 1 year |
| Bachelor of Technology: Information Technology (Communication Networks) | 1 year |
| Bachelor of Science in Construction Studies | 3 years |
| Bachelor of Engineering in Mechatronics | 4 years |
| Bachelor of Engineering Technology in Civil Engineering | 3 years |
| Bachelor of Engineering Technology in Electrical Engineering | 3 years |
| Bachelor of Engineering Technology in Mechanical Engineering | 3 years |
| Bachelor of Engineering Technology in Marine Engineering | 3 years |
| Bachelor of Architectural Studies Honours | 1 year |
| Bachelor of Engineering Honours: Electrical Engineering | 1 year |
| Bachelor of Engineering Honours: Mechanical Engineering | 1 year |
| Bachelor of Science Honours in Construction Health and Safety Management | 1 year |
| Bachelor of Science Honours in Construction Management | 1 year |
| Bachelor of Science Honours in Quantity Surveying | 1 year |
| Master of Architecture (Professional) | 1 year |
| Master of Architecture (Research) | 1 year |
| Master of Engineering: Electrical | 1 year |
| Master of Engineering: Civil | 1 year |

| Qualification | ¹⁾ Minimum Duration |
|--|---------------------------------------|
| Master of Engineering: Industrial | 1 year |
| Master of Engineering: Mechanical | 1 year |
| Master of Information Technology | 1 year |
| Master of Operations Management | 1 year |
| Master of Philosophy in Information Technology Governance | 2 years |
| Master of Technology: Construction Management | 1 year |
| Master of Technology: Operations: Quality | 1 year |
| Master of Technology: Quantity Surveying | 1 year |
| Master of Engineering in Mechatronics | 1 year |
| Master of Science in Construction Economics | 1 year |
| Master of Science in Construction Management | 1 year |
| Master of Science in the Built Environment | 2 years |
| Doctor of Philosophy in Operations Management | 2 years |
| Doctor of Architecture | 2 years |
| Doctor of Engineering | 2 years |
| Doctor of Philosophy in Construction Economics | 2 years |
| Doctor of Philosophy in Construction Management | 2 years |
| Doctor of Philosophy in Engineering (Mechanical) | 2 years |
| Doctor of Philosophy in Engineering (Mechatronics) | 2 years |
| Doctor of Philosophy in Information Technology | 2 years |
| Faculty of Health Sciences | |
| Diploma: Sport Management | 3 years |
| Bachelor of Arts in Psychology | 3 years |
| Bachelor of Emergency Medical Care | 4 years |
| Bachelor of Environmental Health | 4 years |
| Bachelor of Health Science: Medical Laboratory Science | 4 years |
| Bachelor of Health Sciences in Biokinetics | 4 years |
| Bachelor of Human Movement Science | 3 years |
| Bachelor of Nursing Extended | 5 years |
| Bachelor of Nursing | 4 years |
| Bachelor of Pharmacy | 4 years |
| Bachelor of Radiography in Diagnostics | 4 years |
| Bachelor of Social Work | 4 years |
| Bachelor of Science in Dietetics | 4 years |
| Bachelor of Medicine and Bachelor of Surgery | 6 years |
| Bachelor of Arts Honours | 1 year |
| Bachelor of Arts Honours in Psychology | 1 year |
| Bachelor of Human Movement Science Honours in Coaching Science | 1 year |
| Master of Arts | 1 year |
| Master of Arts in Psychology (Research) | 1 year |
| Master of Arts in Social Work | 1 year |
| Master of Human Movement Science (Research) | 1 year |
| Master of Arts in Clinical Psychology | 2 years |
| Master of Arts in Counselling Psychology | 2 years |
| Master of Health Science in Medical Laboratory Science (Research) | 1 year |
| Master of Human Movement Science (Research) | 1 year |
| Master of Nursing (Research) | 1 year |
| Master of Pharmacy | 1 year |
| Master of Pharmacy: Industrial Pharmacy | 2 years |
| Master of Science: Dietetics (Research) | 1 year |
| Master of Science (Food Nutrition and Wellness Studies) (Research) | 1 year |
| Master of Science: General Health Sciences (Research) | 1 year |
| Master of Science in Environmental Health (Research) | 1 year |
| Master of Social Work (Research) | 1 year |
| Master of Social Work (Clinical Social Work) Coursework and Research | 2 years |
| Doctor of Philosophy | 2 years |

| Qualification | ¹⁾ Minimum Duration |
|---|---------------------------------------|
| Doctor of Philosophy: Dietetics (Research) | 2 years |
| Doctor of Philosophy in Environmental Health | 2 years |
| Doctor of Philosophy (Food Nutrition and Wellness) (Research) | 2 years |
| Doctor of Philosophy: General Health Sciences | 2 years |
| Doctor of Philosophy: Human Movement Science | 2 years |
| Doctor of Philosophy: Social Development Professions | 2 years |
| Doctor of Philosophy: Psychology | 2 years |
| Doctor of Philosophy (Medical Laboratory Science) Research | 2 years |
| Doctor of Nursing | 2 years |
| Faculty of Humanities | |
| Diploma in Music Education | 3 years |
| Diploma: Public Management | 3 years |
| Diploma: Public Relations Management | 3 years |
| Advanced Diploma in Public Administration and Management | 1 year |
| Advanced Diploma in Public Relations Management | 1 year |
| Bachelor of Arts | 3 years |
| Bachelor of Arts: Media, Communication and Culture | 3 years |
| Bachelor of Administration | 3 years |
| Bachelor of Music | 4 years |
| Bachelor of Visual Arts | 3 years |
| Bachelor of Visual Arts (Honours) | 1 year |
| Bachelor of Arts Honours (Afrikaans and Dutch) | 1 year |
| Bachelor of Arts Honours (Anthropology) | 1 year |
| Bachelor of Arts Honours (Applied Languages) | 1 year |
| Bachelor of Arts Honours (Corporate Communication) | 1 year |
| Bachelor of Arts Honours (English Literature) | 1 year |
| Bachelor of Arts Honours (French) | 1 year |
| Bachelor of Arts Honours (History) | 1 year |
| Bachelor of Arts Honours (IsiXhosa) | 1 year |
| Bachelor of Arts Honours (Journalism) | 1 year |
| Bachelor of Arts Honours (Media Studies) | 1 year |
| Bachelor of Arts Honours (Philosophy) | 1 year |
| Bachelor of Arts Honours (Political and Conflict Studies) | 1 year |
| Bachelor of Arts Honours (Public Administration) | 1 year |
| Bachelor of Arts Honours (Sociology) | 1 year |
| Master of Public Administration (MPA) | 2 years |
| Master of Arts | 1 year |
| Master of Arts: Afrikaans and Dutch | 1 year |
| Master of Arts: Anthropology | 1 year |
| Master of Arts: Applied Language Studies | 1 year |
| Master of Arts: Conflict Transformation and Management | 1 year |
| Master of Arts: Creative Writing | 1 year |
| Master of Arts in Creative Media Production | 1 year |
| Master of Arts: English | 1 year |
| Master of Arts: Fashion | 1 year |
| Master of Arts: Fine Art | 1 year |
| Master of Arts: Graphic Design | 1 year |
| Master of Arts: History | 1 year |
| Master of Arts: Media Studies | 1 year |
| Master of Arts: Philosophy | 1 year |
| Master of Arts: Photography | 1 year |
| Master of Arts: Political Studies | 1 year |
| Master of Arts: Public Administration | 1 year |
| Master of Arts: Sociology | 1 year |
| Master of Arts: isiXhosa | 1 year |

| Qualification | ¹⁾ Minimum Duration |
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| Master of Music | 2 years |
| Master of Music in Applied Choral Conducting | 2 years |
| Master of Music in Composition | 2 years |
| Master of Music in Performing Arts | 2 years |
| Master of Music Research | 1 year |
| Doctor of Philosophy | 2 years |
| Doctor of Philosophy: Anthropology | 2 years |
| Doctor of Philosophy: Biblical and Religious Studies | 2 years |
| Doctor of Philosophy: Conflict Management | 2 years |
| Doctor of Philosophy: History | 2 years |
| Doctor of Philosophy: Media Studies | 2 years |
| Doctor of Philosophy: Music | 2 years |
| Doctor of Philosophy: Philosophy | 2 years |
| Doctor of Philosophy: Political Studies | 2 years |
| Doctor of Philosophy: Public Administration | 2 years |
| Doctor of Literature: Afrikaans and Dutch | 2 years |
| Doctor of Literature: Applied Languages | 2 years |
| Doctor of Literature: isiXhosa | 2 years |
| Doctor of Music | 2 years |
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| Faculty of Law | |
| Higher Certificate in Criminal Justice | 1 year |
| Diploma in Law Enforcement | 3 years |
| Bachelor of Arts (Law) | 3 years |
| Bachelor of Commerce (Law) | 3 years |
| Bachelor of Laws (Extended Curriculum) | 5 years |
| Bachelor of Laws | 4 years |
| Postgraduate Diploma in Labour Law Practice | 1 year |
| Master of Laws: Criminal Justice (Course work and research) | 2 years |
| Master of Laws: General (Course work and research) | 1 year |
| Master of Laws: Labour Law (Course work and research) | 2 years |
| Master of Laws: Ocean Governance (Course work and research) | 2 years |
| Master of Laws: Taxation (Course work and research) | 2 years |
| Master of Laws: Mercantile Law (Research) | 1 year |
| Master of Laws: Private Law (Research) | 1 year |
| Master of Laws: Public Law (Research) | 1 year |
| Doctor of Laws: Mercantile Law | 2 years |
| Doctor of Laws: Private Law | 2 years |
| Doctor of Laws: Public Law | 2 years |
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| Faculty of Science | |
| Higher Certificate: Veldfire Management | 1 year |
| Diploma in Agricultural Management (Extended) | 4 years |
| Diploma in Forestry (Extended) | 4 years |
| Diploma in Game Ranch Management (Extended) | 4 years |
| Diploma in Nature Conservation (Extended) | 4 years |
| Diploma in Wood Technology (Extended) | 4 years |
| Bachelor of Science (Biochemistry, Chemistry, Microbiology) (Extended) | 4 years |
| Bachelor of Science (Biochemistry, Chemistry, Microbiology and Physiology) (Extended) | 4 years |
| Bachelor of Science (Biological Sciences) (Extended) | 4 years |
| Bachelor of Science (Environmental Sciences) (Extended) | 4 years |
| Bachelor of Science (Geo-Sciences: Geography and Geology) (Extended) | 4 years |
| Diploma: Agricultural Management | 3 years |

| Qualification | ¹⁾ Minimum Duration |
|---|---------------------------------------|
| Diploma: Analytical Chemistry | 3 years |
| Diploma: Chemical Process Technology | 3 years |
| Diploma: Game Ranch Management | 3 years |
| Diploma: Polymer Technology | 3 years |
| Diploma: Forestry | 3 years |
| Diploma: Nature Conservation | 3 years |
| Diploma: Wood Technology | 3 years |
| Advanced Diploma: Analytical Chemistry | 1 year |
| Advanced Diploma: Agricultural Management | 1 year |
| Advanced Diploma: Forestry | 1 year |
| Advanced Diploma: Game Ranch Management | 1 year |
| Advanced Diploma: Wood Technology | 1 year |
| Advanced Diploma in Nature Conservation | 1 year |
| Bachelor of Science | 3 years |
| Bachelor of Science (Biochemistry, Chemistry, Microbiology) | 3 years |
| Bachelor of Science (Biochemistry, Chemistry, Microbiology and Physiology) | 3 years |
| Bachelor of Science (Biological Sciences) | 3 years |
| Bachelor of Science (Computer Science) | 3 years |
| Bachelor of Science (Environmental Sciences) | 3 years |
| Bachelor of Science (Geo-Sciences: Geography and Geology) | 3 years |
| Bachelor of Science (Human Movement Science and Biochemistry) | 3 years |
| Bachelor of Science (Information Systems) | 3 years |
| Bachelor of Science (Physical Science and Mathematics) | 3 years |
| Bachelor of Arts Honours: Geography | 1 year |
| Bachelor of Commerce Honours: (Computer Science and Information Systems) | 1 year |
| Bachelor of Commerce Honours: (Information Systems and Accounting) | 1 year |
| Bachelor of Commerce Honours: (Information Systems and Auditing) | 1 year |
| Bachelor of Commerce Honours (Information Systems and Business Management) | 1 year |
| Bachelor of Commerce Honours in Mathematical Statistics | 1 year |
| Bachelor of Science Honours in Applied Mathematics | 1 year |
| Bachelor of Science Honours in Biochemistry | 1 year |
| Bachelor of Science Honours in Botany | 1 year |
| Bachelor of Science Honours in Chemistry | 1 year |
| Bachelor of Science Honours in Computer Science and Information Systems | 1 year |
| Bachelor of Science Honours in Environmental Geography | 1 year |
| Bachelor of Science Honours in Formulation Science | 1 year |
| Bachelor of Science Honours in Geographical Information Systems | 1 year |
| Bachelor of Science Honours in Geology | 1 year |
| Bachelor of Science Honours in Mathematical Statistics | 1 year |
| Bachelor of Science Honours in Mathematics | 1 year |
| Bachelor of Science Honours in Microbiology | 1 year |
| Bachelor of Science Honours in Physics | 1 year |
| Bachelor of Science Honours in Physiology | 1 year |
| Bachelor of Science Honours in Zoology | 1 year |
| Master of Arts (Geography) | 1 year |
| Master of Commerce: Computer Science and Information Systems | 1 year |
| Master of Commerce: Mathematical Statistics | 1 year |
| Master of Science: Agriculture (Research) | 1 year |
| Master of Science: Applied Mathematics | 1 year |
| Master of Science: Biochemistry | 1 year |
| Master of Science: Biological Oceanography | 1 year |
| Master of Science: Botany | 1 year |

| Qualification | ¹⁾ Minimum Duration |
|---|---------------------------------------|
| Master of Science: Chemical and Physical Oceanography | 1 year |
| Master of Science: Chemistry | 1 year |
| Master of Science: Computer Science and Information Systems | 1 year |
| Master of Science: Forestry | 1 year |
| Master of Science: Game Ranch Management | 1 year |
| Master of Science: Geography | 1 year |
| Master of Science: Geology | 1 year |
| Master of Science: Mathematics | 1 year |
| Master of Science: Mathematical Statistics | 1 year |
| Master of Science: Microbiology | 1 year |
| Master of Science: Nanoscience (Coursework and Research) | 2 years |
| Master of Science: Nature Conservation | 1 year |
| Master of Science: Physics | 1 year |
| Master of Science: Physiology | 1 year |
| Master of Science: Zoology | 1 year |
| Doctor of Technology: Agriculture | 2 years |
| Doctor of Philosophy: Agriculture (Research) | 2 years |
| Doctor of Philosophy: Applied Mathematics | 2 years |
| Doctor of Philosophy: Biochemistry | 2 years |
| Doctor of Philosophy: Botany | 2 years |
| Doctor of Philosophy: Chemistry | 2 years |
| Doctor of Philosophy: Computer Science | 2 years |
| Doctor of Philosophy: Geography | 2 years |
| Doctor of Philosophy: Geology | 2 years |
| Doctor of Philosophy: Information Systems | 2 years |
| Doctor of Philosophy: Mathematical Statistics | 2 years |
| Doctor of Philosophy: Mathematics | 2 years |
| Doctor of Philosophy: Microbiology | 2 years |
| Doctor of Philosophy: Nature Conservation | 2 years |
| Doctor of Philosophy: Oceanography | 2 years |
| Doctor of Philosophy: Physics | 2 years |
| Doctor of Philosophy: Physiology | 2 years |
| Doctor in Philosophy (Textile Science) | 2 years |
| Doctor of Philosophy: Zoology | 2 years |

G1 GENERAL RULES FOR ALL QUALIFICATIONS**SCOPE AND DEVIATIONS****Scope**

Unless stipulated otherwise elsewhere, these rules apply to all qualifications or programmes and students registered in 2022.

Students must familiarise themselves with the general rules, financial rules and other policies of the University. These documents can be accessed on the Student Portal.

Deviations

Students and staff of the University must comply with these rules. In accordance with the Document on Delegation of Authority, any deviation from these rules must be considered by the Executive Committee of Senate or its delegated committee.

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| G1.1 | Definition of Terms |
| | In these rules, unless the context otherwise indicates: |
| G1.1.1 | “articulation” refers to enabling progress and mobility of students within and across HEQSF qualifications; |
| G1.1.2 | “assessment/s” of learning refers to collecting relevant evidence and making informed judgements to evaluate a student’s achievement of learning outcomes/performance through various assessment modes and methods which could include: |
| G1.1.2.1 | Traditional assessment modes e.g. tests, quizzes, essays, assignments, oral assessments, performance-based assessment, and centralised summative assessments; and |
| G1.1.2.2 | Innovative assessment methods e.g. case analysis, computer simulations; participating in global dialogues; creating a digital artefact to demonstrate learning, developing a detailed concept map, e-portfolios, and capstone projects; |
| G1.1.2.3 | Continuous assessment which is a connected, coherent assessment system in which the quality of a student’s work is judged by various pieces of work and not predominantly by one final summative or centralised summative assessment (examination). Continuous assessment has formative opportunities for monitoring student progress and summative opportunities for capturing information about student achievement and performance over time; |
| G.1.1.3 | “assessment criteria” refers to criteria used to judge whether the required level (or standard) of performance has been achieved; |
| G1.1.4 | “centralised summative assessment (examination)” refers to centrally scheduled and organised summative assessment for a module during a set time period in a controlled environment and organised by the Assessment and Graduation Section; |
| G1.1.5 | “centralised summative assessment scripts” include scripts from centralised summative assessments (examinations), re-assessments (re-examinations), last outstanding assessments and deferred centralised summative assessments (special examinations); |
| G1.1.6 | “centralised summative re-assessment (re-examination)” refers to an additional assessment opportunity for a student who complies with the requirements for a centralised summative re-assessment (re-examination) which is centrally scheduled and organised by the Assessment and Graduation Section; |
| G1.1.7 | “class/classes” refers to a lecture, tutorial, laboratory session, field trip, practicum, supervisory session, and other contexts in which teaching is occurring; |

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| G1.1.8 | “compulsory module” refers to a module that must be successfully completed as part of a qualification or programme in order to comply with its requirements; |
| G1.1.9 | “continuous assessment” refers to a connected, coherent assessment system in which the quality of a student’s work is judged by various pieces of work and not predominantly by one final summative or centralised summative assessment (examination). Continuous assessment has formative opportunities for monitoring student progress and summative opportunities for capturing information about student achievement and performance over time; |
| G1.1.10 | “co-requisite” refers to a module that must be taken concurrently with another module; |
| G1.1.11 | “coursework master’s degree” refers to a master’s degree where, in addition to the treatise, study modules are prescribed as part of the qualification or programme; |
| G1.1.12 | “curriculum/curriculum content” refers to an approved content that must be successfully completed, by means of completing a set of modules, in order to comply with the requirements for a qualification or programme; |
| G1.1.13 | “deferred centralised summative assessment” refers to the granting of a deferred summative or centralised summative assessment when a student is prevented from writing the first summative or centralised summative assessment opportunity. |
| G1.1.14 | “dissertation” refers to the written or other approved research work (e.g. artefacts, original music compositions, etc.) submitted in fulfilment of the requirements set for obtaining a research master's degree; |
| G1.1.15 | “e-assessment” refers to the use of electronic educational technologies in the process of assessment. |
| G1.1.16 | “e-summative assessments or e-centralised summative assessment” refers to the use of electronic educational technologies in the process of administering these summative assessments. |
| G1.1.17 | “e-summative re-assessments or e-centralised summative re-assessment” refers to the use of electronic educational technologies in the process of administering these summative re-assessments. |
| G1.1.18 | “elective modules” refers to modules which form part of a curriculum for a qualification or programme which are not compulsory and in respect of which students can exercise a choice; |
| G1.1.19 | “end-of-module assessment” refers to the final assessment opportunity for a module of a student's knowledge or proficiency in a subject (field of study) or skill at the end of an academic cycle (term, semester, etc.); |
| G1.1.20 | “end of module re-assessment” refers to the final re-assessment opportunity for a module of a student's knowledge or proficiency in a subject (field of study) or skill at the end of an academic cycle (term, semester, etc.); |
| G1.1.21 | “end-of-year assessment period” refers to the final assessment opportunity period at the end of an academic year (at the end of the fourth teaching cycle) |
| G1.1.22 | “end-of-year re-assessments period” refers to the final re-assessment opportunity period at the end of an academic year (at the end of the fourth teaching cycle) |
| G1.1.23 | “enrolment” refers to the process of registering as a student for a formal qualification or programme at the institution. |
| G1.1.24 | “examination or centralised summative assessment” refers to a centrally scheduled and organised assessment for a module during a set time period in a controlled environment as part of the mid-year or end-of-year end-of-module assessment and re-assessment periods by the Assessment and Graduation Section; |
| G1.1.25 | “examination scripts / centralised summative assessment scripts” include scripts from the mid-year and end-of-year end-of-module centralised summative assessments(examinations), re-assessments (re-examinations), last outstanding (extra-ordinary examinations) and deferred centralised summative assessments (special examinations); |

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| G1.1.26 | “exemption” refers to the approval of a concession, by the respective Head of Department, not to complete specific academic work or activities based on proven competency in such knowledge or activities; |
| G1.1.27 | “exit level module” refers to a module which has outcomes and level descriptors at the exit level of the qualification; |
| G1.1.28 | “external examiner or external moderator” refers to a person who is not an employee of the University and not involved with any academic work with the University, who is appointed to assess or moderate academic material; |
| G1.1.29 | “first attempt” refers to the first instance of a student either passing or failing a module; |
| G1.1.30 | “family” include the following persons: student’s spouse or life partner or student’s parents, brother, sister, adopted parents, grandparent, child, adopted child, grandchild, or his/her legal spouse’s parents |
| G1.1.31 | “final results” refers to results which have been approved by the relevant Faculty structure and recorded on the student’s record; |
| G1.1.32 | “formative assessment” refers to low-stakes assessment activities coupled with feedback which provide students with information about their learning and how to enhance it as well as preparing them for high-stakes summative assessment. |
| G1.1.33 | “full-time student” refers to a student who is registered for an approved full-time qualification or programme; |
| G1.1.34 | “learning outcome” refers to statements that describe significant and essential learning that students have achieved and can reliably demonstrate at the end of a module, qualification or programme. Learning outcomes include the knowledge, skills and attributes students should attain on successful completion of the module, qualification or programme; |
| G1.1.35 | “major module” refers to an exit level module which has been identified in the faculty rules as a core to a major field of study/ specialisation in a qualification or programme. These modules define the character or essence of the specialisation in the qualification or programme. They are usually linked to the qualifier and/or programme name and usually have a clear progression route from first year through to exit level. Major modules are linked to CESMs (major fields of study) as described and approved in the Programme Qualification Mix (PQM) of the University. |
| G1.1.36 | “medical practitioner” refers to medical doctor, registered nurse/sister or registered traditional healer; |
| G1.1.37 | “mid-year assessment period” refers to the final assessment period in the middle of the academic year (at the end of the second teaching cycle) |
| G1.1.38 | “mid-year re-assessment period” refers to the final re-assessment period in the middle of the academic year (at the end of the second teaching cycle) |
| G1.1.39 | “moderation” refers to the practice of the assurance of academic quality and standards in higher education in which individuals (apart from the examiner) are appointed by the University to ensure that the standard of the assessments and its accompanying marking framework and response exemplars are of an acceptable standard; |
| G1.1.40 | “module” refers to a coherent, self-contained unit of learning, which is designed to achieve a set of specific learning outcomes that are assessed within that unit of learning, and is a unit for which a final result is entered in the student record; |
| G1.1.41 | “module credit” refers to the acknowledgement of similar academic content and level completed at an accredited institution in lieu of module content for the purposes of recognition and retention of credits for a module that forms part of a qualification or programme at the University; |
| G1.1.42 | “occasional student” refers to a student who has registered for one or more modules at the University, but who is not registered at the University as a student for a specific formal qualification or programme; |

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| G1.1.43 | “online learning” refers to the use of electronic educational technology in the process of teaching and learning, including but not limited to information and communication technology (ICT), multimedia (audio-visual) learning, technology-enhanced learning, computer-aided instruction, internet-based training (or web-based training), and virtual learning environments. |
| G1.1.44 | “part-time student” refers to a student who is registered for an approved part-time qualification or programme; |
| G1.1.45 | “pipeline programme” refers to a qualification or programme which is being phased out, has no new intake and has been indicated as such in the Faculty Rules; |
| G1.1.46 | “pipeline student” refers to a student who is registered for a pipeline qualification or programme; |
| G1.1.47 | “plagiarism” refers to a form of academic dishonesty and means the failure to acknowledge, whether intentionally or negligently, that one has made use of someone else’s work in producing what one has submitted as one’s own work; |
| G1.1.48 | “pre-requisite” refers to a requirement that must be met prior to a student being allowed to register for a specific module; |
| G1.1.49 | “programme” refers to a coherent set of learning outcomes contained in modules leading to a programme; |
| G1.1.50 | “provisional results” refers to results which have not yet been approved by the relevant Faculty structure. |
| G1.1.51 | “qualification” refers to a formal qualification listed in the Programme and Qualification Mix (PQM) of the institution as approved by the Department of Higher Education and Training; |
| G1.1.52 | “re-assessment” refers to an additional assessment opportunity of learning outcomes for all modules assessed, including continuous assessment and any other alternative assessed method; |
| G1.1.53 | “recognition of prior learning” (RPL) refers to the granting of credit or exemption to a student for specified knowledge and experience previously obtained in whatsoever manner; |
| G1.1.54 | “re-examinations / centralised summative re-assessment” refers to an additional assessment (examination) opportunity for a student who complies with the requirements for a centralised summative re-assessment (re-examination); |
| G1.1.55 | “research module / treatise module” refers to a module as part of a postgraduate qualification or programme that reflect the research component within such qualification or programme. This include Honours qualifications and programmes and for Masters qualifications and programmes is subject to the provisions of the <i>Policy on Master and Doctoral Degree</i> ; |
| G1.1.56 | “results” refers to the overall percentage for a module and/or Pass/Fail indication, awarded by Examiners; |
| G1.1.57 | “special examination / deferred centralised summative assessment” refers to the granting of a deferred centralised summative assessment (special examination) when a student is prevented from completing a normal centralised summative assessment (examination). |
| G1.1.58 | “student” refers to any person registered with the University for any form of study, and includes an applicant or prospective student who has lodged an application for any form of study at the University, as well as any person attending an orientation programme, prescribed for new entrants, at the University; |
| G1.1.59 | “summative assessment” refers to the process of collecting relevant evidence and making informed judgements to evaluate a learner’s achievement of learning outcomes or performance. The achievement level is recoded in the form of a result assigned by a lecturer for a module; |
| G1.1.60 | “syllabus” of a module refers to a description of amongst others the learning outcomes and learning content dealt with in the module; |
| G1.1.61 | “test” refers to an assessment in a controlled environment that is traditionally scheduled during the academic cycle to assess a portion of the required outcomes for a module; |

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| G1.1.62 | “ thesis ” refers to the written or other approved research work submitted in fulfilment of the requirements set for obtaining a doctoral degree or partial fulfilment in the case of a professional doctoral degree; |
| G1.1.63 | “ treatise ” refers to the written or other approved research work that is submitted in partial fulfilment of the requirements set for a postgraduate qualification or a professional bachelor’s degree; |
| G1.1.64 | “ weighted average mark ” refers to the average of a set of final results, each of which has been weighted by the credit value of the individual module. |
| G1.1.65 | “ work day ” refers to Mondays to Fridays excluding public holidays; |
| G1.2 | Access: Admission |
| G1.2.1 | <u>Admission requirements:</u> |
| | The admission requirements for all formal qualifications or programmes are set out in the Admissions Policy and the Faculty Prospectuses of the University. Admission of International applicants is also subject to the conditions set out in the Immigration Act, 2002, as amended. |
| G1.2.2 | <u>Admission methods:</u> |
| G1.2.2.1 | An applicant must apply to be admitted to the University on the prescribed application form. This form is completed electronically. |
| G1.2.2.2 | The prescribed fee, for international students, together with relevant documentation, must accompany the application. |
| G1.2.3 | <u>Acceptance of University Rules and Regulations:</u> |
| | By submitting the official application form, students confirm their acceptance of the rules and regulations of the University, their liability to pay prescribed fees and any amendments thereto for the duration of their studies. It is the student’s responsibility to be acquainted with all the rules and regulations of the University. |
| G1.2.4 | <u>Closing dates for applications for admission:</u> |
| | Applications for admission as a student received after the official closing dates shall be regarded as “late” applications. The closing dates for applications are published in the General Prospectus of the University. |
| G1.2.5 | <u>Certificate of good conduct and full academic record:</u> |
| | An applicant, who was previously registered at another /other university/ies, must submit an official certificate of good conduct and a full academic record. |
| G1.2.6 | <u>Selection and notification of admission:</u> |
| | All applications for admission are subject to selection. An applicant will be notified of the outcome of his/her application via electronic communication. |
| G1.2.7 | <u>Rescinding of admission offer:</u> |
| | The University reserves the right to rescind an admissions offer should the student not confirm his/her intention to register at the institution when requested to do so by a specified date. |
| G1.2.8 | <u>Compliance with admission requirements:</u> |
| | The onus remains on the student to ensure that he/she complies with the admission requirements. The university reserves the right to withdraw an erroneous admission of a student. |
| G1.2.9 | <u>Change of qualification or programme:</u> |
| | A student will be limited in the number of opportunities to change between qualifications or programmes during his/her studies at the university as determined by ECS. |
| G1.2.10 | <u>Recognition of Prior Learning:</u> |
| G1.2.10.1 | Applicants for undergraduate studies who do not possess a formal school-leaving qualification but have appropriate work and/or study experience, may be considered for admission in terms of the University’s Policy for Recognition of Prior Learning (RPL). RPL is a formal assessment conducted and moderated by the relevant academic experts. |

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| G1.2.10.2 | RPL candidates will be guided and advised with respect to the presentation of evidence needed for the assessment. |
| G1.3 | Re-admission of Students |
| G1.3.1 | Council has the legal authority to refuse re-admission of a student and will do so, if a student is considered not to be making satisfactory academic progress in a programme he/she may be refused re-admission in terms of the policy approved by Council. |
| G1.3.2 | Re-admission rules applicable to a particular Faculty, qualification or programme are published in the Faculty Prospectus. |
| G1.3.3 | A student who has been refused re-admission more than once, may not apply for admission to a different programme. |
| G1.4 | Enrolment: Registration as a student |
| G1.4.1 | <i>Submission of original documents for first time entering students:</i> |
| | A student, who registers at the University for the first time, where applicable, must furnish proof (original documents) that he/she complies with the prescribed admission requirements. |
| G1.4.2 | <i>Student contact details:</i> |
| G1.4.2.1 | Students have to provide their correct contact details, which include four addresses (namely a postal, account, study and home address) and cell phone number. |
| G1.4.2.2 | If, during the course of the academic year, any changes to a student's contact details occur, the Student Systems, Records and Registration Section must be notified of this in writing. |
| G1.4.2.3 | Official correspondence sent to the contact details thus provided by the student will be deemed to have been received by him/her. |
| G1.4.3 | <i>Maximum number of credits that may be registered for per academic year:</i> |
| G1.4.3.1 | A student shall not be allowed to register for modules with a combined credit value of more than 120 credits per academic year unless prescribed in the relevant Faculty Rules. |
| G1.4.3.2 | In exceptional cases, a deviation may be approved by the Head of the Department. |
| G1.4.4 | <i>Online registration:</i> |
| | In order to pursue studies at the University, a student must register online. Prior to registration, a student must ensure that all the required fees have been paid. |
| G1.4.5 | <i>Responsibility for being correctly registered:</i> |
| | After the completion of registration, it is the student's responsibility to check his/her proof of registration to ensure that he/she is correctly registered for the qualification or programme and modules. |
| G1.4.6 | <i>Compliance with qualification or programme requirements:</i> |
| | The onus is on the student to ensure that the module(s) he/she is registered for will enable him/her to complete the qualification or programme within the prescribed period. |
| G1.4.7 | <i>Annual renewal of registration:</i> |
| G1.4.7.1 | A student must renew his/her registration for study on an annual basis until he/she has complied with all the prescribed requirements for the qualification or programme. |
| G1.4.7.2 | Students who do not renew their registrations on an annual basis will be required to re-apply for admission before continuing with their studies. |
| G1.4.7.3 | Registration must take place within the normal registration period as stipulated in the General Prospectus of the University. |
| G1.4.7.4 | Late registrations shall be accepted up to the predetermined date published in the General Prospectus of the University. |
| G1.4.7.5 | No person who is in arrears with the payment of any fees due to the University shall be registered as a student. |
| G1.4.7.6 | Registration for experiential learning is subject to the requirements stipulated above. |

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| G1.4.8 | <i>Registration of modules:</i> |
| G1.4.8.1 | Students are required to register for all the prescribed modules applicable for the particular academic year or period subject to rule G1.4.3 . |
| G1.4.8.2 | Students shall register for a module before the commencement of such module. |
| G1.4.8.3 | Late module registrations or module registration amendments shall be accepted up to the pre-determined date published in the General Prospectus only if the student has attended the module(s) in question from the commencement thereof. |
| G1.4.8.4 | After the last day for registration, a student may only be allowed to participate in academic activities in modules for which he/she has been registered. |
| G1.4.8.5 | Academic staff may not mark any assessments (e.g. assignments, tests, centralised summative assessments (examinations), etc.) for unregistered modules of a student. |
| G1.4.9 | <i>Cancellation of Qualification, Programme or Module registrations:</i> |
| G1.4.9.1 | Written notification of qualification, programme or module cancellations must be submitted to the Faculty Academic Administration Section. |
| G1.4.9.2 | The date on which such written notification is received will be deemed as the official date of cancellation. |
| G1.4.9.3 | Module cancellations may be submitted electronically (online). |
| G1.4.9.4 | The onus is on the student to ensure that he/she is registered correctly. |
| G1.4.10 | <i>Change of qualification or programme:</i> |
| G1.4.10.1 | A student applying for a change of qualification or programme, must apply in writing to the Faculty Academic Administration Section by the date published in the General Prospectus of the University. The relevant application form is available on the student portal (online) and from the Faculty Academic Administration Section. |
| G1.4.10.2 | Applications will be subject to selection by the relevant academic department. It is the student's responsibility to apply for recognition of credits already completed. |
| G1.4.10.3 | The onus remains on the student to ensure that he/she complies with the admission requirements. |
| G1.4.10.4 | The university reserves the right to withdraw an erroneous admission of a student. |
| G1.4.10.5 | A student will be limited to change between incomplete qualifications or programmes only once during his/her studies at the university. |
| G1.4.11 | <i>Offering of qualifications, programmes and modules:</i> |
| G1.4.11.1 | Subject to the provisions of rule G1.28.2 , Senate may, with the approval of Council, determine the minimum and/or maximum number of students who must or may register for a qualification /programme/module for it to be offered. |
| G1.4.11.2 | Once a qualification/programme/module offering has commenced, the offering thereof shall continue for at least the time within which the registered students could reasonably have been expected to complete the qualification/programme/module. |
| G1.4.11.3 | If only a small number of students wish to register for an elective module in any year, the Faculty Management Committee may, after consideration of the staffing resources and after consultation with the Head of the Department concerned, decide that such module shall not be offered in that year, provided that students are advised of this before the commencement of the second week of lectures. |
| G1.4.12 | <i>Special requisites for particular modules:</i> |
| G1.4.12.1 | A student shall not be permitted to register for a particular module unless he/she has met the requisite requirement(s) as stipulated in the faculty rules. |
| G1.4.12.2 | In exceptional circumstances, a deviation may be approved by the Faculty Management Committee. |
| G1.4.13 | <i>Cancellation of modules when requisite requirements are not met:</i> |
| | If it becomes clear that a student is following a module for which he/she has not met the requisite requirement(s), the registration for the module will be cancelled. |
| G1.4.14 | <i>Study Elsewhere:</i> |
| G1.4.14.1 | Subject to rule G1.6 , a student who wishes to complete his/her studies at the University by registering for module/s at another university recognised by Senate for this purpose, may do so only with the permission of the Head of Department. |

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| G1.4.14.2 | An Application to Study Elsewhere must be submitted prior to registration at the other institution. |
| G1.4.14.3 | The relevant application form is available on the student portal (online) and from the Faculty Academic Administration Section. |
| G1.4.15 | <i>Concurrent registration:</i> |
| G1.4.15.1 | Except by permission of the Faculty Management Committee, no student shall concurrently be registered, in the same academic year for more than one qualification or programme at the University. |
| G1.4.15.2 | Subject to rule G1.4.16 , except by permission of the Faculty Management Committee, a student may not, in the same academic year, be registered for a formal qualification, programme or module(s) at another higher education institution. |
| G1.4.16 | <i>Registration as an Occasional Student:</i> |
| G1.4.16.1 | An applicant who does not wish to register for an approved formal qualification or programme, but is only interested in a specific module(s), may register as an occasional student for non-formal-qualification purposes. The normal admission and registration rules shall apply. |
| G1.4.16.2 | Students registered for formal qualifications or programmes who wish to register for additional modules on an occasional basis must apply for permission from the relevant Head of Department. |
| G1.4.17 | <i>Transfer of students' registration between campuses:</i> |
| G1.4.17.1 | A student who has registered for a qualification or programme at a given delivery site or campus, will participate in academic activities including assessments only at that site or campus. For purposes of this rule, the North and South Campuses are considered as one campus. |
| G1.4.17.2 | Upon application and approval by the Faculty Management Committee, transfer to another site or campus may occur only at the beginning of a subsequent registration period. |
| G1.5 | Timetabling |
| G1.5.1 | <i>Lecture timetables:</i> |
| G1.5.1.1 | Lecture timetables are prepared in accordance with qualification and programme curricula linked to the academic year of study. |
| G1.5.1.2 | Students who intend to register for modules across years of study will normally experience clashes. |
| G1.5.2 | <i>Module clash on lecture timetables:</i> |
| G1.5.2.1 | Modules are scheduled without clashes on the timetable in terms of the qualification/programme curriculum requirements, but they do not make provision for a clash-free timetable: |
| G1.5.2.1.1 | across the multiple year levels of a qualification/programme curriculum; OR |
| G1.5.2.1.2 | for students repeating modules within or across years; OR |
| G1.5.2.1.3 | for all elective modules within a qualification/programme curriculum. |
| G1.5.2.2 | Students may not register for modules that clash on lecturing timetables, except with the permission of the Head of Department concerned. |
| G1.5.2.3 | It is the responsibility of the student to ensure that he/she is not registered for modules that clash on the timetable. |
| G1.5.2.4 | In the event of a clash, the responsibility rests with the student to amend his/her registration accordingly. |
| G1.5.3 | <i>Class group attendance:</i> |
| G1.5.3.1 | A student must ensure that he/she attends the class group (including practicals and tutorials) he/she is assigned to. |
| G1.5.3.2 | Where a module has been linked to a class group, the onus is on the student to ensure that it does not result in a clash with another module on his/her timetable. |
| G1.5.3.3 | If a clash is determined after registration, the onus is on the student to amend his/her registration accordingly. |

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| G1.5.4 | <i>Class attendance for part-time and full-time students:</i> |
| | Students registered as full-time or part-time for their respective qualification or programme shall attend classes which may be scheduled during day or evening periods as published on the official lecture timetable. |
| G1.5.5 | <i>Academic week:</i> |
| | Classes, assessments and other academic activities normally extend from Mondays to Fridays, with e.g. the first classes of the day starting at 07:45 and the final classes ending at 20:45. Classes, assessments and other academic activities may also be scheduled on Saturdays as required. |
| G1.5.6 | <i>Scheduling of formal classes during official centralised summative assessment or re-assessment (examination) periods:</i> |
| | No formal classes may be scheduled during the official centralised summative assessment or re-assessment periods without prior approval from Executive Committee of Senate on recommendation of the Central Timetabling Committee except for additional support activities which should be scheduled in terms of the centralised summative assessment (examination) timetable to prevent clashes. |
| G1.5.7 | <i>Alteration of academic facility:</i> |
| | Equipment standard to an academic facility (e.g. number of tables and chairs, number of blackboards / whiteboards, overhead projector, etc.) may not be altered or moved from one academic facility to another without approval of the Central Timetabling Office. |
| G1.6 | Recognition and Retention of Credits |
| G1.6.1 | <i>Approval of credits:</i> |
| | The relevant Head of Department where the modules resides may grant a credit for module/s completed and passed at the University or at another accredited institution, where outcomes are sufficiently similar to those required for the module in question. |
| G1.6.2 | <i>Credits from other accredited institutions:</i> |
| | A student may on grounds of having completed sufficiently similar modules at other accredited institutions, be granted credits in respect of modules with a cumulative credit value of <u>not more than 50% of the total credit value</u> of the relevant qualification or programme at the University. |
| G1.6.3 | <i>Credits from a completed qualification:</i> |
| | A student may be granted credits in respect of modules obtained towards a completed qualification or programme, provided that such credits shall <u>not</u> constitute <u>more than 50% of the credits</u> required for the new qualification or programme. |
| G1.6.4 | <i>Credits from an incomplete qualification or programme at the University:</i> |
| G1.6.4.1 | A student may on grounds of having completed sufficiently similar modules as part of an incomplete qualification or programme at the University or from another accredited institution, be granted all credits in respect of modules of the relevant programme or qualification at the University. |
| G1.6.4.2 | Rule G1.6.4.1 is limited with the provision that no more than 50% of credits required for another qualification or programme are credits that have already been used for a completed qualification. The purpose of this provision is to avoid the awarding of multiple qualifications for the same work undertaken and to ensure that qualifications with different purposes are not embedded within each other. |
| G1.6.5 | <i>Approval of exit level module credits:</i> |
| G1.6.5.1 | A student shall be required to complete all the exit level modules at the University. |
| G1.6.5.2 | The Faculty Management Committee may approve that not more than half of the total credit value of the exit level modules may be completed at another institution. |
| G1.6.5.3 | On recommendation of the Faculty Management Committee, the Executive Committee of Senate may approve a deviation in respect of more than half of the total credit value of the exit level modules. |

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| G1.6.6 | <u>Applications for recognition of credits:</u> |
| G1.6.6.1 | Applications for recognition of credits must be submitted before the commencement of study. |
| G1.6.6.2 | In the case where modules from another institution are presented for recognition of credits, the academic record of the student and the relevant year's syllabi of the modules must accompany the application. |
| G1.6.6.3 | The prescribed form must be completed in full and be submitted to the Faculty Academic Administration Section. The relevant form is available on the student portal (online) and from the Faculty Academic Administration Section. |
| G1.6.7 | <u>Applications for recognition of credits for graduation in particular year:</u> |
| | If a student wishes to graduate in a particular year, written application for recognition of credits must reach the University annually by the date published in the General Prospectus of the University. |
| G1.6.8 | <u>Approval of credits after a break in studies:</u> |
| | Where a student has had a break in studies for a year or longer, such student must re-apply for admission. In some instances, the retention of credits may be subject to departmental or equivalent structure approval. |
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| G1.7 | Articulation: |
| G1.7.1 | Articulation between qualifications or programmes are managed in terms of the official articulation policy of the University. |
| G1.7.2 | A student or applicant who has completed a Higher Certificate, Advanced Certificate or Diploma and who may not have obtained the required endorsement status on his/her National Senior Certificate (NSC) may be admitted to a cognate qualification or programme if: |
| G1.7.2.1 | The applicant's qualification (Higher Certificate, Advanced Certificate or Diploma) which must be registered on the HEQSF is in a cognate field, in which case it will meet the statutory minimum admission requirements for entry into bachelor's degree study and no Matriculation Board exemption certificate is required; and |
| G1.7.2.2 | The applicant's achievements meet the University's minimum admission requirements for the respective qualification or programme. |
| G1.7.3 | The University may grant credit(s) for modules required for the qualification or programme that is being articulated to on the basis of work completed towards the completion of the respective Higher Certificate, Advanced Certificate or Diploma. |
| G1.7.4 | Module credit(s), obtained for the completed qualification or programme, may be granted for up to 50% (half) of the total credits of the qualification or programme that is being articulated to . |
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| G1.8 | Academic Participation Requirements |
| G1.8.1 | <u>Setting of academic participation requirements:</u> |
| G1.8.1.1 | A department may set academic participation requirements, in which case satisfactory attendance must be clearly defined. |
| G1.8.1.2 | Students must be notified thereof in writing through the module guide at the commencement of each module. |
| G1.8.2 | <u>Unsatisfactory academic participation:</u> |
| | Departments may refuse students from admission to an assessment or centralised summative assessment (examination) in a module on the basis of unsatisfactory academic participation. |
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| G1.9 | Assessment |
| G1.9.1 | <u>Assessment Manner:</u> |
| | The assessment of all students in every module shall be in the manner as approved by Senate and the final mark/result so obtained for a module shall be entered into the academic records of the students. |
| G1.9.2 | <u>Notification of Assessment Manner:</u> |
| | At the commencement of a module, the student shall be informed by means of the module guide of the manner in which assessment of a module will take place, as well as any further requirements in respect of the module. This information must include the way in which a final mark/result will be calculated and the manner in which a re-assessment will be conducted. |
| G1.9.3 | <u>Final Assessment:</u> |
| G1.9.3.1 | <u>Time and venue for final assessments:</u> |
| | The time and venue for the final assessment of a module shall be determined by the Academic Department or the Assessment and Graduation Section where applicable. |
| G1.9.3.2 | <u>Assessments for continuous and alternative assessments:</u> |
| | Assessments for continuous and alternative assessment modules must normally be completed prior to the start of the official centralised summative assessment (examination) period. |
| G1.9.3.3 | <u>Re-assessments for continuous and alternative assessments:</u> |
| | Re-assessment for continuous and alternative assessment modules must be finalised in context of student centralised summative assessment (examination) timetables to prevent clashes and before the due date for finalisation of normal centralised summative assessment (examination) marks. |
| G1.9.4 | <u>Absence from Assessments (e.g. tests, practicals):</u> |
| G1.9.4.1 | Satisfactory documentary evidence, e.g. a medical certificate, is required for absence from all types of assessments subject to rule G1.9.4.3 . |
| G1.9.4.2 | Such documentary evidence must be submitted to the relevant lecturer no later than three (3) working days after the assessment. |
| G1.9.4.3 | The requirement for submitting satisfactory evidence for absence from an assessment is subject to the rules of the faculty or department responsible for administering assessments in terms of faculty or department specific rules approved by Senate and published in the Faculty Prospectus. |
| G1.9.4.4 | Students who choose not to participate in assessments on particular dates/times due to religious or cultural observance or sporting events may apply to the lecturer concerned to participate in such assessments at an alternative date/time. |
| G1.9.4.5 | Any such application must be supported by proof on a letterhead from the relevant ordained religious leader or designated authority confirming that the identified dates/times are of particular significance. |
| G1.9.4.6 | The lecturer will endeavour to accommodate the students where possible. |
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| G1.10 | Centralised Summative Assessments (Examinations) |
| G1.10.1 | <u>Students whose religious or cultural observance coincide with the centralised summative assessment examination period:</u> |
| G1.10.1.1 | Students who object on grounds of religious or cultural observance to writing centralised summative assessments (examinations) on particular dates/times during the centralised summative assessment (examination) period may apply to the Assessment and Graduation Section to have the centralised summative assessment (examination) not scheduled on the dates/times in question. |
| G1.10.1.2 | The Assessment and Graduation Section will endeavour to reasonably accommodate the students by not scheduling the affected centralised summative assessment (examination) on the dates/times in question. |
| G1.10.1.3 | If this is not possible, the students will be allowed to apply for a deferred centralised summative assessment (special examination) in terms of rule G1.11 . |

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| G1.10.1.4 | Any such application must be submitted on the prescribed form by the published date in the General Prospectus of the University. |
| G1.10.1.5 | Any such application must be supported by proof on a letterhead from the relevant ordained religious leader or designated authority confirming that the identified dates/times are of particular significance. |
| G1.10.2 | <i>Centralised summative assessment (examination) Timetable:</i> |
| G1.10.2.1 | Official notification of the centralised summative assessment (examination) timetable will be by means of email to the student's University email addresses as well as on the Student Portal. |
| G1.10.2.2 | A provisional centralised summative assessment (examination) timetable normally precedes the final centralised summative assessment (examination) timetable and the onus is on students to ensure that their modules do not clash and point out any clashes to the Assessment and Graduation Section. |
| G1.10.2.3 | It remains the responsibility of a student to consult the final centralised summative assessment (examination) timetable when it is published as dates and/or times may have changed when compared to the provisional timetable. |
| G1.10.3 | <i>Determination of Class Mark:</i> |
| G1.10.3.1 | A class mark is determined by means of the assessment (during the course of an academic term or semester) of a student's performance in a module through various methods, e.g. tests, practical work, assignments, etc. |
| G1.10.3.2 | A class mark is not transferable and is valid only for the specific registration period in which it has been achieved. |
| G1.10.4 | <i>Admission to Centralised Summative Assessment (examination):</i> |
| G1.10.4.1 | The class mark could determine if a student is allowed to sit for the mid-year or end-of-year end-of-module centralised summative assessment (examination). |
| G1.10.4.2 | Criteria for admissions to centralised summative assessments (examinations) will be determined by the Faculty Management Committee and published in the Faculty Prospectus and/or module guide. |
| G1.10.4.3 | Admission to assessments and centralised summative assessments (examinations) is subject to rule G1.8 on academic participation requirements where applicable. |
| G1.10.5 | <i>Notification of Admission to Centralised Summative Assessment (examination):</i> |
| G1.10.5.1 | Class marks will be published on the student portal and the onus is on the student to ascertain whether he/she qualifies for centralised summative assessment (examination) admission where applicable. |
| G1.10.6 | <i>Writing of Face-to-face Centralised Summative Assessments (examinations):</i> |
| G1.10.6.1 | When a student registers at the University, he/she simultaneously registers for the centralised summative assessment (examination) in those modules for which he/she registers, provided that he/she meets the respective centralised summative assessment (examination) admission requirements where applicable. |
| G1.10.6.2 | A student may only sit for his/her centralised summative assessment (examination) at the centralised summative assessment (examination) centre for which he/she has been registered. |
| G1.10.6.3 | Notwithstanding G1.10.6.2 above, an undergraduate study abroad student or a local student who officially participates in a study abroad programme, who qualifies for a centralised summative re-assessment (re-examination), deferred centralised summative assessment (special examination) or last outstanding assessment (extraordinary examination) in a module, but is unable to write such centralised summative assessment (examination) at the University due to being abroad at the time of the centralised summative assessment (examination), may apply to sit for the centralised summative assessment (examination) at any of the University's Partner Universities abroad or any other university abroad as determined by the relevant committee, as contemplated in rule G1.10.6.5 below, at its discretion. |

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| G1.10.6.4 | Any such application must be submitted on the prescribed application form to the Assessment and Graduation Section at least five (5) working days before the commencement of the mid-year or end-of-year centralised summative re-assessment (re-examination/special examination) period. |
| G1.10.6.5 | The prescribed fee for writing the centralised summative assessment (examination) is payable upon the relevant committee's approval of the application. |
| G1.10.6.6 | Additional information regarding the application procedure, prescribed fees and conditions applicable to such centralised summative assessments (examination) is available on the University's website. |
| G1.10.6.7 | Students should be seated 15 minutes before the centralised summative assessment (examination) session commences and nobody may leave the venue within the first hour or during the last 15 minutes of the centralised summative assessment (examination) session. No student will be admitted to the centralised summative assessment (examination) venue once the first half hour of the session has passed. |
| G1.10.6.8 | A student will only be allowed to write the centralised summative assessment (examination) if he/she is in possession of his/her valid student card. If a student has misplaced or lost his/her student card on the day of the centralised summative assessment (examination), he/she will only be permitted to write the centralised summative assessment (examination) if she/he is in possession of a recent (not older than three months) proof of registration together with his/her identity document or passport. |
| G1.10.6.9 | All students must abide by the centralised summative assessment (examination) instructions as detailed in the centralised summative assessment (examination) answer books, as well as those rules read out by the Chief Invigilator prior to commencement of each centralised summative assessment (examination) session. |
| G1.10.6.10 | Students, who as a result of acceptable reasons need additional time for the writing of centralised summative assessment (examination), must apply in writing to the Universal Accessibility and Disability Services not later than one calendar month after the commencement of lectures. |
| G1.10.7 | <u>Writing of E-Assessments:</u> |
| G1.10.7.1 | All standard provisions regarding face-to-face centralised summative assessments will apply equally to e-assessments hosted in University facilities. |
| G1.10.7.2 | Unless otherwise specified, all e-assessments should be hosted only on NMU approved systems and technology as approved by ECS. |
| G1.10.7.3 | Use of third-party software applications, portals, and other resources will be allowed only where they have been approved and meet the following criteria: |
| G1.10.7.3.1 | Provide security of data as set out in the relevant NMU policy and as defined by the POPI Act; |
| G1.10.7.3.2 | Do not generate additional costs or fees for students beyond standard NMU fees; |
| G1.10.7.4 | <i>Integrity of e-assessments must be ensured through inter alia:</i> |
| G1.10.7.4.1 | Sound e-assessment design that will minimise and impede opportunities for cheating; |
| G1.10.7.4.2 | Online identity authentication and verification; or |
| G1.10.7.4.3 | Electronic invigilating ensuring that the student completing the e-assessment is not receiving additional, outside or unauthorised assistance. |
| G1.10.7.5 | <i>E-assessment invigilation:</i> |
| G1.10.7.5.1 | In the case of e-assessments, the University reserves the right to record e-assessment opportunities by way of digital invigilation software for purposes of use thereof in disciplinary proceedings in relation to any transgressions during e-assessment opportunities. |
| G1.10.7.5.2 | Possible student transgressions will be flagged by the e-invigilation software or by a trained online invigilator. |
| G1.10.7.5.3 | Video recording will be submitted as part of the evidence of an alleged transgression. |

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| G1.10.7.5.4 | Students who are accused of transgressing must complete and sign the prescribed declaration form within seven days after notification of the e-assessment transgression. |
| G1.10.7.5.5 | If a video recording is available, the student will have access to the video and may be interviewed by a trained invigilator about the flagged transgression/s. |
| G1.10.7.5.6 | The responsible invigilator will submit the form, and video or other evidence, as part of a written report to the Assessment and Graduation Section. |
| G1.10.7.5.7 | Students must complete a prescribed declaration form after the e-assessment opportunity. The invigilator will submit this form together with a written report to the Assessment and Graduation Section. |
| G1.10.7.6 | <i>Irregularities during participation in e-assessment opportunities:</i> |
| G1.10.7.6.1 | Transgressions in this category include all forms of plagiarism. |
| G1.10.7.6.2 | Search engines and anti-plagiarism software may be used in the detection of suspected transgressions in this category. |
| G1.10.7.6.3 | The location for and time to complete an e-assessments may be prescribed and where applicable extra time may be allowed. |
| G1.10.7.6.4 | All student assessment alleged transgressions will be submitted to the Executive Dean of the Faculty or his/her delegated authority for a decision on whether or not to submit for disciplinary investigation. |
| G1.10.7.6.5 | While a case is pending, answers will not be marked, and no result in the relevant subject will be made available to the student. |
| G1.10.7.6.6 | The University reserves the right to record assessment opportunities by way of digital footage for purposes of use thereof in disciplinary proceedings in relation to any transgressions during assessment opportunities |
| G1.10.8 | <u>Determination of Centralised Summative Assessment (examination) Mark:</u> |
| G1.10.8.1 | In cases where a module has more than one centralised summative assessment (examination) paper the centralised summative assessment (examination) mark for that module consists of the weighted average mark of the marks obtained for each question paper. |
| G1.10.8.2 | Departments may set sub minima for question papers. |
| G1.10.9 | <u>Determination of Final Mark:</u> |
| G1.10.9.1 | On the completion of end-of-module assessments a student shall be awarded a final mark not exceeding 100% in each module. Provision may be made in the departmental or faculty rules for the student's class mark, if any, to be taken into consideration for the calculation of the final mark |
| G1.10.9.2 | The final mark of a module is determined by weighting the class mark and the end-of-module assessment mark in a ratio, which is normally in a range between 30:70 and 70:30. In some instances, for example portfolios, the class mark may be set at 100% for continuous assessment modules. |
| G1.10.10 | <u>Subminimum requirement for Centralised Summative Assessments (examinations)</u> |
| G1.10.10.1 | A student must obtain a subminimum mark of 40% for the centralised summative assessment (examination) in order to pass a module. |
| G1.10.11 | <u>Pass Requirements:</u> |
| G1.10.11.1 | A student must obtain a final mark of at least 50% in order to pass a module. |
| G1.10.12 | <u>Passing a module with Distinction:</u> |
| G1.10.12.1 | A student passes a module with distinction if he/she attains a final mark of at least 75% in that module. |
| G1.10.13 | <u>Passing of linked modules:</u> |
| G1.10.13.1 | It is acknowledged that certain modules, while being stand-alone modules for which individual credit may be obtained in terms of rule G1.10.11.1 above, are nevertheless intrinsically linked to one or more other modules. Such linkages must be confirmed by specific faculty rules which must adhere to the following general rules: |

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| G1.10.13.2 | In the case where learning in the subsequent module builds cumulatively on the learning in the previous module, the previous module may be passed if the weighted average final mark for the two modules is at least 50%, provided that the subsequent module must have been passed on its own and that a minimum final mark of at least 40%, as well as a subminimum mark of at least 40% for the centralised summative assessment (examination), must have been obtained for the first module. |
| G1.10.13.3 | In the case where the content of two or more modules form an integrated whole, these modules may be passed if the weighted average mark of these modules is at least 50%, provided that a minimum final mark of at least 40%, as well as a subminimum mark of at least 40% for the centralised summative assessment (examination), must be obtained for each individual module. |
| G1.10.13.4 | If all linked modules have not been passed in terms of rules G1.10.13.2 and G1.10.13.3 above, credit is retained for the modules which were passed on their own; modules which were not passed must be repeated and individually passed in a subsequent academic year. |
| G1.10.13.5 | The linking of modules and the consequent averaging of marks is only allowed in respect of the same academic year. |
| G1.10.13.6 | A specific faculty rule may determine that the minimum final and subminimum marks referred to in rules G1.10.13.2 and G1.10.13.3 above shall be at least 45%. |
| G1.10.13.7 | The linking of modules and the application of these rules must be explained in the module guide of a linked module which is provided to students at the commencement of each module. |
| G1.10.14 | <i>Release of Provisional Centralised Summative Assessment (Examination) Results:</i> |
| G1.10.14.1 | Provisional results are released for the sole purpose of giving students advance notification of potential centralised summative re-assessments / deferred centralised summative assessments or last outstanding re-assessments (re-examinations/ special examinations/ extraordinary examinations/assessments). |
| G1.10.15 | <i>Release of Centralised Summative Assessment (Examination) Results:</i> |
| G1.10.15.1 | Provisional unmoderated centralised summative assessment (examination) marks must be available for students 3 working days (excluding weekends and public holidays) after an assessment was written. |
| G1.10.15.2 | Final moderated centralised summative assessment (examination) marks must be available for students 10 working days (excluding weekends and public holidays) after an assessment was written. |
| G1.10.15.3 | In exceptional circumstances key modules may annually be identified after consultation between Faculties and the Assessment and Graduation Section for which individualised release dates can be determined. |
| G1.10.15.4 | The Assessment and Graduation Section will publish a schedule for submission of module marks for each centralised summative assessment (examination) period. |
| G1.10.15.5 | The onus is on a student to obtain his/her final results when published. (Refer rule G1.14) |
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| G1.11 | <i>Deferred Centralised Summative Assessments (Special Examinations):</i> |
| G1.11.1 | A student prevented from completing, a centralised summative assessment [normal examination] due to circumstances beyond his/her control may be granted permission by the Assessment and Graduation Section to sit for a deferred centralised summative assessment (special examination). |
| G1.11.2 | Such a student must submit a written application, supported by documentary evidence to the Assessment and Graduation Section before the first centralised summative assessment (examination), but no later than three (3) working days after the date of the respective centralised summative assessment (examination). |
| G1.11.3 | <i>Deferred centralised assessment (special examinations) due to illness:</i> |
| G1.11.3.1 | In the case of illness a medical certificate must be submitted. |

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| G1.11.3.2 | The medical certificate must clearly indicate the nature of the illness and confirm that the student was, according to the clinical opinion of a medical practitioner, unfit to sit for the centralised summative assessment (examination(s)) on the day of the centralised summative assessment (examination(s)) in question. |
| G1.11.3.3 | The University also reserves the right to investigate the validity of a medical certificate and to make a final decision informed by the investigation. |
| G1.11.4 | <u>Deferred centralised assessment (special examinations) due to death in the family:</u> |
| | In the case of death in the family, a certified copy of the death certificate must be submitted. |
| G1.11.5 | <u>Deferred centralised assessment (special examinations) on religious grounds or cultural practices or observances:</u> |
| | In the case of application on religious grounds or cultural practices or observances, a letter from the relevant ordained religious leader or designated authority in charge on an official letterhead must be provided. |
| G1.11.6 | <u>Deferred centralised assessment (special examinations) to take part in any recognised sport, cultural or other student activities at provincial level or higher:</u> |
| | In the case of a student who is required to take part in any recognised sport, cultural or other student activities at provincial level or higher, at a time which is likely to affect his/her preparation for and/or writing of a centralised summative assessment (examination). |
| G1.11.7 | <u>Deferred centralised assessment (special examinations) to take part in University approved activities:</u> |
| | Students participating in University approved activities may also be eligible to be granted deferred centralised assessment (special examinations). |
| G1.11.8 | <u>A deferred centralised assessment (special examinations) will not be allowed if a student:</u> |
| G1.11.8.1 | Misreads/misinterprets the centralised summative assessment (examination) timetable; |
| G1.11.8.2 | Acts on unofficial information; |
| G1.11.8.3 | Arrives late for a centralised summative assessment (examination); |
| G1.11.8.4 | Is unable to identify him- or herself satisfactorily at the centralised summative assessment (examination) venue. |
| G1.11.8.5 | Has completed a centralised summative assessment (examination) and afterwards applies for a deferred centralised summative assessment (special examination) on the basis of illness or other circumstances. |
| G1.11.9 | <u>Failure to write deferred centralised summative assessment (special examination):</u> |
| G1.11.9.1 | If a student fails to complete a deferred centralised summative assessment (special examination), the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. |
| G1.11.9.2 | An appeal to the Faculty Management Committee must be submitted within 3 days and must follow the procedure outlined in rule G1.11.2. |
| G1.11.10 | <u>Scheduling of deferred centralised summative assessment (special examination) or last outstanding (extraordinary) assessments:</u> |
| | Deferred centralised summative assessments (special) or last outstanding assessments (extraordinary examinations) are written at the same time as the re-assessment in that particular module. |
| G1.11.11 | <u>Scheduling re-assessments (re-examinations) for deferred centralised assessments (special) or (extraordinary) last outstanding assessments:</u> |
| G1.11.11.1 | A student who upon writing a deferred centralised summative assessment (special examination) and is eligible for a re-assessment [re-examination] or last outstanding assessment (extraordinary examination) shall write such assessment (examination) on a date/time to be determined by the Assessment and Graduation Section. |

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| G1.11.11.2 | The procedure as described in rule G1.14 is applied for the notification of students for deferred centralised summative assessments (special examinations). |
| G1.12 | Re-assessments (Re-examinations): |
| G1.12.1 | Students who have failed the original final assessment (examination) in a module may qualify for a re-assessment (re-examination) of any work (including portfolios) or centralised summative assessment (examination) in that module, provided that a re-assessment (re-examination) shall not be granted in respect of modules offered in the academic recess periods. |
| G1.12.2 | In order to qualify for a re-assessment (re-examination), a student must have obtained a final mark of at least 45% in the original assessment (examination). |
| G1.12.3 | In addition to the normal assessment (examination) periods, re-assessments (re-examinations) are normally conducted during a period preceding the commencement of the following academic cycle as scheduled in the General Prospectus. |
| G1.12.4 | A re-assessment/re-examination does not constitute a separate new assessment. The assessment criteria or ratios used in the original calculation of the final mark shall also apply to the re-assessment (re-examination), but the final mark thus obtained may not exceed 50%. |
| G1.12.5 | If a student fails to complete the re-assessment (re-examination), the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. |
| G1.12.6 | An appeal to the Faculty Management Committee must be submitted within 3 days and must follow the procedure outlined in rule G1.11 |
| G1.12.7 | A fee per module will be debited to the student's account after the re-assessment (re-examination) has been written. |
| G1.12.8 | In exceptional circumstances re-assessments may not be available for specific modules as approved by ECS and published in the Faculty Prospectus. |
| G1.13 | Last Outstanding Re-Assessment: |
| G1.13.1 | A final year student or a student registered for an undergraduate one-year qualification or programme who after the completion of the normal semester assessments, centralised summative assessment (examinations) or recess programme, needs to pass only one outstanding module to complete a qualification or programme, and has not qualified for a re-assessment (re-examination) in that module, shall nevertheless be granted a re-assessment (re-examination) in that module. |
| G1.13.2 | <u>For the consistent implementation of this rule, the following definitions and sub-rules must be applied:</u> |
| G1.13.2.1 | A final year student is a registered student who has qualified to be categorised as such by virtue of his/her academic progress up to the end of the previous academic year. |
| G1.13.2.2 | One outstanding module refers to one year module, one semester module or the equivalent of one semester module (for example two term modules, which may or may not be from the same discipline), or one term module for which the student has been registered in the current academic year. |
| G1.13.2.3 | The rule must be applied separately and independently in respect of the final results for the mid-year and end-of-year assessment periods: |
| G1.13.2.3.1 | <i>After the final results are available for the mid-year assessment period:</i> it must be assumed that the student will pass all year, second semester and term 3 and 4 modules he/she has registered for, as well as all <i>re-assessments (re-examinations) during the mid-year re-assessment (re-examination) period</i> . A student who has not registered for his/her outstanding second semester module(s), should there be any, shall not be eligible for a last outstanding re-assessment (examination) after the mid-year re-assessment (re-examination) period. |
| G1.13.2.3.2 | <i>After the final results are available for the end-of-year assessment period:</i> the student must have passed all first semester and term 1 and 2 modules. |

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| G1.13.2.4 | If the only outstanding module, as defined in G1.13.2.2 above, is a module for which the student did not qualify for admission to the assessment in terms of rule G1.10.4 , a last outstanding re-assessment shall also be granted for that module. However, this sub-rule will not apply if the non-admission to the assessment was the result of non-compliance with a sub-minimum requirement relating to a compulsory laboratory or assignment component of the class mark. |
| G1.13.2.5 | A last outstanding re-assessment (extraordinary assessment/examination) does not constitute a separate new assessment (examination) and is therefore subject to rule G1.12.4 . |
| G1.13.2.6 | A student shall complete a last outstanding re-assessment (extraordinary assessment /examination) in the period when re-assessments (examination) are written. |
| G1.13.2.7 | This rule shall not apply if a student has failed a re-assessment (re-examination) or a last outstanding re-assessment (extraordinary assessment/examination) in that module. The re-assessment (re-examination) shall not be granted on a last outstanding re-assessment (extraordinary assessment/examination). |
| G1.13.2.8 | If a student fails to complete a last outstanding re-assessment (extraordinary assessment /examination) , the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. An appeal to the Faculty Management Committee must follow the procedure outlined in rule G1.11 . |
| G1.13.2.9 | A student registered for occasional studies in terms of rule G1.4.16 shall not qualify for a last outstanding re-assessment (extraordinary re-assessment/ examination). |
| G1.13.2.10 | A re-assessment (re-examination) does not constitute a separate new assessment (examination). The assessment (examination) criteria or ratios used in the original calculation of the final mark shall also apply to the re-assessment (examination), but the final mark thus obtained may not exceed 50%. |
| G1.13.2.11 | A last outstanding re-assessment will not be granted for continuous assessment modules. |
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| G1.14 | Notification of Final Assessment Results: |
| G1.14.1 | This includes results of centralised summative assessments (examinations), centralised summative re-assessment (re-examinations), deferred centralised summative assessment (special examinations) and last outstanding re-assessments (extraordinary examinations or assessments). |
| G1.14.2 | Results will only be released if the student account is not in arrears by any of the respective payment dates. |
| G1.14.3 | The Assessment and Graduation Section is responsible for notifying a student of the official final results. |
| G1.14.4 | The official results will indicate whether a student qualifies for a centralised summative re-assessment (re-examination), deferred centralised summative assessment (special examination) or last outstanding re-assessment (extraordinary examination or assessment). |
| G1.14.5 | Final results shall be made available by the Assessment and Graduation Section by means of email to the students' University's email addresses as well as on the Student Portal. |
| G1.14.6 | Notice of dates, times and venues for centralised summative re-assessments (re-examinations), deferred centralised summative assessments (special examinations) and last outstanding re-assessments (extraordinary examinations) will be included irrespective of fees owed to the university. |
| G1.14.7 | Final results may also be made available via SMS to students' cell phone numbers. |
| G1.14.8 | Printed final results will be made available upon request at no cost to the student by Student Systems, Records and Registration Section or the Assessment and Graduation Section. |
| G1.14.9 | In the event of any discrepancy with regard to the information displayed via the various media, the final results on the ITS System (Student i-Enabler) shall be regarded as the official results. |

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| G1.14.10 | The onus is on the student to ascertain whether he/she qualifies for a centralised summative re-assessment (re-examination), deferred centralised summative assessment (special examination) or last outstanding re-assessment (extraordinary examination) and the time and place of such a centralised summative assessment (examination). |
| G1.14.11 | A student, who interprets the notification of the centralised summative re- assessment (re-examination), deferred centralised summative assessment (special examination) or last outstanding re-assessment (extraordinary examination) incorrectly, cannot claim another opportunity to be assessed [examined]. |
| G1.15 | Viewing of Centralised Summative Assessment (Examination) Scripts: |
| G1.15.1 | A student has the right to view his/her centralised summative assessment (examination) scripts and associated memoranda on application to the Assessment and Graduation Section provided that the student account is not in arrears by any of the payment dates. |
| G1.15.2 | The timelines for submitting applications will be as indicated in the General Prospectus of the University |
| G1.16 | Re-Marking of centralised Summative Assessment (Examination) Scripts: |
| G1.16.1 | If a student is not satisfied with the marking of his/her centralised summative assessment (examination) script, he/she may apply for a re-mark of such a script, provided that the student account is not in arrears, subject to completion of the relevant application form at the Assessment and Graduation Section and payment of the prescribed fees where applicable as determined by the University. |
| G1.16.1 | The timelines for the application process for the re-marking of an centralised summative assessment (examination) script shall be as indicated in the General Prospectus of the University. |
| G1.16.3 | Applications for re-marking apply exclusively to written centralised summative assessments (examinations). |
| G1.16.4 | Cancellation of a request for the re-mark of a centralised summative assessment (examination) script will not be allowed once the prescribed fee has been paid. The prescribed fee is not refundable, unless the re-mark results in a changed result (from a fail to a pass; a pass to a distinction or visa versa). |
| G1.16.5 | The Head of Department concerned shall appoint a person other than the original examiner/moderator to re-mark the script. |
| G1.16.6 | The outcome of the re-mark of a centralised summative assessment (examination) script, once approved by the relevant Head of Department, will become the official centralised summative assessment (examination) mark for that script. |
| G1.17 | Moderation of assessments: |
| G1.17.1 | On behalf of the Senate, the respective Faculty Management Committees appoint at least one examiner and one moderator for the assessments in modules offered by the University. |
| G1.17.2 | Except by permission of Senate all modules other than exit-level modules or modules for a one-year undergraduate qualification or programme shall be subject to internal moderation. |
| G1.17.3 | Except by permission of Senate, all exit-level modules shall be subject to external moderation. |
| G1.17.4 | The Faculty Management Committees determine moderation procedures for continuous assessment modules which should include describing which and how assessment components need to be moderated and when the moderation should take place. |
| G1.17.5 | The Faculty Management Committees determine an appeals procedure for students to appeal the appropriateness or accuracy of a mark awarded. The appeals procedure should be published in the module guide |

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| G1.17.6 | The Assessment and Graduation Section will determine and publish internal and external moderation procedures for centralised summative assessments. |
| G1.18 | Submission of documentation for graduation purposes |
| | The final date for the submission of documentation which may have a bearing on the graduation of a student in that particular academic year, shall be as published in the General Prospectus of the University in order to graduate in that particular academic year, e.g. portfolios, log books, applications for module credits, etc. |
| G1.19 | Obtaining a Certificate/Diploma/Degree |
| | The certificate, diploma or degree shall be awarded to a student who obtains at least 50% in each prescribed module. |
| G1.20 | Awarding a Certificate / Diploma / Degree Cum Laude: |
| G1.20.1 | This rule excludes Advanced Diplomas, BTech, Postgraduate diplomas, Honours, Master's and Doctoral degrees |
| G1.20.2 | <u>Unless Senate has approved a different faculty rule, as published in the respective Faculty Prospectus, in respect of rule G1.20.2.4 below, a qualification or programme is awarded cum laude if the student:</u> |
| G1.20.2.1 | Completed the qualification in the prescribed minimum period of study for the applicable full-time or part-time qualification or programme; |
| G1.20.2.2 | Passed all the prescribed modules of the qualification or programme at the first attempt for each module; |
| G1.20.2.3 | Obtained a weighted average mark of at least 75% across all the modules of the qualification or programme; and |
| G1.20.2.4 | Obtained a weighted average mark of at least 75% across all the major modules of the qualification or programme as identified in the faculty rules. |
| G1.20.2.5 | In the absence of approved major modules as provided for in G1.20.2.4 no weighted average for exit level modules will be required. |
| G1.20.2.6 | The registration of the student in the final year of study for full-time or part-time will determine the minimum period of study. |
| G1.21 | Graduation |
| | In terms of the University Statute, degrees are conferred and certificates and diplomas awarded at a congregation of the University. The Chancellor presides or in his or her absence the Vice-Chancellor or Acting Vice-Chancellor presides. |
| G1.22 | Issuing of qualification or programme certificates |
| G1.22.1 | Qualification or programme certificates are only issued once the degrees, diplomas, postgraduate certificates and such other qualifications as determined by the Rules are awarded at a congregation (graduation ceremony) as per the Statute of the Nelson Mandela University. |
| G1.22.2 | Qualification or programme certificates are issued only once in paper format. |
| G1.22.2 | Students who have graduated may apply for a digital replacement (duplicate) certificate of the original certificate. |
| G1.23 | Withdrawal and revocation of a qualification |
| G1.23.1 | <u>The University Council in consultation with Senate reserves the right to withdraw and revoke a qualification or programme that was awarded:</u> |
| G1.23.1.1 | On the basis of a material error on the part of the University provided that such withdrawal and revocation may only take place within a period not exceeding two years after the award; or |
| G1.23.1.2 | As a result of fraudulent or dishonest act in connection with the obtaining of such qualification. |

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| G1.23.2 | <u>Prior to withdrawing and revoking the Qualification or programme, the University must:</u> |
| G1.23.2.1 | Notify the recipient of the qualification or programme concerned that a revocation and withdrawal is being considered; |
| G1.23.2.2 | Provide the recipient with relevant information justifying the intended action; |
| G1.23.2.3 | Provide the recipient with an opportunity to obtain assistance and to present his or her case and |
| G1.23.2.4 | Consider the submissions and representations of the recipient. |
| G1.24 | Qualifications awarded posthumously |
| | The University may award a diploma/certificate or confer a degree posthumously if the student already complied with all the requirements of the qualification or programme concerned before passing away. |
| G1.25 | Conferring of honorary doctoral degrees |
| | Unless determined otherwise by Council, with the concurrence of Senate, and in terms of its Statute, the University confers honorary doctoral degrees in accordance with criteria contemplated in the Rules of the University. |
| G1.26 | Withdrawal and revocation of a honorary doctoral degree or award |
| G1.26.1 | <u>The University Council in consultation with Senate reserves the right to withdraw and revoke an honorary doctoral degree or award that was awarded:</u> |
| G1.26.1.1 | On the basis of a material error on the part of the University or |
| G1.26.1.2 | When the candidate no longer complies with the criteria for conferring of honorary doctoral degree or award as defined in the Rules and Procedures for Conferring of Honorary Awards. |
| G1.26.2 | <u>Prior to withdrawing and revoking the doctoral degree or award, the University must:</u> |
| G1.26.2.1 | Notify the recipient of the honorary degree concerned that a revocation and withdrawal is being considered; |
| G1.26.2.2 | Provide the recipient with relevant information justifying the intended action; |
| G1.26.2.3 | Provide the recipient with an opportunity to obtain assistance and to present his or her case and |
| G1.26.2.4 | Consider the submissions and representations of the recipient. |
| G1.27 | Plagiarism and academic dishonesty |
| | Plagiarism and any instance of academic dishonesty will be dealt with in terms of the Student Disciplinary Code. Students are referred to the Policy on Academic Integrity and Prevention of Plagiarism available on the student portal. |
| G1.28 | Transitional General Rules for Qualifications or Programmes: |
| G1.28.1 | <u>Effect of Amendment of Rules:</u> |
| | If either the general rules for qualifications or programmes or specific faculty rules applicable to an academic qualification or programme are amended, the new rules shall apply to all affected students, unless those rules specifically state that the previous rules shall still apply to students who commenced their studies prior to the amendment. |
| G1.28.2 | <u>Phasing out of pipeline programmes:</u> |
| G1.28.2.1 | Unless Senate decides otherwise, pipeline qualifications or programmes shall be offered for two years longer than the minimum duration of the qualification or programme. |
| G1.28.2.2 | Individual modules offered in qualifications or programmes that are being phased out may be discontinued earlier subject to approval by Faculty Management Committee after consultation with impacted service departments. |

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| G1.28.2.3 | Refer to the Faculty Prospectus for the phasing out detail for programmes and modules. |
| G2 | GENERAL RULES FOR ADVANCED DIPLOMAS AND BTECH DEGREES |
| | Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications or programmes shall also apply to Advanced Diplomas and BTech degrees - BTech degrees are in the process of being phased out. |
| G2.1 | Access: Articulation and Admission |
| G2.1.1 | The holders of an appropriate diploma or other qualifications or programmes approved by Senate, may be accepted as students for Advanced Diplomas and BTech degrees. |
| G2.1.2 | Additional requirements relating to the level of competence achieved for the diploma may be stipulated in the faculty rules. |
| G2.2 | Re-admission |
| | Students, who have not completed the diploma or degree after two years (full-time) or four years (part-time), must apply for re-admission to the diploma or degree. Should such students be re-admitted, the retention of credits already obtained towards the degree shall be subject to departmental approval. |
| G2.3 | Duration of Study |
| | The curriculum for a full-time Advanced Diploma and BTech degree shall be offered over at least one year. The curriculum for a part-time Advanced Diploma and BTech degree shall normally be offered over at least two years. Additional specifications are stipulated in the faculty prospectuses. |
| G2.4 | Repeating modules |
| | Unless Senate approves a different rule for a specific qualification or programme, an Advanced Diploma and BTech degree student shall be permitted to repeat a failed module more than once provided that the maximum period of study is not exceeded. |
| G2.5 | Re-assessment |
| G2.5.1 | A student who has obtained a final mark of 45% for a non-research module, shall be granted a re-assessment in that module. |
| G2.5.2 | In the event that the final mark for a non-research module is below 45%, a student may apply for permission from the Faculty Management Committee for a re-assessment in that module, on the grounds of exceptional circumstances, |
| G2.5.3 | The application on grounds of exceptional circumstances must be submitted to the Assessment and Graduation Section not later than 2 days after the publication of the final marks. |
| G2.5.4 | A re-assessment does not constitute a separate new assessment. The assessment criteria and ratios used in the original calculation of the final mark shall also apply to the re-assessment, but the final mark thus obtained may not exceed 50%. |
| G2.6 | Last Outstanding Re-assessment: Non-Research Module |
| G2.6.1 | Students who are in their final year of study, and who after either the first or second semester final assessments need only one non-research module to obtain his/her qualification or programme shall be granted a re-assessment in that module. |

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| G2.7 | Projects |
| G2.7.1 | The date for the submission of projects (where applicable) shall be the first Friday of December for the autumn graduation and the first Friday in August for the summer graduation as published in the General Prospectus of the University, unless an earlier date has been determined in the faculty rules. Students may nevertheless submit their projects after the above-mentioned submission date subject to provisions of rule G2.7.2 . |
| G2.7.2 | If the assessment of a student's project is not completed in time for the degree to be awarded, the student must re-register for the academic year concerned. |
| G2.8 | Awarding of Advanced Diploma / BTech Degree Cum Laude |
| G2.8.1 | <u>The Advanced Diploma and the BTech degree shall be awarded cum laude to students who:</u> |
| G2.8.2.1 | Obtain a weighted average mark of not less than 75% for all the modules prescribed in their curriculum, provided that all the modules have been passed at the first attempt and |
| G2.8.3.2 | Complete the qualification or programme in the prescribed minimum period of study for the applicable full-time or part-time qualification or programme as stipulated in the faculty prospectus. |
| G2.8.3.3 | The registration of the student in the final year of study for full-time or part-time will determine the minimum period of study. |
| G3 | GENERAL RULES FOR POSTGRADUATE CERTIFICATES AND DIPLOMAS |
| | Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications or programmes shall also apply to Postgraduate Certificates and Diplomas. |
| G3.1 | Access: Articulation and Admission |
| G3.1.1 | The holders of an appropriate Bachelor's degree, an appropriate Advanced Diploma or of other qualifications or programmes approved by Senate. |
| G3.1.2 | Additional requirements relating to the level of competence achieved for the Bachelor's degree or Advanced Diploma may be stipulated in the faculty rules. |
| G3.2 | Re-admission |
| | Students, who have not completed the certificate or diploma after two years full-time and four years part-time study, must apply for re-admission to the certificate or diploma. Should such students be re-admitted, the retention of credits already obtained towards the qualification shall be subject to departmental approval. |
| G3.3 | Duration of Study |
| G3.3.1 | The curriculum for a full-time Postgraduate Diploma and Postgraduate Certificate shall be offered over at least one year. |
| G3.3.2 | The curriculum for a part-time Postgraduate Diploma and Postgraduate Certificate shall normally be offered over at least two years. |
| G3.3.3 | Additional specifications are stipulated in the faculty prospectus. |
| G3.4 | Repeating modules |
| | Unless Senate approves a different rule for a specific qualification or programme, a Postgraduate Certificate or Diploma student shall be permitted to repeat a failed module more than once provided that the maximum period of study is not exceeded. |

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| G3.5 | Re-assessment |
| G3.5.1 | A student who has obtained a final mark of 45% for a non-research module, shall be granted a re-assessment in that module. |
| G3.5.2 | In the event that the final mark for a non-research module is below 45%, a student may apply for permission from the Faculty Management Committee for a re-assessment in that module, on the grounds of exceptional circumstances, |
| G3.5.3 | The application on grounds of exceptional circumstances must be submitted to the Assessment and Graduation Section not later than 2 days after the publication of the final marks. |
| G3.5.4 | A re-assessment does not constitute a separate new assessment. The assessment criteria and ratios used in the original calculation of the final mark shall also apply to the re-assessment, but the final mark thus obtained may not exceed 50%. |
| G3.6 | Last Outstanding Re-assessment: Last Outstanding Module |
| G3.6.1 | Students who are in their final year of study, and who after either the first or second semester final assessments need only one non-research module to obtain his/her qualification or programme shall be granted a re-assessment in that module. |
| G3.7 | Research project |
| G3.7.1 | The final date for the submission of a research project, should it be prescribed in the curriculum shall be the first Friday of December for the Autumn Graduation and the first Friday in August for the Summer Graduation as published in the General Prospectus of the University, unless an earlier date has been determined in the faculty rules. |
| G3.7.2 | Students may submit their research project after the prescribed submission dates subject to the provisions of rule G3.7.3 . |
| G3.7.3 | If the assessment of a student's research project is not completed in time for the Diploma to be awarded, the student must re-register for the academic year concerned. |
| G3.8 | Awarding of Postgraduate Certificates and Diplomas cum laude |
| G3.8.1 | <u>The Postgraduate Certificate and Diploma shall be awarded cum laude to students who:</u> |
| G3.8.1.1 | Obtain a weighted average mark of not less than 75% for all the modules prescribed in the curriculum, provided that all the modules have been passed at the first attempt; and |
| G3.8.1.2 | Complete the qualification or programme in the prescribed minimum period of study for the applicable full-time or part-time qualification or programme. |
| G3.8.1.3 | The registration of the student in the final year of study for full-time or part-time will determine the minimum period of study. |
| G4 | GENERAL RULES FOR HONOURS DEGREES |
| | Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications or programmes shall also apply to Honours degrees. |
| G4.1 | Access: Articulation and Admission |
| G4.1.1 | The holders of an appropriate Bachelor's degree or other qualifications or programmes approved by Senate, may be accepted as students for Honours degrees. |
| G4.1.2 | Additional requirements relating to the level of competence achieved for the Bachelor's degree may be stipulated in the faculty rules. |

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| G4.2 | Re-admission |
| | Students, who have not completed the Honours degree after two academic years full-time and four academic years part-time study, must apply for re-admission to the Honours degree. Should such students be re-admitted, the retention of credits already obtained towards the qualification or programme shall be subject to departmental approval. |
| G4.3 | Duration of Study |
| | The curriculum for an Honours degree shall be offered over at least one academic year full-time and two academic years part-time study. Additional specifications are stipulated in the faculty prospectus. |
| G4.4 | Repeating modules in Honours degrees |
| | Unless Senate approves a different rule for a specific qualification or programme, an Honours student shall be permitted to repeat a failed module more than once provided that the maximum period of study is not exceeded. |
| G4.5 | Re-assessment |
| G4.5.1 | A student who has obtained a final mark of 45% for a non-research module, shall be granted a re-assessment in that module. |
| G4.5.2 | In the event that the final mark for a non-research module is below 45%, a student may apply for permission from the Faculty Management Committee for a re-assessment in that module, on the grounds of exceptional circumstances, |
| G4.5.3 | The application on grounds of exceptional circumstances must be submitted to the Assessment and Graduation Section not later than 2 days after the publication of the final marks. |
| G4.5.4 | A re-assessment does not constitute a separate new assessment. The assessment criteria and ratios used in the original calculation of the final mark shall also apply to the re-assessment, but the final mark thus obtained may not exceed 50%. |
| G4.6 | Last Outstanding Re-assessment: Last Outstanding Module |
| G4.6.1 | Students who are in their final year of study, and who after either the first or second semester final assessments need only one non-research module to obtain his/her qualification or programme shall be granted a re-assessment in that module. |
| G4.7 | Treatises/Research/Projects: |
| G4.7.1 | The final date for the submission of a research project, should it be prescribed in the curriculum shall be the first Friday of December for the autumn graduation and the first Friday in August for the summer graduation as published in the General Prospectus of the University, unless an earlier date has been determined in the faculty rules. |
| G4.7.2 | Students may submit their research project after the prescribed submission dates subject to the provisions of rule G4.7.3 . |
| G4.7.3 | If the assessment of a student's research project is not completed in time for the Honours to be awarded, the student must re-register for the academic year concerned. |
| G4.8 | Awarding of the Honours Degree Cum Laude |
| G4.8.1 | <i>The Honours degree shall be awarded cum laude to students who:</i> |
| G4.8.1.1 | Obtain a weighted average mark of not less than 75% for all the modules prescribed in their curriculum, provided that all the modules have been passed at the first attempt; and |
| G4.8.1.2 | Complete the qualification or programme in the prescribed minimum period of study for the applicable full-time or part-time qualification or programme. |

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| G4.8.1.3 | The registration of the student in the final year of study for full-time or part-time will determine the minimum period of study. |
| G5 | GENERAL RULES FOR MASTER'S AND DOCTORAL DEGREES |
| | Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications or programmes shall also apply to Master's and Doctoral degrees. |
| G5.1 | Access: Articulation and Admission |
| G5.1.1 | Holders of an appropriate Honours or four year professional Bachelor's degree (in the case of Master's studies) and the holders of a recognised Master's degree (in the case of Doctoral studies) or the holders of other qualifications or programmes approved by Senate, may be accepted as students for the relevant degree. |
| G5.1.2 | Students who have passed the assessments on the grounds of which they will be awarded the relevant degree by a University or on the grounds on which the required status may later be granted to them, or who have in any other manner (e.g. RPL) attained a level of competence which in Senate's opinion is adequate for the purpose of postgraduate studies or research at the required level, may be accepted as students for the relevant degree. |
| G5.1.3 | Apart from the general admission requirements, a student may be required to fulfil further requirements, e.g. supplementary work or an oral/written examination as prescribed by Senate. |
| G5.1.4 | Applicants wishing to pursue either a master's by dissertation or doctoral studies are required, as part of the application process, to provide a broad outline of proposed area of research as per each entities postgraduate prospectus or research application requirements. |
| G5.1.5 | Applicants wishing to pursue a coursework master's will receive guidance from the assigned postgraduate programme co-ordinator with regard to the choice of a research topic to fulfil the requirements for the treatise component of their chosen degree programme. |
| G5.1.6 | An application for a postgraduate qualification or programme may, after selection by the Head of Department or Director of School, in consultation with the relevant Postgraduate Studies Coordinator, and ratification by the Faculty Postgraduate Studies Committee, be processed by the Faculty Academic Administration Section. |
| G5.2 | Re-admission |
| G5.2.1 | On recommendation of the supervisor, the Faculty Postgraduate Studies Committee may refuse permission for the continued registration of a student on the grounds of unsatisfactory academic progress. |
| G5.2.1 | The university may refuse a student re-admission, if such a student fails to make satisfactory academic progress in terms of agreed upon outcomes with his/her research supervisor. |
| G5.3 | Module Credits |
| | Applications for credits in respect of coursework Master's studies will, on the recommendation of the relevant Head of Department, be considered by the Faculty Postgraduate Studies Committee. |
| G5.4 | Enrolment: Registration and Continuing Registration: |
| G5.4.1 | Subject to rule G5.4.2 , The first registration of students for research Master's and Doctoral degree programmes may be at any time during the academic year. |
| G5.4.2 | If in any academic year a new student for a research degree registers after the last working day of April, their period of registration for that academic year shall not be taken into account for the purpose of rule G5.7.1 and will pay fees on a pro rata basis. |

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| G5.4.3 | A student must renew his/her registration for the study on an annual basis, for the full period of study, until he/she has complied with all the prescribed requirements for the degree. |
| G5.4.4 | Registration must take place online, within the normal registration period. |
| G5.4.5 | Late registrations shall be accepted up to the predetermined date published in the General Prospectus of the University. |
| G5.4.6 | If a student fails to renew his/her registration as a student, the registration of his/her research project shall lapse subject to rule G5.6.1 . |
| G5.4.7 | The continued registration of a postgraduate candidate is subject to a favourable annual progress report. The postgraduate student is responsible for initiating the report annually, in collaboration with the supervisor, by the date published in the General Prospectus and submitting this for endorsement to the Head of Department/ Director of School. |
| G5.4.8 | The academic years during which the registration has lapsed (that is, where a student has not placed studies in abeyance, or has failed to register, or has not made any contact with the University) would be considered as part of the formal prescribed maximum study period for the completion of the degree |
| G5.4.9 | If the assessment of a student's treatise/dissertation/thesis is not completed in time for the degree to be awarded in a particular year, the student must re-register for the academic year concerned and pay a fee as determined. |
| G5.4.10 | G5.4.9 is subject to evidence of recourse taken by the Assessment and Graduation Section, the Research Directorate and Faculty Management to facilitate the completion of the process in terms of published deadlines. |
| G5.5 | Enrolment: Conversion of registration from a master's to a doctoral degree |
| G5.5.1 | In exceptional cases, where the scope and impact of a Master's research project which was originally approved by Faculty Postgraduate Studies Committee has grown to a level that is undoubtedly at doctoral level, a student may apply with all supervisors' concurrence to have his/her registration converted to a doctoral programme. |
| G5.5.2 | Such conversion may only be requested after at least one academic year has been completed after first registration for the Master's. |
| G5.5.3 | The Faculty Postgraduate Studies Committee will consider the merits of the request based upon the submission of a substantive report each by the candidate and supervisor, and endorsed by the Executive Dean, which puts forward a clear argument of the background to the study, results achieved thus far, and the status of the findings in context of the existing disciplinary knowledge. |
| G5.5.4 | Based on its deliberations Faculty Postgraduate Studies Committee will make a recommendation for final approval by the University's Postgraduate Studies Committee. |
| G5.5.5 | A student who converts from a master's to a doctoral study will still have to comply with the minimum study period requirement for doctoral studies of 2 years. |
| G5.5.6 | A student who converts from a master's to a doctoral study will not be entitled to be awarded a master's degree and the transfer cannot be reversed. |
| G5.6.6 | In instances where a student converts after the published deadline for registration for Masters and Doctoral research degrees the year would not count towards the requirements of the minimum/maximum period of study. |
| G5.6 | Enrolment: Registration of research project |
| G5.6.1 | Where applicable, a student must submit a research proposal for approval by the Faculty Postgraduate Studies Committee within the prescribed minimum period as stipulated in the Policy on Master's and Doctoral Degrees. Once such approval has been obtained, an official research project is registered by the Faculty Academic Administration Section on the M & D System. |

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| G5.6.2 | Unless the Faculty Postgraduate Studies Committee decides otherwise, no student will be allowed to continue with his/her studies if a research project has not been registered within the prescribed minimum period as stipulated in the <i>Policy on Master's and Doctoral Degrees</i> . |
| G5.7 | Study in abeyance |
| G5.7.1 | The Faculty Postgraduate Studies Committee can in extraordinary circumstances, on the recommendation of the supervisor, approve a student's application for studies to be placed in abeyance for a period of up to one academic year; in which case the student must submit a motivated application regarding the above before the last day of February of the relevant academic year to the relevant Head of Department or Director of School. |
| G5.7.2 | If a student does not apply for studies in abeyance by the published deadline or fails to re-register in the following academic year for the relevant postgraduate degree, such a student forfeits the right of abeyance and will have to re-apply for admission. |
| G5.7.3 | A registered student should request an abeyance within nine (9) months of that year's registration, if proof can be provided (doctor's certificate or other documentation) of issues occurring within the first six (6) months of that academic year and consequently no meaningful academic progress was achieved. A strong motivation, with supporting documents, may be submitted to Faculty Postgraduate Committee for consideration for studies being placed in abeyance for the current academic year. |
| G5.7.4 | In exceptional cases, Postgraduate Studies Committee may grant permission for studies to be placed in abeyance for an additional year but such abeyance may not be granted for more than a total of two academic years during the complete maximum period of study for the degree. |
| G5.7.5 | The period of approved abeyance is not constituted as an academic year. |
| G5.8 | Duration: |
| G5.8.1 | <u>The minimum period of study for a postgraduate research qualification is as follows:</u> |
| G5.8.1.1 | Master's degree: One (1) academic year |
| G5.8.1.2 | Doctoral degree: Two (2) academic years |
| G5.8.2 | <u>Unless Senate approves a different rule for a specific programme, the maximum period of study for Full-time Studies for the following postgraduate qualifications or programmes is as follows:</u> |
| G5.8.2.1 | Master's by coursework and treatise: Three (3) academic years |
| G5.8.2.2 | Master's by dissertation: Three (3) academic years |
| G5.8.2.3 | Doctoral studies: Four (4) academic years |
| G5.8.3 | <u>Unless Senate approves a different rule for a specific programme, the maximum period of study for Part-time Studies for the following postgraduate qualifications or programmes is as follows:</u> |
| G5.8.3.1 | Master in Business Administration: Four (4) academic years |
| G5.8.3.2 | Master's by coursework and treatise: Four (4) academic years |
| G5.8.3.3 | Master's by dissertation: Four (4) academic years |
| G5.8.3.4 | Doctoral studies: Six (6) academic years |
| G5.8.3.5 | Doctor in Business Administration: Six (6) academic years |
| G5.9 | Application for extension of the maximum period of study |
| G5.9.1 | A student must complete the prescribed form and provide comprehensive reasons for the student's failure to complete the programme within the prescribed period; |
| G5.9.2 | Stipulate his/her proposed date of completion of the programme. |
| G5.9.3 | <u>An application for extension of the maximum period of study is subject to the approval of:</u> |
| G5.9.3.1 | The Faculty Postgraduate Studies Committee for any period up to one academic |

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| | year; |
| G5.9.3.2 | The University's Postgraduate Studies Committee, on recommendation of the Faculty Postgraduate Studies Committee, for any period exceeding one academic year. |
| G5.9.4 | Appeals against the decisions of the Faculty Postgraduate Studies Committee and the University's Postgraduate Studies Committee in the above regard are considered by the University's Postgraduate Studies Committee and the Executive Committee of Senate, respectively, whose decisions are final. |
| G5.9.5 | Applications for extensions of study period should be submitted to the Faculty Academic Administration Section by the end of November for the following academic year. |
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| G5.10 | Outcomes of the Research |
| G5.10.1 | A student must in his/her treatise/dissertation/thesis achieve the relevant outcomes articulated in the University's <i>Policy on Master's and Doctoral Degrees</i> , as published on the student portal. |
| G5.10.2 | Students shall conduct their research under the guidance of a supervisor appointed by the Faculty Postgraduate Studies Committee. |
| G5.10.3 | In the event of a supervisor being appointed from outside the University, the Faculty Postgraduate Studies Committee shall also appoint, as co- supervisor, a member of the academic staff of the University, except if this is not practical on account of lack of expertise. |
| G5.10.4 | In terms of G5.10.3 the Faculty Postgraduate Studies Committee shall nevertheless appoint an academic staff member of the University to liaise with the supervisor about implementation of the University's administrative and academic policies. |
| G5.10.5 | In the event of a supervisor ceasing to be a member of the academic staff, the Faculty Postgraduate Studies Committee may request such supervisor to remain supervisor in all respects of a registered student of the University and to attend, in an advisory capacity, meetings of any committee, at which the promotion will be discussed, so that the supervisor may be available to answer any queries that may arise. |
| G5.10.6 | In compliance with the prescribed learning agreement, the student must liaise with his/her supervisor on a regular basis to report on the progress made with his/her research and to receive guidance from him/her. |
| G5.10.7 | Applications to amend research titles must be approved by the Faculty Postgraduate Studies Committee on recommendation by the supervisor. In the case of a substantial amendment, the Faculty Postgraduate Studies Committee may require an amended research proposal. |
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| G5.11 | Submission for assessment |
| G5.11.1 | When the treatise/dissertation/thesis nears completion, the student must inform the relevant Faculty Academic Administration Section in writing of his/her intention to submit it for assessment. |
| G5.11.2 | Such notice must be given by the deadline as published in the university calendar. This intention to submit is important for the appointment of examiners for the treatise/dissertation/thesis. Failure to submit may lead to a delay in the student's assessment process. |
| G5.11.3 | A treatise/dissertation/thesis may only be submitted for assessment with the written permission of the supervisor(s) or a statement by the supervisor that the treatise/dissertation/thesis is submitted against the advice of the supervisor. |
| G5.11.4 | A treatise/dissertation/thesis must be accompanied by a written declaration on the part of the student to the effect that it is his/her own original work and that it has not previously been submitted for assessment to another University or for another qualification. However, material from publications by the student may be embodied in a treatise/dissertation/ thesis. |

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| G5.11.5 | For purposes of assessment, students must submit [at least three (3) securely bound copies and one] a single electronic copy in PDF format of the treatise/dissertation/thesis to the Assessment and Graduation Section on the first Friday of December for the autumn graduation and the first Friday in August for the summer graduation as published in the General Prospectus of the University. |
| G5.12 | Editorial Preparation: |
| G5.12.1 | The technical editing of the treatise/dissertation/thesis must comply with the requirements as determined by the University. |
| G5.12.2 | The assessment as well as final copies of the treatise/dissertation/thesis shall be typed with a font size 12 in at least one and a half spacing. |
| G5.12.3 | A treatise/dissertation/thesis shall contain an English summary of its contents not exceeding 500 words in the case of a thesis and 300 words in the case of a dissertation. This summary must appear in the front of the treatise/dissertation/thesis following the table of contents and must end with a list of not more than ten key words. |
| G5.12.4 | The title of the treatise/dissertation/thesis, as well as the name of the student must appear on the cover page. |
| G5.12.5 | <u>The title page of the treatise/dissertation/thesis shall contain the following particulars:</u> |
| G5.12.5.1 | Full title; |
| G5.12.5.2 | Full name of the student; |
| G5.12.5.3 | The following formula: "Submitted in fulfilment in the case of a dissertation/thesis and partial fulfilment in the case of a master's degree by coursework and treatise of the requirements for the degree of in the Faculty of..... at the Nelson Mandela University"; |
| G5.12.5.4 | Date of submission; |
| G5.12.5.5 | Name of the supervisor and co-supervisor (if applicable). |
| G5.12.6 | A treatise/dissertation/thesis must be satisfactory with regard to form and literary presentation and shall include a full bibliography or resource list of the material, whether published or otherwise, used in its preparation. |
| G5.13 | Submission of citations |
| G5.13.1 | Doctoral students must submit a citation of the doctoral thesis of 100 words in Microsoft Word format together with the PDF copy of the thesis to PGExams@mandela.ac.za. |
| G5.13.2 | <u>The citation must consist solely of information on academic achievements, and it should be divided into two sections, namely:</u> |
| G5.13.2.1 | Previous qualifications; and |
| G5.13.2.2 | The appraisal of the academic merit of the thesis. |
| G5.13.3 | The length of 100 words excludes G5.13.2.1 and the thesis title. |
| G5.14 | Submission of final treatise/dissertation/thesis for Graduation |
| G5.14.1 | Copies of the treatise/dissertation/thesis submitted for assessment shall become the property of the University and shall not be returned to the student, provided that examiners choose to return their copies. |
| G5.14.2 | <u>After the treatise/dissertation/thesis has been accepted and the student has made the required amendments, if applicable, he/she must submit the following documents to the Assessment and Graduation Section:</u> |
| G5.14.2.1 | One electronic copy of the final treatise/dissertation/thesis for the library; |
| G5.14.2.2 | One electronic copy of the final treatise/dissertation/thesis for each supervisor; |
| G5.14.2.3 | If applicable, a written declaration by the supervisor that the proposed amendments to the treatise/dissertation/ thesis have been effected. |

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| G5.14.2.4 | If research is bound by a confidentiality agreement, the words ' <i>research is subject to a confidentiality agreement</i> ', must be inscribed on the cover of the treatise/dissertation/thesis, as well as on the storage device. |
| G5.14.2.5 | Students who have not effected corrections as directed and/or have not submitted final copies of their treatise/dissertation/thesis as described above, shall be regarded as having not complied with the requirements of the qualification. |
| G5.14.2.6 | Submissions must be made on the dates as published in the General Prospectus of the University before the graduation ceremony by 2nd Friday in March for April Graduation or 2nd Friday in November for Summer Graduation. |
| G5.14.3 | Students for doctoral degrees are required to submit to their supervisor(s) a manuscript in article format based on the research for their thesis. |
| G5.14.4 | <i>A manuscript shall:</i> |
| G5.14.4.1 | Be prepared in the format required by an appropriate accredited journal, |
| G5.14.4.2 | Be submitted to the supervisor within six weeks of the submission of the thesis for assessment, but no later than six weeks before the graduation ceremony at which the degree will be awarded, and |
| G5.14.4.3 | Unless the relevant faculty rules determine otherwise, not be assessed as part of the research work for the degree, but the degree will not be awarded if the manuscript has not been submitted timeously to the supervisor. |
| G5.14.5 | A declaration confirming that this requirement has been met shall be submitted via the Assessment and Graduation Section to serve at the relevant meeting of the Faculty Postgraduate Studies Committee that approves the award of the degree. |
| G5.15 | Assessment Rules for Master's and Doctoral Degrees: |
| G5.15.1 | <u>Constitution of the Assessment [Examination] Panel:</u> |
| G5.15.1.1 | The Faculty Postgraduate Studies Committee appoints the examiners for the treatise/ dissertation/thesis. |
| G5.15.1.2 | For the assessment of a treatise, at least one (1) external examiner should be appointed and one (1) internal examiner who is knowledgeable in the field of study but is not the candidate's supervisor or co-supervisor; alternatively two (2) external examiners are appointed. |
| G5.15.1.3 | For the assessment of a dissertation two (2) external examiners are appointed or one (1) external examiner and one (1) internal examiner (who is knowledgeable in the field of study but is not the candidate's supervisor or co-supervisor). |
| G5.15.1.4 | The Faculty Postgraduate Studies Committee shall appoint three (3) examiners for the purpose of assessing a doctoral thesis. Of the three examiners to be appointed, at least two examiners shall be external to the University and consideration should be given to appointing at least one external examiner from outside of South Africa. |
| G5.15.2 | Assessment Process: |
| G5.15.2.1 | Examiners must conduct their assessment in accordance with the guidelines for examiners. |
| G5.15.2.2 | The completed reports of all the examiners are submitted via the Assessment and Graduation Section to the Faculty Postgraduate Studies Committee for consideration and to resolve whether the degree should be awarded or not. |
| G5.15.2.3 | A student may be required to submit to an oral assessment on the treatise/dissertation/ thesis. |
| G5.15.2.4 | In the event that a treatise/dissertation/thesis has not been passed by examiners but a candidate is invited to do further work or thoroughly revise the treatise / dissertation / thesis, such resubmission must take place as indicated in Rule G5.16 . |
| G5.15.2.5 | In the event of a treatise/dissertation/thesis being rejected, the student may submit a duly motivated appeal in writing to the Executive Dean of the relevant Faculty within one month of the release of the result. |

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| G5.15.2.6 | The Executive Dean shall submit such appeal, together with the examiners' reports to the University's Postgraduate Studies Committee who must decide, within two weeks, whether the appeal must be upheld or not. |
| G5.15.2.7 | The Chairperson of the Postgraduate Studies Committee must notify both the Dean and the student in writing of the outcome. |
| G5.15.2.8 | If the appeal is granted by the University's Postgraduate Studies Committee, the Executive Dean notifies the Faculty Postgraduate Studies Committee, who must then appoint an independent external examiner who shall act as an arbiter (as per the <i>Policy on Master's and Doctoral Degrees</i>). |
| G5.15.2.9 | The decision of the arbiter is final and binding. |
| G5.16 | Allocation of Final Mark for Research Project: |
| G5.16.1 | <i>The mark for a Master's treatise/dissertation is calculated as follows:</i> |
| G5.16.1.1 | The mark(s) of the external examiner(s) count at least 50% towards the final mark. If there is more than one external examiner, the average of the marks allocated by them constitutes the external mark. The same applies to the internal examiner(s). |
| G5.16.1.2 | Where all the examiners pass the student, but there is a significant discrepancy between the marks allocated by the external and internal examiners, the Faculty Postgraduate Studies Committee has the discretion to attach a greater weight to the mark(s) of the external examiner(s). |
| G5.17 | Resubmission of treatise/dissertation/thesis |
| G5.17.1 | In the event of a candidate being granted the opportunity to resubmit a treatise or dissertation for re-assessment, the candidate will submit the revised treatise/dissertation to the specific examiner requesting resubmission, through the Assessment and Graduation Section. |
| G5.17.2 | Candidates will only be permitted one opportunity to make such a resubmission. |
| G5.17.3 | Masters treatise or dissertation revisions to be completed within three (3) months |
| G5.17.4 | Doctoral thesis revisions to be completed within six (6) months. |
| G5.17.5 | The student is expected to re-register for the applicable academic year. |
| G5.17.6 | If a revised treatise/dissertation/thesis is not resubmitted by the deadline as published in the university calendar, the student's registration will automatically revert to a full academic year and will have financial implications. |
| G5.17.7 | The final mark for the degree will be calculated in terms of the provisions of rule G5.16 . |
| G5.18 | Repeating Coursework Modules in Master's Degrees: |
| | Unless Senate approves a different rule for a specific programme, a Coursework Master's student shall be permitted to repeat a failed coursework module more than once provided that the maximum period of study is not exceeded. |
| G5.19 | Assessment and Re-assessment of Coursework Modules in Master's Degrees: |
| G5.19.1 | On the completion of the assessment period for a module, a student shall be awarded a final mark not exceeding 100% in each module |
| G5.19.2 | Provision may be made in the departmental or faculty rules for the student's class mark, if any, to be taken into consideration for the calculation of the final mark. |
| G5.19.3 | A student who has obtained a final mark of 45% for a coursework module (excluding treatise module), shall be granted a re-assessment in that module. |
| G5.19.4 | In the event that the final mark for a coursework module (excluding treatise module) is below 45%, a student may apply for permission from the Faculty Postgraduate Studies Committee for a re-assessment in that module, on the grounds of exceptional circumstances. |
| G5.19.5 | The application on grounds of exceptional circumstances must be submitted to the Assessment and Graduation Section not later than 2 days after the publication of the final marks. |

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| G5.19.6 | A re-assessment does not constitute a separate new assessment. The assessment criteria and ratios used in the original calculation of the final mark shall also apply to the re-assessment, but the final mark thus obtained may not exceed 50%. |
| G5.20 | Last Outstanding Assessment: Coursework Module (excluding treatise module) |
| G5.20.1 | Students who are in their final year of study, and who after either the first or second semester final assessments need only one coursework module (excluding treatise module) to obtain his/her qualification or programme shall be granted a re-assessment in that module. |
| G5.21 | <u>Awarding the Degree:</u> |
| G5.21.1 | <i>A candidate would be deemed to have met all requirements of a qualification when:</i> |
| G5.21.1.1 | There is a clear assessment outcome, and |
| G5.21.1.1 | Final electronic copies of the theses/dissertations/treatise have been submitted. |
| G5.22 | <u>Awarding the Degree Cum Laude:</u> |
| G5.22.1 | <u>A Coursework Master's student obtains the degree cum laude if he/she:</u> |
| G5.22.1.1 | Passes all the coursework modules at the first attempt; and |
| G5.22.1.2 | Obtains a weighted average mark of at least 75% for all the coursework modules excluding the treatise module; and |
| G5.22.1.3 | Obtains a final mark of at least 75% for the treatise module; and |
| G5.22.1.4 | Completes the qualification within the prescribed maximum period of study for the applicable full-time or part-time programme. |
| G5.22.1.5 | The registration of the student in the final year of study for full-time or part-time will determine the maximum period of study. |
| G5.22.2 | <u>A Research degree student obtains the degree cum laude if he/she:</u> |
| G5.22.2.1 | Obtains a final mark of at least 75%; and |
| G5.22.2.2 | Completes the qualification within the prescribed maximum period of study for the applicable full-time or part-time programme. |
| G5.22.2.3 | The registration of the student in the final year of study for full-time or part-time will determine the maximum period of study. |
| G5.22.3 | A Doctoral degree is not conferred <i>cum laude</i> . |
| G5.23 | <u>Use of doctoral title:</u> A doctoral student is not entitled to use the title Doctor until the doctoral degree has been conferred at a graduation ceremony. |

G6 COPYRIGHT AND INTELLECTUAL PROPERTY

The intellectual property rights resulting from a candidate's research shall vest in the University. Subject to rule G7, the candidate shall nevertheless be entitled to publish the treatise/dissertation/thesis in the original or amended form within one year of the degree being awarded.

G7 SENSITIVE TREATISES / DISSERTATIONS / THESES

Procedures to be followed with regard to treatises/dissertations/theses which require industrial or other confidentiality:

- G7.1** In the case of treatises/dissertations/theses or parts thereof that could possibly contain sensitive information which has been made available by (an) organization(s) and which must be treated as confidential/classified.
- G7.2** The relevant Head of Department, via the Faculty Management Committee, makes a submission to the Executive Committee of Senate i.r.o. the degree, nature and period of the required limited access to the treatise/dissertation/thesis in which case the Executive Committee of Senate may then decide that the following will apply:
- The content of the treatise/dissertation/thesis may not be revealed in any document or in any other way within the period as determined by the Executive Committee of Senate, except with the written permission of the organization/candidate/promoter or person who originally requested the classification of the document. The period of confidentiality will commence on the date on which it is handed in for examination purposes.
 - Duplication and binding for examination purposes must be done under the strictest supervision.
 - The prescribed bound copies as well as the electronic copy must be stored in the Safety Section of the Library for the stipulated period of time, where after it will be released as soon as declassification has taken place or the stipulated period of time has expired.
- G7.3** In the case of treatises/dissertations/theses of a sensitive nature, the members of the examination panel will be required to sign a confidentiality agreement.

S GENERAL STUDENT REGULATIONSPreamble

Whilst the General Rules for Students are intended to promote cordial relationships between the University Management and the Students as the integral part of the broader Community of the University, it remains the collective responsibility of both Management and the Students to see to the effective operationalisation of these rules, whilst not losing focus of the University's transformation agenda of creating an affirming and welcoming environment for all who live, study, work, teach and visit the University. One of the core values of the University relate to "Student-Centredness" and with these rules, it is hoped that the University will constantly strive to remain sensitive to the students' welfare and Code of Good Conduct, whilst recognising their individual and collective rights to fair treatment as the citizens of South Africa.

S1 Miscellaneous Regulations and Student Behaviour

- S1.1** Every student is subject to the University's policies, rules, regulations and disciplinary code and must familiarize himself/herself with these. (Access can be gained to the Institutional Regulatory Code via the Student Portal on the Intranet.)
- S1.2** The University may demand an appropriate certificate of good conduct before admitting a student.
- S1.3** Only in emergencies may students, their families or friends use the University address or telephone for private correspondence or telephone conversations.
- S1.4** The University is not responsible for the loss, theft, damage or destruction of or to the property of students while such property is on University premises or in University buildings, regardless of the cause of such damage or loss.
- S1.5** Eating and drinking is prohibited in the University's venues of instruction.

- S1.6** Should the rights and privileges of a student be temporarily or permanently suspended or should he/she be denied the right to continue his/her career as a student, such student shall forfeit all claims of repayment, reduction or cancellation of monies paid or payable to the University.
- S1.7** **A student must:-**
- give notice of any change of address without delay;
 - be conversant with the regulations of the relevant Faculty where he/she has registered as well as the regulations regarding the registration and payment of tuition, hostel and examination fees as set out in the relevant prospectus; and
 - obtain the necessary information from the relevant Executive Dean on the various requirements and regulations regarding the course for which he/she has registered.
- S2** **Identity Cards**
- S2.1** Identity/proximity cards are issued to all students on registration.
- S2.2** It is compulsory for all students to carry identity/proximity cards on the campus or inside any building of the campus. The card must be displayed on the student's person in such a manner that it is visible at all times.
- S2.3** A student who cannot produce his/her identity/proximity card shall not be allowed to enter any University building.
- S3** **Student Organisations**
- Only student organizations which are registered at the University in accordance with the set procedure and within the framework of University policy shall be allowed to operate on the campus and to make use of the facilities of the University.
- S4** **Dangerous, Contagious and/or Notifiable Infections and Infestations**
- A student who has been suffering from an infectious disease or who has been exposed to such disease shall furnish to the Registrar a medical certificate to the effect that he/she may resume attendance at the University without the risk of infection to others.
- S5** **Firearms and Dangerous Weapons**
- Any specific area, grounds, building or facility of the University is declared a fire arms free zone, in accordance with Section 140 of the Fire Arms Control Act, No 16, 2000. No student on campus may have in his/her possession any other dangerous weapons without the written consent of the Vice-Chancellor.
- S6** **Student Accommodation**
- S6.1** To be admitted to a residence, a student must comply with all the admission requirements as stipulated in the University Prospectus.
- S6.2** Any person using on-campus and accredited off-campus Student Housing buildings and facilities at any time is subject to the Student Housing Policy and the Student Residence Disciplinary Code and must familiarize himself/herself with these.
- S7** **Safety of Students**
- S7.1** The University is not responsible for injuries sustained by a student or applicant while on University premises, regardless of the cause of such injuries.
- S7.2** Several courses require visits to factories, businesses, etc. On such occasions students may be required to arrange their own transport although official transport will be provided whenever possible. This also applies to sporting and other offered student activities. While all reasonable precautions are taken to ensure the safety of students during above-mentioned activities the University is not responsible for accidents, assaults, injuries, damage or loss which a student may suffer during the course of such activities.
- S7.3** In cases where students use their own private transport for student visits or sporting activities their attention is drawn to the conditions of their respective motor vehicle insurance policies, if any, in terms of a comprehensive motor vehicle insurance. The

onus for effective insurance rests exclusively with the student, his/her parent or guardian. During these excursions students will not automatically be accompanied by a member of staff; this will depend on University requirements.

S7.4 Various courses at the University necessitate practical sessions in laboratories at the University and sometimes at institutions outside the University. The University is not responsible for injuries and/or the acquiring or transmission of infections during these sessions. Students will, however, be informed timeously and thoroughly about the necessary precautionary measures to prevent such injuries and/or infections. These stipulations are also applicable to students who are undergoing in-service training. Where vaccination and/or other forms of injections, medication, etc. are necessary, the onus is on the student to take the necessary precautionary steps. The student is responsible for the costs incurred by such prophylactic medical treatment.

S7.5 Student initiation is forbidden.

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| T | TRAFFIC RULES |
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T 1 All private motor vehicles (including motor cycles) used in coming to the campus by members of staff and students must be registered and must display a parking/access disc issued by the Space Utilization at Maintenance Services on the north campus. This parking disc must be displayed on the inside of the vehicle's windscreen and not on the dashboard.

T 2 It is the responsibility of vehicle owners to ensure that they request, obtain and attach such parking disc annually.

T 3 Parking is allowed in the various allocated official parking spaces on a campus to campus basis.

T 3 The general speed limit on the campus is 40 km/h and may not be exceeded.

T 4 The right of submitting representations to the HOD: Protection Services in respect of a traffic fine imposed by the Traffic Officer or duly authorized Protection Services Officer is provided for.

T 5 The decision of the HOD: Protection Services in respect of such written submission is final.

T 6 Repeated or serious infringements of traffic rules are punishable under the disciplinary rules of the University and could lead to such driver being restricted in accessing the grounds.

T 7 The Vice-Chancellor is empowered to amend existing or to make new traffic rules.

A complete copy of the latest Traffic Rules is available from Protection Services.

STUDENT DISCIPLINARY CODE

PREAMBLE

The rules in this Student Disciplinary Code have been approved by the Council of the Nelson Mandela University in terms of section 36, read with section 32(2)(d) of the Higher Education Act, 1997 and the relevant provisions of the Institutional Statute. The Council exercises control over student discipline in terms of these rules.

Those appointed by Council to chair disciplinary committees, who implement and interpret the rules, do so whilst observing the principles of natural justice and fairness. The purpose of these rules is to set out the powers delegated by Council and vested in certain University officials and external persons

1. DEFINITIONS AND INTERPRETATION

- 1.1 **Central Disciplinary Committee** - means the Central Disciplinary Committee established in accordance with paragraph 6.2 of this Code.
- 1.2 **Gender Based Violence (GBV) Disciplinary Committee** – means the GBV disciplinary committee established in terms of par 6.3 of this Code.
- 1.3 **George Campus Disciplinary Committee** – means the Central disciplinary committee established in accordance with this Code for misconduct arising within the area of jurisdiction of the George Campus.
- 1.4 **Initiator** – means a person who has the necessary appropriate knowledge, to act as initiator in proceedings of the disciplinary committees established in accordance with the provisions of this Code.
- 1.5 **Internal Review** – means a re-evaluation of the evidence and decision taken at the initial hearing, and includes both substantive and procedural matters.
- 1.6 **No-Contact Order** - means an absolute prohibition from making contact directly or indirectly, with the named person(s) in any way including but not limited to contact in person, by mail, by telephone, by electronic media or by or through any other medium or person, unless the Disciplinary Panel determines otherwise.
- 1.7 **Residence Disciplinary Committee** – means a disciplinary committee established in terms of the disciplinary rules for residences.
- 1.8 **Sexual Harassment and related Offences** – means any or all instances of misconduct defined in the Policy on Sexual Harassment and Offences (701.08)
- 1.9 **SRC** – means both the Central Student Representative Council and Local Student Representative Council (LSRC) for all university campuses.
- 1.10 **SRC disciplinary committee** – means a disciplinary committee established in terms of the SRC constitution.
- 1.11 **Student – means any person:**
 - 1.11.1 who is registered with the University for any form of study and includes an applicant who has lodged an application for any form of study at the University, as well as any person attending an orientation programme, prescribed for new entrants, at the University.
 - 1.11.2 who has left the University where the question of the propriety of a degree improperly obtained, or of conduct pertaining to an assessment is an issue.
- 1.12 **University Community** – means all registered students, all members of staff and other members of the University, and all persons rendering services to the University
- 1.13 **Council Sentencing Guideline** is incorporated by reference into this document.

2. JURISDICTION

- 2.1 The Central Disciplinary Committee for the Port Elizabeth and George Campuses may deal with alleged contraventions of any rule under the jurisdiction of the University.
- 2.2 Where misconduct cannot be dealt with by one of the committees referred to in paragraphs 1.7 or 1.10 due to the seriousness of the alleged offence or lack of jurisdiction, the matter must be dealt with by the Central Disciplinary Committee for the Port Elizabeth and George Campuses.

- 2.3** If, during the course of proceedings, or after a student has been found guilty by the disciplinary committees referred to in paragraphs 1.7 or 1.10, it appears that a penalty, which falls outside its jurisdiction, would be suitable, the committee may terminate its proceedings and refer the matter to the chairperson of the Central Disciplinary Committee .
- 2.4** If, during the course of proceedings before the Central Disciplinary Committee it appears that the matter at hand falls within the jurisdiction of one of the disciplinary committees referred to in paragraphs 1.7 or 1.10, it may terminate its proceedings and refer the matter to the appropriate disciplinary committee.
- 2.5** If a matter is transferred from one disciplinary committee to another, a report of the oral evidence thus far, as approved by all the members of the first disciplinary committee, or the recording/transcript of the proceedings, if required, as well as any documentary evidence already obtained, may serve as evidence before the new disciplinary committee and a finding by the first disciplinary committee may be acted upon by the new disciplinary committee.
- 2.6** The Central Disciplinary Committee, as applicable, serves as a review body for decisions of the disciplinary committees referred to in paragraphs 1.7 and 1.10.
- 2.7** The GBV Disciplinary Committee shall have jurisdiction over all sexual or gender-based harassment and sexual offences that are committed by students, whenever the misconduct occurs:
- 2.7.1 On University property; or
- 2.7.2 Off University property, provided:
- 2.7.2.1 The conduct was committed in connection with the University or of a University-recognised programme or activity; or
- 2.7.2.2 The conduct may have the effect of creating a hostile environment for a member of the University community, provided the effective cause of the hostile environment was the person described in 2.7 above, read together with clause 1.11 of this code.

3. MISCONDUCT

- 3.1** A student shall be guilty of misconduct if he/she deliberately or through negligence:
- 3.1.1 conducts himself/herself in such a way, which either in fact is or could be prejudicial to the good name of the University, the maintenance of order and discipline at the University, or the proper performance of the work of the University;
- 3.1.2 infringes any rule or policy of the University applicable to students;
- 3.1.3 refuses to submit to the authority of any legitimate decision of the Council, the Senate, or other authoritative body or staff member of the University;
- 3.1.4 encourages a fellow student to commit any act of misconduct;
- 3.1.5 conducts himself/herself in any other respect in an unbecoming, improper or disgraceful way on any of the University campuses or elsewhere as a student of the University;
- 3.1.6 takes into the examination or test room, or has in his/her possession whilst in the room, any books, memoranda, notes, devices, or any paper whatsoever, except such answer books or other books or papers or devices as have been authorised by the invigilator;
- 3.1.7 aids or attempts to aid another candidate or obtains or attempts to obtain aid from another candidate or communicates or attempts to communicate in any way with another candidate during an examination or test;
- 3.1.8 uses University computers or other equipment in an unauthorised or inappropriate manner;
- 3.1.9 commits an act of plagiarism, including the copying of another student's assignment, or copyright infringement;
- 3.1.10 uses, possesses or distributes alcohol on University premises without obtaining the necessary approval from the relevant University authority;
- 3.1.11 uses, possesses or distributes drugs illegally on University premises.
- 3.2** A student shall be guilty of misconduct if he/she conducts himself/herself in a manner that contravenes the prescripts of the Policy on Sexual Harassment and Sexual Offences (701.08).
- 3.3** Conviction in a criminal court shall be prima facie proof of misconduct, where applicable.

4. PROTECTIVE MEASURES

- 4.1 At the instance of the complainant and within the discretion of the Senior Director: Legal Services the following protective measures would *inter alia* be available:
- 4.1.1 no-contact order, where appropriate, to be issued by the Legal Services Office;
 - 4.1.2 change of University residence or University accredited residence, where appropriate;
 - 4.1.3 change of academic classes and academic concessions, where appropriate and where possible; or
 - 4.1.4 leave of absence in the case of post graduate studies, upon application and where appropriate.
- 4.2 Any breach of the provisions of the aforementioned protective measures may result in summary suspension from all/any university or residence activities, as applicable.

5. SUMMARY SUSPENSION

- 5.1 The Vice-Chancellor may, if he/she deems it to be in the interests of the maintenance of good order and discipline at the University, summarily suspend a student for a specified time from all or any of the campuses or residences, the attendance of lectures or any other activity of the University.
- 5.2 A student who is suspended summarily in terms of the provisions of this section shall be given reasonable opportunity to respond to such summary suspension, providing reasons why he/she should not be summarily suspended.
- 5.3 Once the suspension is implemented, the period of suspension may extend until such time as:
- 5.3.1 the student has been found not guilty by the disciplinary committee,
 - 5.3.2 the student's request for review has been settled in his/her favour, or
 - 5.3.3 the coming into effect of the penalty imposed in terms of this Code.
- 5.4 The Vice-Chancellor may, at any time, set aside the suspension, which he/she has imposed on a student in terms of paragraph 5.1, and, after so doing, he/she may re-impose such suspension.

6. THE DISCIPLINARY COMMITTEES

6.1 ESTABLISHMENT OF THE DISCIPLINARY COMMITTEES

The Council shall establish a Central Disciplinary Committee as well as a Gender-Based Violence Committee for all campuses of the University respectively to hear matters over which each of the respective committees have jurisdiction.

6.2 COMPOSITION OF THE CENTRAL DISCIPLINARY COMMITTEE FOR THE PE AND GEORGE CAMPUSES

The Central Disciplinary Committee shall consist of:

- 6.2.1 a chairperson, who shall be a jurist, appointed by the Vice-Chancellor,
- 6.2.2 the Dean of Student Life and Development or his/her nominee, and
- 6.2.3 a member of the SRC for the PE campuses or the LSRC for all University campuses, preferably a law student, appointed by the SRC.
- 6.2.4 the Executive Dean of each faculty or his/her nominee who shall serve on a rotational basis, provided the same panellist presides for the entire session (and in a subsequent session in the event of a matter being part heard).
- 6.2.5 In the interest of clarity, all panellists, including the student appointed in terms of 5.2.3, serves as autonomous members of the Committee, and not as a representative of a constituency.

6.3 COMPOSITION OF THE GENDER-BASED VIOLENCE (GBV) COMMITTEE

The Gender Based Violence Committee shall consist of:

- 6.3.1 A chairperson who shall be a jurist, with expertise in human rights law and/or gender equality, appointed by the Vice-Chancellor;
- 6.3.2 The Dean of Student life and Development or his/her nominee;
- 6.3.3 The Executive Dean of each faculty or his/her nominee who shall serve on a rotational basis, provided the same panellist presides for the entire session (and in subsequent sessions in the event of the matter being part-heard); and

- 6.3.4 A member of the Student Representative Council (SRC) or Local Student Representative Council (LSRC) for all University campuses.
- 6.3.5 In the interest of clarity all panel members, including the student appointed in terms of 6.3.4 serve as autonomous members of the committee and not as representatives of a constituency.

6.4 QUORUM

- 6.4.1 At any meeting of the Central Disciplinary Committee or the Gender-Based Violence Committee the Chairperson and two other members shall constitute a quorum.
- 6.4.2 If at any stage during the sitting of the Central Disciplinary Committee or the Gender-Based Violence Committee a member of the Committee is no longer able to participate in the proceedings, or is absent for any reason, the hearing will continue, provided that the panel is properly constituted and that the Committee is quorate.

6.5 PROCEDURE

- 6.5.1 Whenever misconduct is alleged, or if any person has reason to believe that misconduct in terms of this Code or the Sexual Harassment and Offences Policy is being or has been committed, a report, preferably in writing, must be made to one or all of the following:
- 6.5.1.1 in the event of academic offences to the Disciplinary Hearings Officer;
- 6.5.1.2 in the event of non-academic disciplinary offences to the protection services offices on the respective campuses;
- 6.5.1.3 gender-based violence matters to be reported to the GBV-coordinator or on the online platform for reporting, the link can be found on both the staff and student portals (Online-Intelligence System)
- 6.5.1.4 matters of an urgent nature requiring medical, healthcare or other interventions to the sexual harassment advisor, residence manager/RSA/house committee member, protection services, SRC/student leader or a member of staff.
- 6.5.1.5 In the case of a rape incident call ext 2009/campus health clinic and Emthonjeni student wellness services for immediate psycho-social assistance or 10111 for the assistance of the South African Police Services.
- 6.5.2 After receiving the report referred to in paragraph 6.5.1, the Head of Protection Services and/or the investigator appointed by the Transformation Office, must forthwith cause the matter to be investigated. For this purpose, evidence may be gathered by interviewing any person who may be involved either as an accused or a potential witness. Statements may also be taken and the

Head of Protection Services and /or the Investigator appointed by the Transformation Office may do whatever is necessary for the purpose of such investigation.

- 6.5.3 On conclusion of the investigation referred to in paragraph 6.5.2, a report must be submitted to the initiator, who will decide on the appropriate disciplinary committee to deal with the matter.
- 6.5.4 In the event of proceedings being instituted in the Central Disciplinary Committee for either the PE or George campuses or the GBV Committee, the following procedure shall be followed:
- The allegation is served on the student in writing at least five (5) working days before the hearing, also stating the date, time and place of the hearing. A copy of this Code must be simultaneously served on the student. In the event that the matter relates to misconduct committed in terms of the Sexual Harassment and Offences Policy, a copy of this policy should be served together with the aforementioned documents.
 - Any complainant or witness required for the hearing shall be informed in writing at least three (3) working days before the hearing.
 - The initiator shall lead evidence to support the allegation, examine witnesses and the accused, and address the Committee.
 - The accused may present his/her case, lead evidence in his/her defence, examine witnesses and address the Committee. In the event of misconduct in terms of the Sexual Harassment and Offences Policy, the accused student shall channel questions through the panel and not address the complainant directly, should the complainant not

- be comfortable with being addressed by the accused directly.
- (e) The accused may be assisted by a fellow student or, in the case of a minor, by a family member.
- (f) In highly exceptional circumstances, the Chairperson, may, in his/her discretion, permit the accused to be represented by a legal practitioner.
- (g) The complainant, the accused, and any witnesses may be questioned by the members of the Committee.
- (h) The Central Disciplinary Committee and GBV Committee hearings shall be conducted in an informal manner, and in accordance with the Constitution, the rules of natural justice, applicable legislation and with due regard to the rights of the accused student. No accused student will be prejudiced by reason of a failure to comply with the rules of procedure or rules of evidence as applied in the ordinary courts.
- (i) If the accused fails to attend or to remain in attendance, or disrupts the hearing, the hearing may continue in his/her absence.
- (j) The findings of the Committee shall be decided in camera by majority vote. In the event of a tie in the voting, the Chairperson shall have a casting vote.
- (k) The proceedings at the hearing shall be recorded by the minuting secretary.
- (l) Subject to paragraph 6.6.2 and paragraph 7.2 a decision of the Committee becomes effective as soon as the accused is informed in writing of the finding and the penalty.
- (m) No student who has been expelled following proceedings under this Code shall be re-admitted at any time, save with the express consent of the Vice-Chancellor. The Vice-Chancellor's decision shall be informed by written representation by the student together with a recommendation by the Dean of Student Life and Development and Executive Dean concerned.
- (n) A Discipline Record shall be kept in which shall be entered:
- Name of Disciplinary Authority
 - Name and student number of student found guilty
 - Nature of charge
 - Finding of Disciplinary Committee
 - Penalty imposed
 - Date of finding and penalty
- (o) If a student is found guilty of misconduct in terms of this Code, this will be reflected on his/her record of conduct; provided that the Committee may nevertheless resolve that no record of the misconduct be entered on the student's record of conduct.
- (p) The accused may, within ten (10) working days of receiving the written decision of the Committee, request that the decision of the Committee be reviewed in accordance with paragraph 7.
- (q) If, on review, the finding and/or penalty is amended, this decision of the Review Committee shall be entered in the Discipline Record Book.
- (r)**
- (s) A student charged with less serious offences including, but not limited to the following:
- Failure to switch off cellphone in examination or test venue
 - breaking of noise policy;
 - disorderly behaviour (swearing/abusive language); and
 - smoking in unauthorized venues.
 - may elect, upon receipt of an Admission of Guilt Notice, in his/her sole discretion, to pay an Admission of Guilt fine to avoid an appearance before a disciplinary committee.
- (t) Any student who is in receipt of an Admission of Guilt Notice, but chooses to appear before a disciplinary committee shall notify the Head: Legal Services in writing of his/her decision within 5 working days of being issued with such notice. If no such notice has been given to the Head: Legal Services, the Head: Legal Services may, after a further 10 working days, debit the student's fees account if the fine remains unpaid.
- (u) A schedule of such fines, determined in terms of paragraph 8,3, shall be placed on the

Student Portal by the Head: Legal Services and reviewed from time to time.

6.6 COMPETENT PENALTIES

6.6.1 **The Central Disciplinary Committee may impose any of the following penalties, subject to the provisions in paragraph 6.6.3:**

- (a) Oral reprimand and/or warning
- (b) Reprimand and/or warning in writing
- (c) Apology in writing to a particular person or body
- (d) Compensation for, or repair of damage caused by the student
- (e) Payment of a suitable fine, not exceeding R5000
- (f) Deprivation of all or some of the following privileges for a determined or indefinite period:
 - (i) Participation as a member, organiser or official of any student organisation or participation in any student activities of any nature
 - (ii) Obtaining or wearing the colours of the University in any form
 - (iii) Use of library facilities
 - (iv) Access to computer facilities of the University
- (g) Forbid the student to keep or drive a motor vehicle of any nature on the University premises
- (h) Forfeiture of a bursary and/or loan
- (i) Revoking a student's appointment of any kind whatsoever
- (j) Refusal of admission to any or all University examinations and/or tests and/or other forms of assessment
- (k) Forfeiture of examination marks, semester marks, course marks and any other forms of credit acquired in University examinations, tests, or by other means
- (l) Forfeiture of a degree, diploma or other certificate obtained from the University in a fraudulent manner
- (m) The imposition of appropriate community service for such period as the Committee may deem fit in the circumstances; alternatively, if the community service is not performed or is not performed satisfactorily, a fine not exceeding an amount of R5000 may be imposed
- (n) Suspension from the University and/or a University residence for a specified period
- (o) Expulsion from the University and/or a University residence.
- (p) Any other suitable penalty

6.6.2 In any case where the penalty mentioned above is imposed, the Central Disciplinary Committee may postpone the coming into effect of that penalty or any part thereof for a definite period on such conditions as the Committee may deem equitable.

6.6.3 A penalty of expulsion or suspension imposed by the Central Disciplinary Committee shall not come into operation until it has been approved by the Vice-Chancellor.

6.7 POWERS OF REVIEW OF THE CENTRAL DISCIPLINARY COMMITTEE (from the Residence and SRC disciplinary committees, as applicable)

6.7.1 A request for review by the Central Disciplinary Committee must be lodged with the Chairperson of the Central Disciplinary Committee by the student within ten (10) working days of written notification of the finding and penalty of the disciplinary committee referred to in paragraph 1.7 or 1.10, as applicable.

6.7.2 The request referred to in paragraph 6.6.1 must be accompanied by the reasons for making it.

6.7.3 The execution of the penalty imposed by a disciplinary committee referred to in paragraph 1.4 or 1.6, as applicable, shall be postponed pending the outcome of the review by the Central Disciplinary Committee.

6.7.4 The disciplinary committee referred in paragraph 1.7 or 1.10, as applicable, shall submit a written report to the Chairperson of the Central Disciplinary Committee. The report shall set out:

- the procedure followed;
- the facts established; and
- the factors taken into consideration in the imposition of the penalty.

- 6.7.5 **The Central Disciplinary Committee shall have the power to:**
- (a) confirm or set aside the decisions of the previous disciplinary committee
 - (b) impose any penalty which the previous disciplinary committee was empowered to impose; or
 - (c) arrive at such other findings, or issue any instructions as may be necessary for justice to be done: Provided that any member of the Central Disciplinary Committee, who was a member of the previous disciplinary committee, shall not take part in the review process.
- 7. RIGHT OF REVIEW FROM THE CENTRAL DISCIPLINARY COMMITTEE FOR PE AND GEORGE AND THE GBV COMMITTEE**
- 7.1 If the Central Disciplinary Committee for the PE or the George Campus, or the GBV Committee as applicable, imposes one or more of the penalties mentioned in paragraph 6.6, the student may, within ten (10) working days of written notification of such finding and penalty, submit a written request to the Disciplinary Hearings Officer for a review of the finding and/or the penalty by the Review Committee. The request must be accompanied by the reasons for making it.
- 7.2 The execution of the penalty imposed by the Central Disciplinary Committee for the PE or the George Campuses or the GBV Committee, as applicable, shall be postponed pending the outcome of the review by the Review Committee.
- 7.3 In the case of a review in terms of paragraph 7.1, the relevant disciplinary committee shall submit a written report to the Chairperson of the Review Committee outlining:
- the procedure followed;
 - the facts established; and
 - the factors taken into consideration in the imposition of the penalty.
- 7.4 The Review Committee shall consist of two members, who shall be appointed by the Chairperson of Council. The Review Committee may co-opt additional persons for the purpose of review, if deemed necessary; provided that such co-opted member who was a member of the disciplinary committee concerned shall not take part in the review process.
- 7.5 The Review Committee shall have the power to:
- 7.5.1 confirm or set aside the decisions of the disciplinary committee; or
 - 7.5.2 impose any penalty which the disciplinary committee was empowered to impose, or
 - 7.5.3 arrive at such other findings, or issue any instructions as may be necessary for justice to be done.
- 7.6 The decision of the Review Committee shall be recorded in the Discipline Record Book; provided that in the event that the student is found not guilty, the endorsement, if any, on the student's record of conduct, shall be expunged.
- 7.7 The decision of the Review Committee is final.
- 8. INCIDENTAL PROVISIONS**
- 8.1 Any person who:
- 8.1.1 laid a charge;
 - 8.1.2 gave evidence before the disciplinary committee; or
 - 8.1.3 independently of the disciplinary committee, investigated the validity or otherwise of the charge, shall be disqualified from being a member of the disciplinary committee.
- 8.2 The Head: Legal Services may, at any time, order that a disciplinary hearing be transferred from one disciplinary body to another.
- 8.3 The Vice-Chancellor may, from time to time, amend monetary penalties as provided for in paragraph 6.5.4 (t) and 6.6.1. Such amended monetary penalties must be submitted to MANCO for ratification. If MANCO should alter or set aside any such amendment, its validity up to the time of alternation or setting aside by MANCO is not affected.
- 8.4 Disciplinary steps in terms of this Code may be instituted notwithstanding any pending or completed criminal investigation relating to the same matter against a student.

ADDENDUM**STUDENT DISCIPLINARY CODE: GUIDELINE ON SANCTION:**

- This Code serves as a guideline when disciplinary action is taken and the sanction suggested does not detract from the inherent sentencing discretion of the Disciplinary Committee.
- The Disciplinary Committee shall impose a sanction having taken into account all relevant factors including (but not limited to) the offence, the interests of the University and the personal circumstances of the Respondent.
- The sanctions suggested in the Code are to be regarded as maximum sanctions.
- The Misconduct Offences listed in the Code is not exhaustive and a Respondent may be charged with other, unlisted misconduct.
- Proportionality

The Sanction in each case must demonstrate a considered and proportionate balance between:

- The seriousness of the misconduct
 - The interests of the University
 - The personal circumstances of the Respondent
 - The Sanction imposed in similar cases in the past (precedent)
 - The mitigating and aggravating factors in the case
 - Before finalising its decision on sanction, the Committee should always satisfy itself that the sanction, or combination of sanctions, it has decided to impose is both:
 - Sufficient; and
 - No more than is necessary to achieve the purpose of sanction.
 - Reasons
- The Committee must give reasons for its decisions on sanction. The reasons should clearly explain:
- The interests and factors the Committee took into account in arriving at its decision;
 - The weight it attached to those interests and factors;
 - How the balancing of those interests and factors led the Committee to its decision.
- Suspension of a sanction for a specified period means that the sanction will only take effect if the student respondent commits a similar offence during the specified period.

OFFENCES AGAINST THE PERSON

| OFFENCE 1 st Offence = 1 2 nd Offence = 2 | MISCONDUCT | WARNING/ SUSPENDED SENTENCE | SUSPENSION 6 MONTHS | SUSPENSION 1 YEAR | EXPULSION |
|---|---|-----------------------------------|------------------------|----------------------|-----------|
| | 1. MURDER | | | | |
| 1 | | | | | X |
| 2 | | | | | X |
| | 2. RAPE | | | | |
| 1 | | | | | X |
| 2 | | | | | X |
| | 3. ASSAULT – Common | | | | |
| 1 | | X | | | |
| 2 | | | X | | |
| | 4. ASSAULT with the intent to inflict grievous bodily harm | | | | |
| 1 | | | X | | |
| 2 | | | | X | |
| | 5. INDECENT ASSAULT | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 6. SEXUAL HARRASSMENT / HARRASMENT | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 7. <i>CRIMEN INJURIA</i> / HATE SPEECH | | | | |
| 1 | | | X | | |
| 2 | | | | X | |
| | 8. INTIMIDATION | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 9. POSSESSION OF A DANGEROUS WEAPON”the possession of objects with intention to cause intimidation or harm.” | | | | |
| 1 | | | | X | |
| 2 | | | | | X |

OFFENCES AGAINST PROPERTY

| OFFENCE 1 st Offence = 1 2 nd Offence = 2 | MISCONDUCT | WARNING/ SUSPENDED SENTENCE | SUSPENSION 6 MONTHS | SUSPENSION 1 YEAR | EXPULSION |
|--|---|--|--------------------------------|------------------------------|------------------|
| | 1. POSSESSION OF STOLEN PROPERTY | | | | |
| 1 | | | X | | |
| 2 | | | | X | |
| | 2. THEFT | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 3. MALICIOUS DAMAGE TO PROPERTY | | | | |
| 1 | | | | | X |
| 2 | | | | | X |
| | 4. BURGLARY / BREAKING AND ENTERING | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 5. INTERFERENCE WITH UNIVERSITY CCTV / ELECTRICAL SYSTEMS | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 6. ARSON/PUBLIC VIOLENCE | | | | |
| 1 | | | | | X |
| 2 | | | | | X |

ACADEMIC DISHONESTY OFFENCES

| OFFENCE 1 st Offence = 1 2 nd Offence = 2 | MISCONDUCT | WARNING/ SUSPENDED SENTENCE | SUSPENSION 6 MONTHS | SUSPENSION 1 YEAR | EXPULSION |
|--|---------------------------------------|--|--------------------------------|------------------------------|------------------|
| | 1. "CRIBBING" in tests / examinations | | | | |
| 1 | | | | X | |
| 2 | | | | | X |
| | 2. PLAGIARISM | | | | |
| 1 | | | X | | |
| 2 | | | | X | |

| | | | | | | |
|---|----|---|---|---|---|--|
| | 3. | PASSING OFF (eg. Graphic design, fashion, etc.) | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |
| | 4. | AIDING a student in tests or examinations | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |
| | 5. | RECEIVING AID in a test or examination | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |
| | 6. | BRINGING UNAUTHORIZED MATERIAL into an examination venue | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |
| | 7. | FAILURE TO SWITCH OFF CELLPHONE in an examination/test venue | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |

NON-ACADEMIC OFFENCES INVOLVING DISHONESTY

| OFFENCE | | MISCONDUCT | WARNING/ SUSPENDED SENTENCE | SUSPENSION 6 MONTHS | SUSPENSION 1 YEAR | EXPULSION |
|--|----|-------------------------------|--|--------------------------------|------------------------------|------------------|
| 1 st Offence = 1 2 nd Offence = 2 | | | | | | |
| | 1. | THEFT | | | | |
| 1 | | | | | X | |
| 2 | | | | | | X |
| | 2. | FRAUD | | | | |
| 1 | | | | | X | |
| 2 | | | | | | X |
| | 3. | FORGERY / UTTERING | | | | |
| 1 | | | | | X | |
| 2 | | | | | | X |

BEHAVIOURAL OFFENCES

| OFFENCE 1 st Offence = 1 2 nd Offence = 2 | | MISCONDUCT | WARNING/ SUSPENDED SENTENCE | SUSPENSION 6 MONTHS | SUSPENSION 1 YEAR | EXPULSION |
|--|----|---|--|--------------------------------|------------------------------|------------------|
| | 1. | DEALING in dagga or drugs | | | | |
| 1 | | | | | X | |
| 2 | | | | | | X |
| | 2. | POSSESSION of dagga or drugs | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 3. | SUBSTANCE ABUSE | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |
| | 4. | DRIVING UNDER THE INFLUENCE of an intoxicating substance | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 5. | MISUSE OF IT Privileges | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 6. | BREAKING OF NOISE POLICY | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 7. | DISORDERLY BEHAVIOUR (eg. Swearing/abusiv e language) | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 8. | SMOKING in unauthorised venues | | | | |
| 1 | | | X | | | |
| 2 | | | | X | | |
| | 9. | NEGLIGENT DRIVING ON CAMPUS | | | | |
| 1 | | | | X | | |
| 2 | | | | | X | |

| | 10. | SELLING ALCOHOL without a license | | | | |
|---|-----|-----------------------------------|--|--|---|---|
| 1 | | | | | X | |
| 2 | | | | | | X |

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