NELSON MANDELA
UNIVERSITY

PROSPECTUS

2026

NELSON MANDELA UNIVERSITY

GENERAL PROSPECTUS 2026

The complete 2026 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 2026 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 vibrant research, scholarship and innovation culture.
- We engage in mutually beneficial partnerships locally, nationally and globally to enhance social, economic, and ecological sustainability.

VALUES

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 public 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.

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.

Ubuntu

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

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.

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 Emergency	041-5043710	041-5043636 or 5043483	041-5042482 or 5042009	041-5041307	044-8015050
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 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 Sevices			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		041-5042736	041-5042912	041-5044793	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	041-5043690	041-5043690	041-5043690		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

Our Brand

Together we are **Nelson Mandela University**. We are the only University in the world to be named after Nelson Mandela. Our iconic South African statesman, humanitarian and leader that is known globally for what he achieved.

We are honoured as **Nelson Mandela University** to carry his name. In return, we honour our namesake by endeavoring to live his legacy. We honour him by using his name in full. We are **Nelson Mandela University.**

Our Logo

We developed a modern, font-based logo to communicate a forward-thinking concept. With its dynamic African feel, it sets Nelson Mandela University apart from its competition. The use of the circle and the triangle in the name creates a playful feel while alluding to ingenuity and creativity – two vital ingredients for change.

The colour palette was specifically chosen to reflect the University values and to add gravitas to the logo. We opted for blue, as it symbolizes heritage, strength and trustworthiness. The bright yellow was chosen to add approachability, freshness and warmth.

WE ARE NELSON MANDELA UNIVERSITY

As a socially embedded African university in the service of society, we offer a range of life-changing educational experiences, impactful research and innovation, and transformative engagement.

These academic core missions are rooted in and informed by recent milestones in the University's history, such as the 2017 name change to Nelson Mandela University, the Vice-Chancellor's listening campaign, inaugural and Advancing Mandela addresses, and a transversal organizational redesign process.

We offer quality higher education to nearly 32 000 students across seven campuses, making us the largest university in the Eastern and Southern Cape.

What we offer

Nelson Mandela University is a comprehensive university that offers both general formative and professionally orientated academic programmes from certificate to doctoral level.

We have a strong track record in both fundamental and applied research, working extensively in partnership with business, industry, government, and civil society. The institution has 500 study programmes across seven faculties that are internationally recognized and accredited by the relevant professional bodies. State-of-art IT services include WiFi connectivity across all campuses and numerous off-campus facilities, as well as advanced technological resources and digital aids geared to effective in-person and blended modes of learning and teaching.

Along with a first-class academic education, Nelson Mandela University provides students with a vibrant student life beyond the classroom.

Our Campuses

Our seven campuses have a large, ever-increasing footprint, with six in Gqeberha and on in George.

Of these, four are in Summerstrand, one in Bird Street in Central and one in Missionvale. Our North and South campuses in Summerstrand are located on an 840-hectare private nature reserve.

Our George Campus is on the Garden Route, midway between Nelson Mandela Bay and Cape Town. Set at the foot of the Outeniqua Mountains, our "sustainability" campus is where our ecological footprint meets business acumen for a sustainable future.

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 (e.g.Supplemental Instruction,e.g. 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; eNtsa, 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 linkages

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.

Nelson Mandela University has redesigned its graduation academic hoods which will be worn for the first time during the Autumn 2026 Graduation Ceremonies.

The adopted design incorporates the pattern used in the ceremonial attire of the Executive Deans of Faculties, which has been carried over to the graduate hoods. This provides meaningful connection and continuity. Using the same pattern across all hoods, while altering the application of faculty and University colours provides visual interest and distinction between the various qualifications and faculties.

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.
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.
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.
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.
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.
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.
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.

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.

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: 2026 Summary

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	4 days
University opens to the public	**Monday, 12 January 2026**			
Work Integrated Learning period for Faculty of Health Siences	**Wednesday, 14 January 2026**	**to**	**Tuesday, 15 December 2026**	
2025 Year-End Re-assessment Period	Thursday, 15 January 2026	to	Friday, 23 January 2026	7 Days
First Year Welcoming Ceremony	Saturday, 31 January 2026			
First Year Student Success Programme	Monday, 26 January 2026	to	Friday, 06 February 2026	10 days
Teaching Cycle 1	Monday, 09 February 2026	to	Wednesday, 25 March 2026	33 days
First teaching cycle recess	Thursday, 26 March 2026	to	Monday, 06 April 2026	12 days
Teaching Cycle 2	Tuesday, 07 April 2026	to	Friday, 22 May 2026	32 days
Study Period	Monday, 25 May 2026	to	Monday, 25 May 2026	1 day
Mid-Year Assessment Period	Tuesday, 26 May 2026	to	Friday, 19 June 2026	17 days
Second teaching cycle recess:	Saturday, 20 June 2026	to	Sunday, 05 July 2026	16 days
Mid-Year Re-assessment Period	Monday, 06 July 2026	to	Friday, 10 July 2026	5 days
Teaching Cycle 3	Monday, 13 July 2026	to	Wednesday, 26 August 2026	32 days
Third teaching cycle recess	Thursday, 27 August 2026	to	Wednesday, 02 September 2026	7 days
Teaching Cycle 4	Thursday, 03 September 2026	to	Wednesday, 21 October 2026	33 days
Year-End Assessment Period	Thursday, 22 October 2026	to	Friday, 13 November 2026	17 days
Recess	Saturday, 14 November 2026		Sunday, 29 November 2026	16 Days
Year-End Re-assessment Period	Monday, 30 November 2026	to	Tuesday, 08 December 2026	7 Days
Year-end Recess	Wednesday, 09 December 2026	to	Thursday, 31 December 2026	24 days
University Close:	Tuesday, 22 December 2026			

GRADUATION CEREMONIES				
Autumn graduation (George):	Tuesday, 31 March 2026	to	Wednesday, 01 April 2026	2 days
Autumn graduation (Gqeberha):	Wednesday, 08 April 2026	to	Wednesday, 22 April 2026	13 days
Summer graduation (Gqeberha):	Monday, 14 December 2026	to	Tuesday, 15 December 2026	2 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day

	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
Second teaching cycle:		
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	Public Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation
	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Wednesday, 14 January 2026	Friday, 27 March 2026
Term 1 Recess	Saturday, 28 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Friday, 26 June 2026
Term 2 Recess	Saturday, 27 June 2026	Monday, 20 July 2026
Term 3	Tuesday, 21 July 2026	Wednesday, 23 September 2026
Term 3 Recess	Saturday, 03 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 06 October 2026	Wednesday, 09 December 2026
Term 4 Recess	Thursday, 10 December 2026	Thursday, 31 December 2026

ACADEMIC CALENDAR SUMMARY: 2026

BUSINESS SCHOOL				
TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	5 days
University opens to the public	Monday, 12 January 2026			
Registration	Monday, 12 January 2026	to	Saturday, 17 January 2026	6 days
2025 Trimester 3 teaching cycle re-assessment period	Wednesday, 07 January 2026	to	Friday, 09 January 2026	3 days
Trimester 1 teaching cycle	Monday, 19 January 2026	to	Thursday, 30 April 2026	71 days
Trimester 1 teaching cycle assessment period	Monday, 04 May 2026	to	Friday, 08 May 2026	5 days
Trimester 1 teaching cycle re-assessment period	Wednesday, 17 June 2026	to	Friday, 19 June 2026	3 days
Trimester 2 teaching cycle	Monday, 11 May 2026	to	Friday, 31 July 2026	50 days
Trimester 2 teaching cycle assessment period	Monday, 03 August 2026	to	Friday, 07 August 2026	5 days
Trimester 2 teaching cycle re-assessment period	Wednesday, 16 September 2026	to	Friday, 18 September 2026	3 days
Trimester 3 teaching cycle	Tuesday, 11 August 2026	to	Friday, 06 November 2026	58 days
Trimester 3 teaching cycle assessment period	Monday, 09 November 2026	to	Friday, 13 November 2026	5 days
Recess	Saturday, 14 November 2026	to	Monday, 30 November 2026	54 days
Trimester 3 teaching cycle re-assessment period	Wednesday, 06 January 2027	to	Friday, 08 January 2027	3 days

GRADUATION CEREMONIES				
Autumn graduation (George):	Tuesday, 31 March 2026	to	Wednesday, 01 April 2026	2 days
Autumn graduation (Gqeberha):	Wednesday, 08 April 2026	to	Wednesday, 22 April 2026	13 days
Summer graduation (Gqeberha):	Monday, 14 December 2026	to	Tuesday, 15 December 2026	2 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
Second teaching cycle:		
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers Day

	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	Public Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation
	Friday, 25 December 2026	Christmas Day

SCHOOL CALENDAR		
Term 1	Wednesday, 14 January 2026	Friday, 27 March 2026
Term 1 Recess	Saturday, 28 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Friday, 26 June 2026
Term 2 Recess	Saturday, 27 June 2026	Monday, 20 July 2026
Term 3	Tuesday, 21 July 2026	Wednesday, 23 September 2026
Term 3 Recess	Saturday, 03 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 06 October 2026	Wednesday, 09 December 2026
Term 4 Recess	Thursday, 10 December 2026	Thursday, 31 December 2026

2026 MBChB - Year 2 and 3 - Academic Calendar - Summary

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
MBChB 2 & 3				
Recess:	Thursday, January 1, 2026	to	**Sunday, January 4, 2026**	4 days
University opens to the public	Monday, January 12, 2026			
Teaching Cycle 1	Monday, February 2, 2026	to	Friday, April 10, 2026	48 days
Teaching cycle 1 recess	Saturday, April 11, 2026	to	Monday, April 27, 2026	17 days
Teaching Cycle 2	Tuesday, April 28, 2026	to	Friday, June 19, 2026	35 days
Teaching cycle 2 recess	Saturday,June 20, 2026	to	Monday, July 12, 2026	30 days
Teaching Cycle 3	Monday, July 13, 2026	to	Friday, September 4, 2026	39 days
Teaching cycle 3 recess	Friday, September 5, 2026	to	Sunday, September 13, 2026	9 days
Teaching Cycle 4	Monday, September 14, 2026	to	Wednesday, November 11, 2026	42 days
Study Period	Saturday, November 12, 2026	to	Tuesday, November 17, 2026	6 days
Year-End Assessment Period	Wednesday, November 18, 2026	to	Friday, November 27, 2026	8 days
Re-assessment Study Period	Saturday, November 30, 2026	to	Sunday, December 6, 2026	5 days
Year-End Re-assessment Period	Monday, December 7, 2026	to	Friday, December 11, 2026	5 days
Fourth teaching cycle recess	Saturday, December 12, 2026	to	Thursday, December 31, 2026	12 days
University Close	Tuesday, December 22, 2026			
GRADUATION CEREMONIES				
Autumn graduation (George):	Tuesday, March 31, 2026	to	Wednesday, April 1, 2026	2 days
Autumn graduation (Gqeberha):	Tuesday, April 7, 2026	to	Tuesday, April 21, 2026	13 days
Summer graduation (Gqeberha):	Monday, December 14, 2026	to	Tuesday, December 15, 2026	2 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
Second teaching cycle:		
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	Public Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation

	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Wednesday, 14 January 2026	Friday, 27 March 2026
Term 1 Recess	Saturday, 28 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Friday, 26 June 2026
Term 2 Recess	Saturday, 27 June 2026	Monday, 20 July 2026
Term 3	Tuesday, 21 July 2026	Wednesday, 23 September 2026
Term 3 Recess	Saturday, 03 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 06 October 2026	Wednesday, 09 December 2026
Term 4 Recess	Thursday, 10 December 2026	Thursday, 31 December 2026

2026 MBChB - Year 4 - Academic Calendar - Summary

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	2 days
New Years Day	Thursday, 01 January 2026			
University opens to the public	Monday, 12 January 2026			
Teaching Cycle 1 & 2	Monday, 12 January 2026	to	Friday, 29 May 2026	95 days
Study Period	Saturday, 30 May 2026	to	Thursday, 04 June 2026	6 days
Assessment Period	Friday, 05 June 2026	to	Friday, 12 June 2026	6 days
Second teaching cycle recess:	Saturday, 13 June 2026	to	Sunday, 05 July 2026	23 days
Teaching Cycle 3 & 4	Monday, 06 July 2026	to	Friday, 06 November 2026	87 days
Study Period	Saturday, 07 November 2026	to	Wednesday, 11 November 2026	7 days
Assessment Period	Thursday, 12 November 2026	to	Friday, 20 November 2026	7 days
Clinical remediation	Monday, 23 November 2026	to	Friday, 27 November 2026	5 days
Re-assessment/ Clinical remediation	Monday, 30 November 2026	to	Friday, 04 December 2026	5 days
Clinical remediation	Monday, 07 December 2026	to	Friday, 11 December 2026	5 days
Fourth teaching cycle recess	Saturday, 12 December 2026	to	Thursday, 31 December 2026	20 days
University Close:	Tuesday, 22 December 2026			

GRADUATION CEREMONIES				
Autumn graduation (George):	Friday, 03 April 2026	to	Saturday, 04 April 2026	2 days
Autumn graduation (Gqeberha):	Saturday, 11 April 2026	to	Saturday, 25 April 2026	13 days
Summer graduation (Gqeberha):	Tuesday, 08 December 2026	to	Friday, 11 December 2026	4 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
Second teaching cycle:		
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	University Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation
	Tuesday, 22 December 2026	University Close
	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Thursday, 15 January 2026	Saturday, 28 March 2026
Term 1 Recess	Sunday, 29 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Saturday, 27 June 2026
Term 2 Recess	Sunday, 28 June 2026	Tuesday, 21 July 2026
Term 3	Wednesday, 22 July 2026	Saturday, 03 October 2026
Term 3 Recess	Sunday, 04 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 13 October 2026	Thursday, 10 December 2026
Term 4 Recess	Friday, 11 December 2026	Thursday, 31 December 2026

MBChB - Year 5 - Academic Calendar - Summary

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	4 days
New Years Day	Thursday, 01 January 2026			
University opens to the public	Monday, 12 January 2026			
Teaching Cycle 1 & 2	Monday, 12 January 2026	to	Wednesday, 27 May 2026	94 days
Study Period	Thursday, 28 May 2026	to	Tuesday, 02 June 2026	6 days
Assessment Period	Wednesday, 03 June 2026	to	Friday, 12 June 2026	8 days
Second teaching cycle recess:	Saturday, 13 June 2026	to	Sunday, 05 July 2026	22 days
Teaching Cycle 3 & 4	Monday, 06 July 2026	to	Wednesday, 11 November 2026	91 days
Study Period	Thursday, 12 November 2026	to	Tuesday, 17 November 2026	6 days
Assessment Period	Wednesday, 18 November 2026	to	Friday, 27 November 2026	8 days
Clinical remediation/Reassessment period	Monday, 30 November 2026	to	Friday, 11 December 2026	10 days
Fourth teaching cycle recess	Saturday, 12 December 2026	to	Thursday, 31 December 2026	20 days
University Close:	Tuesday, 22 December 2026			

GRADUATION CEREMONIES				
Autumn graduation (George):	Friday, 03 April 2026	to	Saturday, 04 April 2026	2 days
Autumn graduation (Gqeberha):	Saturday, 11 April 2026	to	Saturday, 25 April 2026	13 days
Summer graduation (Gqeberha):	Tuesday, 08 December 2026	to	Friday, 11 December 2026	4 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
Second teaching cycle:		
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	University Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation
	Tuesday, 22 December 2026	University Close
	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Thursday, 15 January 2026	Saturday, 28 March 2026
Term 1 Recess	Sunday, 29 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Saturday, 27 June 2026
Term 2 Recess	Sunday, 28 June 2026	Tuesday, 21 July 2026
Term 3	Wednesday, 22 July 2026	Saturday, 03 October 2026
Term 3 Recess	Sunday, 04 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 13 October 2026	Thursday, 10 December 2026
Term 4 Recess	Friday, 11 December 2026	Thursday, 31 December 2026

ACADEMIC CALENDAR: 2026 (Summary) MBChB Year 6 Group A

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	4 days
Teaching Cycle 1 & 2 (Semester 1)	Monday, 12 January 2026	to	Friday, 29 May 2026	96 days
Semester 1 Recess:	Monday, 01 June 2026	to	Sunday, 14 June 2026	10 days
Teaching Cycle 3 & 4 (Semester 2)	Wednesday, 17 June 2026	to	Friday, 13 November 2026	105 days
Clinical Remediation and Reassessment	Monday, 16 November 2026	to	Friday, 27 November 2026	10 days
Semester 2 recess	Saturday, 28 November 2026	to	Thursday, 31 December 2026	34 days
University Close:	Tuesday, 22 December 2026			

GRADUATION CEREMONIES				
Autumn graduation (George):	Tuesday, 31 March 2026	to	Wednesday, 01 April 2026	2 days
Autumn graduation (Gqeberha):	Tuesday, 07 April 2026	to	Tuesday, 21 April 2026	13 days
Summer graduation (Gqeberha):	Tuesday, 08 December 2026	to	Friday, 11 December 2026	4 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
Second teaching cycle:		
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	Public Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December 2026	Day of Reconciliation
	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Wednesday, 14 January 2026	Friday, 27 March 2026
Term 1 Recess	Saturday, 28 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Friday, 26 June 2026

Term 2 Recess	Saturday, 27 June 2026	Monday, 20 July 2026
Term 3	Tuesday, 21 July 2026	Friday, 02 October 2026
Term 3 Recess	Saturday, 03 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 13 October 2026	Wednesday, 09 December 2026
Term 4 Recess	Thursday, 10 December 2026	Thursday, 31 December 2026

ACADEMIC CALENDAR: 2026 (Summary) MBChB Year 6 - Group B

TEACHING CYCLES, RECESS PERIODS AND ASSESSMENT PERIODS				
Recess:	Thursday, 01 January 2026	to	Sunday, 04 January 2026	4 days
Teaching Cycle 1 & 2 (Semester 1)	Monday, 12 January 2026	to	Friday, 12 June 2026	106 days
Semester 1 Recess:	Saturday, 13 June 2026	to	Sunday, 28 June 2026	10 days
Teaching Cycle 3 & 4 (Semester 2)	Monday, 29 June 2026	to	Friday, 13 November 2026	97 days
Clinical Remediation and Reassessment	Monday, 16 November 2026	to	Friday, 27 November 2026	10 days
Semester 2 recess	Saturday, 12 December 2026	to	Thursday, 31 December 2026	21 days
University Close:	Tuesday, 22 December 2026			

GRADUATION CEREMONIES				
Autumn graduation (George):	Tuesday, 31 March 2026	to	Wednesday, 01 April 2026	2 days
Autumn graduation (Gqeberha):	Tuesday, 07 April 2026	to	Tuesday, 21 April 2026	13 days
Summer graduation (Gqeberha):	Tuesday, 08 December 2026	to	Friday, 11 December 2026	4 days

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

PUBLIC AND UNIVERSITY HOLIDAYS		
First teaching cycle:		
	Thursday, 01 January 2026	New Year's Day
	Saturday, 21 March 2026	Human Rights Day
	Friday, 03 April 2026	Good Friday
	Monday, 06 April 2026	Family Day
Second teaching cycle:		
	Monday, 27 April 2026	Freedom Day
	Friday, 01 May 2026	Workers' Day
	Monday, 15 June 2026	University Holiday
	Tuesday, 16 June 2026	Youth Day
Third teaching cycle:		
	Sunday, 09 August 2026	National Women's Day
	Monday, 10 August 2026	Public Holiday
Fourth teaching cycle:		
	Thursday, 24 September 2026	Heritage Day
	Friday, 25 September 2026	University Holiday
	Wednesday, 16 December	Day of Reconciliation

	2026	
	Friday, 25 December 2026	Christmas Day
	Saturday, 26 December 2026	Day of Goodwill

SCHOOL CALENDAR		
Term 1	Wednesday, 14 January 2026	Friday, 27 March 2026
Term 1 Recess	Saturday, 28 March 2026	Tuesday, 07 April 2026
Term 2	Wednesday, 08 April 2026	Friday, 26 June 2026
Term 2 Recess	Saturday, 27 June 2026	Monday, 20 July 2026
Term 3	Tuesday, 21 July 2026	Friday, 02 October 2026
Term 3 Recess	Saturday, 03 October 2026	Monday, 12 October 2026
Term 4	Tuesday, 13 October 2026	Wednesday, 09 December 2026
Term 4 Recess	Thursday, 10 December 2026	Thursday, 31 December 2026

OFFICE-BEARERS OF THE UNIVERSITY

CHANCELLOR
Dr NG PANDOR: BA (UBLS), Dip Ed (University of London, UK), MA Ed (University of London, UK), MA, PhD, (UP) PhD (hc) (CPUT, SU, University of Lisbon, Portugal, University College of Dublin, Ireland)

CHAIRPERSON OF COUNCIL

JUDGE N DAMBUZA: B Proc (University of Natal, Durban), LLB (University of Natal Durban)

LLM (Tulane University New Orleans, Louisiana, USA)

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

DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS
MR LP JACK: NDip(PMA)(EC Technikon), BTech(PM)(PET), BAPhil(US), MCom(UKZN)

DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION
PROF A MURONGA: BSc, UED (UNIVEN), BScHons, MSc (UCT), PhD (University of Minnesota,USA)

EXECUTIVE DIRECTOR: FINANCE
MR MR MONAGHAN: BCom (UPE), BCom Hons (UNISA), Professional Accountant (SA)

DEAN OF STUDENTS

DR S MCHUNU: B Paed (UNIZULU), BA Hons (Natal), MA (Education) (University of Newcastle, UK),

MCom (Organisational and Management Systems), PhD (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: Prof HR Lloyd: BCom (*Cum Laude*) (UPE), BCom Hons (*Cum Laude*) (UPE), MCom (UPE), DCom (UPE)

EDUCATION
Prof HH SATHORAR: BCom, HDE *(cum laude)* Bed Hons *(cum laude)* (UPE), MBA *(cum laude)* (NMMU), PhD (Mandela Uni)

ENGINEERING, THE BUILT ENVIRONMENT AND TECHNOLOGY

PROF S RATHILAL**:** BSc (Chem Eng) (UDW), MSc (Eng), PhD (UKZN)

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 C GROBLER: Dip Bio Med Tech, HDip Bio Med Tech, (VUT), MTech Bio Med Tech (CUT), DTech Bio Med Tech (DUT)

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
MR L LOKWE: NDip Public Management and Administration, B Tech Public Management (NMMU), MBA (TUT), MSc Information Systems Management (Roehampton University-London)

COMMUNICATION AND MARKETING
DR L JACOBS: Certificate in Managerial Finance (London School of Economics and Political Science), BA Communication, BA Hons (Communication) (Fort Hare University), MA Journalism and Media Studies *(cum laude)*, PhD Journalism and Media Studies (Rhodes)

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

INFRASTRUCTURE SERVICES & SPACE OPTIMIZATION
MR M SYCE: NHD (Arch) (CPUT), MSc (BE) (Fac Man) (UPE), Pr SArchT, MSACAP, MSAIAT

INTERNAL AUDIT
DR 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), PhD (Accounting) (Mandela Uni)

INTERNATIONAL OFFICE
PROF J PETER: BAHons, Education (HED), MM, DPhil (UP)

OFFICE FOR INSTITUTIONAL STRATEGY
PROF HJ NEL: BA, BAHons, MA, DPhil (UPE)

SUPPORT SERVICES
MR L NDUVANE: SED (Vista), BA, BAHon (UPE), MA (University of Newcastle, Australia)

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 L NARE: BA (NMMU), PGDip Bus Admin (GIBS), MBA (GIBS)

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 (Chairperson)
Mr M Dayimani
Ms S Jongile
Adv B Linchwe-Tlhakung
Prof L Lange
Mr D MacLean
Ms Z Nyoka
Mr V Naidoo
Ms E Sisulu
Mr J Samuels
Ms R Van Wyk

(b) members appointed by the Alumni Association: Ms M Mbaco (Vice-Chairperson)

(c) members appointed by the Minister of Higher Education, Science and Innovation:

Dr N Vukuza
Mr L Mosana
Rev M Sibeko
Mr S Somdyala

(d) the Vice-Chancellor: Prof S Muthwa

(e) three Deputy Vice-Chancellors:

Learning and Teaching	Prof SF Moeng
People and Operations	Mr L Jack
Engagement and Transformation Portfolio	Prof A Keet

(f) two members elected by the Senate: Prof R Ncwadi
(g) two students elected by the SRC
(h) one academic employee of the University elected by such employees:

(i) one employee, other than an academic employee, of the University, elected by such employees: Ms L Groener

(j) chairperson of the Institutional Forum

(k) Advisory Members:

Executive Director: Finance	Mr M Monaghan
Executive Director: Human Resources	Dr N Sishuba

(l) Permanent Invitees:

Senior Director: Institutional Strategy	Prof H Nel
Senior Director: Strategic Resource Mobilisation and Advancement	Dr D Webb
Director: Executive Support	Vacant

(m) Secretariat:

Registrar	Mr EB De Koker
Deputy Director: Institutional Governance	Mr M Khomo

COUNCIL COMMITTEES

EXECUTIVE COMMITTEE OF COUNCIL (EXCO)

The Executive Committee of Council consists of

(a)	the Chairperson of Council	Judge N Dambuza
(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 Committee~~s~~	Adv B Linchwe-Tlhakung
(d)	the Vice-Chancellor	Prof S Muthwa

Advisory members

Mr M Monaghan (Executive Director: Finance)
Mr L Jack (Deputy Vice-Chancellor: People and Operations)

Secretariat

Registrar	Mr EB De Koker
Deputy Director: Institutional Governance	Mr M Khomo

AUDIT AND RISK COMMITTEE (ARC)

Ms R van Wyk (Chairperson)
Mr L Billings
Ms N Dhevcharran
Adv B Linchwe-Tlhakung
Mr G Zamisa

Invitees

Prof S Muthwa (Vice-Chancellor)
Mr M Monaghan (Executive Director: Finance)
Mr L Jack (Deputy Vice-Chancellor: People and Operations)
Dr S Nyenyiso (Senior Director: Internal Audit)
Mr L Lokwe (Chief Information Officer)
Mr E de Koker (Registrar)
Dr N Sishuba (Executive Director: Human Resources)
SNG Grant Thornton PricewaterhouseCoopers

Secretariat

Registrar	Mr EB De Koker
Committee Officer	Ms U Spies

FINANCE AND FACILITIES COMMITTEE (FFC)

Mr D Maclean (Chairperson)
Ms Z Nyoka
Mr M Odayar
Mr S Somdyala
Prof S Muthwa (Vice-Chancellor)
Mr L Jack (Deputy Vice-Chancellor: People and Operations) Mr
M Monaghan (Executive Director: Finance)

Invitees
Mr M Syce (Senior Director: Infrastructure Services and Space Optimisation)
Mr G Gouws (Deputy Director Infrastructure Services and Space Optimisation)

Secretariat

Registrar	Mr EB De Koker
Committee Officer	Ms C Browne

GOVERNANCE AND ETHICS COMMITTEE (GEC)

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

Secretariat

Registrar	Mr EB De Koker
Committee Officer	Mr X Basson

HUMAN RESOURCES AND REMUNERATION COMMITTEE (HRREM)

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

Advisory members
Mr M Monaghan (Executive Director: Finance)
Dr N Sishuba (Executive Director: Human Resources)

Secretariat

Registrar	Mr EB De Koker
Committee Officer	Ms R Seale

HIGHER EDUCATION COMMITTEE (HEC)

Mr L Mosana (Chairperson)
Prof S Muthwa (Vice-Chancellor)
Prof M Moeng (Deputy Vice-Chancellor: Learning and Teaching)
Prof A Muronga (Deputy Vice-Chancellor: Research, Innovation and Internationalisation)
Prof A Keet (Deputy Vice-Chancellor: Engagement and Transformation Portfolio)
Dr N Vukuza
Prof L Lange
Ms M Mbaco

Advisory member

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

Invitees

Prof J Peter Senior Director: Office for International Education)
D L Jacobs (Senior Director: Marketing and Communication)

Secretariat

Registrar	Mr EB De Koker
Committee Officer	Mr S Bulose

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	Judge N Dambuza
The Vice-Chairperson of Council	Ms M Mbaco
The Vice-Chancellor	Prof S Muthwa
The Deputy Vice-Chancellor: Research, Innovation and Internationalisation	Prof A Muronga
The Deputy Vice-Chancellor: Learning and Teaching	Prof M Moeng

Three members who are not employees or students of the University,
appointed by Council Chancellor: Dr GJ Fraser-Moleketi
Rev M Sibeko

The two student members on Council

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

- Business and Economic Sciences Prof A Werner (Prof MR Mey)
- Education Dr H Sathorar (Dr T Mapasa)
- Engineering, the Built Environment and Technology Executive Dean Prof D van Greunen
- Health Sciences Prof JR Naidoo (Prof Z Soji)
- Humanities Prof RS Masango (Prof P Maseko)
- Law Prof E Knoete
- Science Prof C Grobler

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: Prof SF Moeng
- People and Operations: Mr L Jack
- Research, Innovation and Internationalisation: Prof A Muronga

Registrar: Mr EB De Koker
Executive Deans:
- Business and Economic Sciences Prof HR Lloyd
- Education: Prof H Sathorar
- Engineering, the Built Environment and Technology: Prof S Rathilal
- Health Sciences: Prof Z Zingela
- Humanities: Prof P Maseko
- Law: Dr L Biggs
- Science: Prof C Grobler

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: International Education Office: Prof J Peter
Senior Director: Institutional Strategy: Prof H Nel

Directors of Schools (excluding full professors)

(Health Sciences Learning and Teaching), Prof P Binsbergen (Music Art and Design), Prof N Breakfast (History and Politics), Prof E Campbell (Acting: Environmental Sciences), 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), (Medical School), Prof L Ntombana (Governmental and Social Sciences), Dr S Petratos (Information 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 A Werner (Industrial Psychology and HRM), Mrs Y Madyibi (Civil Engineering), vacant (Business School), Mr K van der Merwe (Engineering), Prof F Smith (Acting: Mechatronics).

Heads of Departments (excluding full professors)

Mr C Allen (Construction Management), Prof F Amoah (Marketing Management), Dr K Asmah-Andoh (Public Management & Leadership), Ms E Ayesu-Koranteng (Building and Human Settlement Development) Ms L Bester (Applied Accounting), Prof J Botha (Public Law), Dr R Bower (Music), (Statistics), (Logistics Management), Mr RC Cumberlege (Quantity Surveying), Prof H Davids (Human Physiology), Dr JE Kinsman (Business Management), Dr S Deysel (Primary School Education), Mrs A du Preez (Applied Technologies), (Acting: Criminal and Procedural Law), Dr S February (Business School), Dr N Agherdien (Human Resource Management), Dr T Gundu (IT Management and Governance), Dr P Steyn (Botany), Prof V Goliath (Social Development Professions), Prof A Gresse (Dietetics), Prof J Greyling (Computer Sciences), Dr M Makalima (Software Engineering), Dr B Ismail (Secondary School Education), Mrs L du Preez (Agricultural Management), Ms L Kant (Agriculture and Game Management), Dr M Khapayi (Agriculture), Dr A Kholvadia (Human Movement Science), Dr I Konik (Philosophy), Mr P Allan (Emergency Medical Care) Prof H Lombard (Mechanical Engineering), Prof A Lourens (Industrial Engineering), Prof J Louw (Forestry), Dr J Lück (Applied Language Studies), Vacant (Pharmacy), Dr Z Made (Language and Literature), Prof S Mago (Development Studies), Dr B Magoqwana (Sociology and Anthropology), 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), Dr W Doh-Nubia (Post Graduate Studies), Mr M Potgieter (Zoology), Dr N Radana (Nursing Science), Dr B Somai (Biochemistry and Microbiology), Ms C Swanepoel (Environmental Health), Dr P Tai Hing (Management Practice), Prof M Tait (Acting: Mercantile Law),

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), Dr M Walton (Mathematics), Mr A Palframan (Architecture), Dr S Campbell (Radiography), Mrs Y Madyibi (Civil Engineering), Mr C Allen (Construction Management), Dr J Basson (Architecture), Dr H Theunissen (Marine Engineering), Dr Z Tshabalala (Human Biology and Integrated Pathology), Dr S Volkwyn (Medical Practice), Prof S Mda (Paediatrics and Child Health), Prof M Mabenge (Obestetrics & Gynaecology), Prof S Moodley (Public Health), Prof A G Mohamed (Internal Medicine), Dr L Boretti (Perioperative Care), Prof K Naidoo (Family Medicine), Dr M Walton (Mathematics).

Director: Academic Administration: Mr TT Kungune
Director: Academic Planning: Dr M Sibugashe
Director: Library and Information Services: Mr L Reid
Director: Research Capacity Development: Dr P Mensah
Director: Research Support and Management: Dr P Mothapo
Director: Innovation Office: Vacant
Director: Transformation Office: Dr R-A Levendal

Full Professors:

Prof CA Arnolds, Prof L Athiemoolam, Prof R Boswell, Prof JR Botha, Prof J Cherry, Prof M Cullen, Prof S Ekolu, Prof SM Farrington, Prof H Fourie, 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 WMW Shakantu, Prof A Singleton, Prof JJ Smallwood, Prof EE Smith, Prof L Stroud, Prof FW Struwig, Prof N Strydom, Prof M Tait, Prof K Thomson, Prof I Truter, Prof U Okeja, 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 A de Villiers, Prof P Watts, Prof JL Wesson, Prof G Crafford

Two members of Council, designated by the Council: Ms Mbaco and Mr J Samuels
Two members of the SRC:
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: Vacant
- Engineering, the Built Environment and Technology: Vacant
- Health Science: Prof E de Vries (2022/11/04 – 2025/11/03)
- Law: Dr E Gumboh (2024/02/07 – 2027/02/06)
- Science: Prof A Potts (2022/03/24 – 2025/03/23)

An academic employee from the George Campus, elected by such employees: Prof 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: Vacant
- Education: Ms D Botha (2022/08/30 – 2025/08/30)
- Engineering, the Built Environment and Technology: Vacant
- Health Sciences: Mr S King (2024/03/06 – 2027/03/05)
- 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: Dr O Mtimka (2022/11/15 – 2025/11/14)
- Business and Economics Science: Dr V Msuthwana (2022/05/16 – 2025/05/15)
- Education: Dr A Simayi (2024/03/06 – 2027/03/05
- Engineering, the Built Environment and Technology: Vacant (2022/08/23 – 2025/08/22)
- Health Sciences: Vacant
- Law: Ms D Mnisi (2024/03/06 – 2027/03/05)
- 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) Senior Director: George Campus
(f) Senior Director: Missionvale, Bird Street and 2nd Avenue Campuses
(g) Senior Director: International Office
(h) Senior Director: Institutional Strategy
(i) Two academic members of the Senate, elected by Senate, with due regard to racial and gender representivity
(j) Dean of Learning and Teaching
(k) Dean of Students
(l) Director: Academic Administration (Advisory member)
(m) Two members of the SRC

MANAGEMENT COMMITTEE OF THE ECS (ECS MANCO)

The Management Committee of the ECS consists 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 or represented by the Deputy Deans
(d) Dean: Learning and Teaching
(e) Director: Academic Administration or nominee

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) Additional members: Such co-opted members as may be determined by the committee from time to time

PROFESSORIATE AND ACADEMIC TITLES COMMITTEE (PATC)

The Professoriate 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 or nominee
(e) Senior Director: George Campus
(f) Senior Director: Missionvale, 2nd Avenue and Bird Street Campuses
(f) Senior Director: Institutional Strategy
(g) Senior Director: International Office
(h) Senior Director: Communication and Marketing or nominee
(i) Dean: Learning and Teaching
(j) Dean of Students
(k) Director: Innovation Support and Technology Transfer Office
(l) Director: Specialist Support to the Vice-Chancellor
(m) Director: Research (Health Sciences Faculty)
(n) Director: Research Development
(o) Director: Research Support and Management
(p) Director: Library and Information Services
(q) Directors of Institutional Research and Engagement Entities
(r) Faculty Research Committee Chairpersons

(s) SRC Representative
(t) Directors of Research and Engagement Institutes and Centres
(u) The following advisory members: Research Chair Representatives of:
- Social Sciences and Humanities Discipline
- Natural and Health Sciences Discipline
- Engineering Discipline

(v) Executive Deans of Faculties (ex-officio)
(w) Members of the HEAVA cohort, directly aligned with current research themes (reviewed annually) (ex-officio)

Sub-committees of Research and Innovation Committee (RIC)

Research Ethics Committee – Animal (REC-A)

Composition
(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.)

Chairperson
Vice-Chairperson
Category A: A person with qualifications in veterinary science, who is registered or authorised as a veterinarian in terms of the relevant national council, and with experience relevant to the institution's activities or the ability to acquire relevant knowledge.
Category B: A suitably qualified person(s) with substantial recent experience in the use of animals in for scientific or teaching purposes relevant to the institution and the business of the RECA. 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
Category C: A person(s) who demonstrates with commitment to, and established experience in furthering the welfare of animals, who is not associated with not employed by or otherwise associated with the institution, and who is not currently involved in the care and use of animals for scientific purposes. Veterinarians with specific animal welfare interest and experience may meet the requirements of this category. In the cases where a veterinarian acts as Category C member, there shall be an additional Category A veterinarian (i.e. one veterinarian cannot act as both Categories A and C members)
Category D: An independent person(s) who does not currently and has not previously conducted scientific studies or teaching activities using animals and who is not an employee of the institution.
The Director: Research Development (by virtue of office)
The Ethics Manager (Research Development) (by virtue of office)
A representative from Research Development
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.

(The quorum members should always include at least one member from each category of member (i.e., A to D) and the SANS 10386:2021 balance between membership categories is maintained throughout the meeting (i.e., Cat C + D members must number at least 33% of all RECA members always present)

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).

Composition

Chairperson
Vice-Chairpersons
One member with knowledge of, and current experience in, the professional care, counselling, or health-related treatment of people, e.g. a social worker, nurse, psychologist or medical practioner
A member with expertise in biostatistics
A member with expertise in research ethics
A member who is qualified and has extensive knowledge of family law, health law, and research ethics
A non-employee of the Nelson Mandela University
A representative from Research Development
Representative(s) with professional training and experience in qualitative and/or quantitative research methodologies from each Faculty Post Graduate Studies Committee (FPGSC)

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.

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 2nd Avenue Campuses
(f) Senior Director: George Campus (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 Portfolio (Chairperson)
(b) Senior Director: Institutional Strategy (Vice-Chairperson)
(c) Deputy Vice-Chancellors
(d) Dean of Students
(e) Executive Director: Finance
(f) Executive Director: Human Resources
(g) Senior Director: George Campus
(h) Senior Director: Missionvale, Bird Street and 2nd Avenue 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 the Student Governance and Development Services (Nelson Mandela Bay Campuses)
(k) One representative from the Student Governance and Development Services (George campus)
(l) One representative from Emthonjeni Student Wellness (Nelson Mandela Bay Campuses)
(m) One representative from Emthonjeni Student Wellness (George campus)
(n) One representative from Campus Health Services (Nelson Mandela Bay Campuses)
(o) One representative from Campus Health Services (George campus)
(p) One representative from Marketing and Communication
(q) A nominee from the Faculty of Law.
(r) One representative from each of the recognized unions.
(s) One SRC member (Nelson Mandela Bay Campuses)
(t) 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) Senior 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 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: Research Capacity Development
(e) Senior Director: International Office
(f) Faculty Representatives
(g) Two student representatives (preferably postgraduate students nominated by the SRC
(h) Ex Officio: One representative appointed by the relevant Executive Director/Senior Director/Director: Organisational Transformation Monitoring and Evaluation
(i) Director: Academic Administration (Co-opted member)
(j) Co-opted members are determined by PGSC

TRANSDISCIPLINARITY AND INTERNATIONALISATION COMMITTEE (TIC)

(a) Deputy Vice Chancellor: Engagement and Transformation Portfolio (Chairperson)
(b) Deputy Vice-Chairperson: Research, Innovation and Internationalisation
(c) Deputy Vice-Chancellors
(d) Executive Deans
(e) Dean of Students
(f) Dean: Learning and Teaching
(g) Senior Director: Strategic Resource Mobilisation and Advancement
(h) Senior Director: International Office
(i) Senior Director: Institutional Strategy
(j) Senior Director: George Campus
(k) Senior Director: Missionvale, Bird Street and 2nd Avenue Campuses
(l) Director: Research Management
(m) Director: Research Capacity 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	Vacant
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	Dr Z Tshabalala
Senate Representative	Vacant
Alternate Senate Representative	Dr S Mangisa
Academic Representative	Adv G Safela
Academic Representative	Dr S Mangisa
Administrative Representative	Ms R Chetty
	Mrs E Labuschagne
Equity Office Representative	Vacant
NEHAWU	Mr M Klaas
NEHAWU	Mr M Tame
NTEU	Mr W Draai
	Ms N Esau
Alumni Association	Vacant
Co-opted 'non' voting Member	Dr RA Levendal
SRC	Mr Y Makrwede
	Mr A Sotheni

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 L Nare
Vice-President	Ms P Tanga
Treasurer	Mr M Williams
Secretary, being the Director: Alumni Relations	Mr P Geswindt
Elected Additional Member	Ms H Bucwa
Elected Additional Member	Ms N Makwela
Elected Additional Member	Mr Y Tengwa
Elected Additional Member	Mr L Xotyeni
Member elected to Council	Mr S Hlwatika
Member elected to Council	Ms M Mbaco
Member elected to the Institutional Forum	Mr B Matiwane
Dean of Student Life and Development	Dr S Mchunu
Chairperson of Student Alumni Society	Vacant
SRC President	Mr L Mbuzwane
Senior Director: Strategic Resource Mobilisation and Advancement	Dr D Webb
Senior Director: Communication and Marketing	Dr L Jacobs
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 Students (Chairperson)
(b) Vice-Chairperson
(c) One Executive Dean, appointed by the Deputy Vice-Chancellor: Learning and Teaching
(d) Director: Transformation
(e) 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, Culture and Heritage
  (ix) Finance
  (x) Academic Administration
  (xi) Emthonjeni Student Wellness
  (xii) Campus Protection Services
  (xiii) Legal Services
  (xiv) Representatives from Missionvale, Bird Street and 2nd Avenue and George Campuses
(f) Six members of the SRC or nominees
(g) 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 Portfolio
(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 Students
(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: School of Visual and Performing Arts
(i) Director: School of Architecture
(j) Senior Director: Communication and Marketing or nominee
(k) HOD: Visual Arts
(l) HOD: Music
(m) Deputy Director: Arts Culture and Heritage
(n) Curator: Nelson Mandela University Archives and Exhibition Centre
(o) The SRC representative for the arts portfolio
(p) Senior Director: George Campus
(q) Senior Director: Missionvale, Bird Street and 2nd Avenue Campuses
(r) Director: Alumni Association or nominee
(s) 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 Space 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) Senior Director: Management Accounting and Analytics (Vice-Chairperson)
(c) Director: Research Support and Management
(d) Director: Information and Communication Technology Services and Operations
(e) Director: Procurement and Assets
(f) Director: Shared Services
(g) Director: Infrastructure Services and Space Optimisation
(h) Senior Media Officer
(i) Two Senate members appointed by Senate
(j) Two alternate Senate members appointed by Senate
(k) Deputy Director: Management Accountant – Learning and Teaching (Advisory Member)
(l) Deputy Director: Management Accountant – PASS (Advisory Member)

ENROLMENT MANAGEMENT COMMITTEE (EMC)

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

STRATEGIC INFORMATION AND COMMUNICATIONS TECHNOLOGY COMMITTEE (SICTC)

The Strategic Information and Communications Technology Committee consists of the following members:

(a) Deputy Vice-Chancellor: People and Operations (Chairperson)
Two Deputy Vice-Chancellors appointed by MANCO:
(b) Deputy Vice-Chancellor:
(c) Deputy Vice-Chancellor:
(d) Registrar
(e) Executive Director: Finance
(f) Executive Director: Human Resources
(g) Senior Director: International Education
(h) Senior Director: Infrastructure Services and Space Optimization
(i) Senior Director: George Campus
(j) Senior Director: Support Services
(k) Senior Director: Institutional Strategy
(l) Chief Information Officer
(m) Dean: Learning and Teaching
(n) Dean of Students
(o) Director: Library and Information Services
(p) A representative appointed by the Senate
(q) SRC Representative

Permanent Invitees:

(r) Senior Director: Internal Audit
(s) Director: Information Systems Development
(t) Director: ICT Operations and Customer Services
(u) Director: Digital Learning Experience Design and Innovation
(v) Director: Strategic Intelligence and Data Analysis
(w) Director: Shared Services
(x) Deputy Director: Digital Communications and Marketing
(y) Deputy Director: Risk and Ethics Advisory
(z) Deputy Director: ERP MIS Development and Support
(aa) Deputy Director: ICT Operations
(bb) Senior Systems Engineer (Security)

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

RISK MANAGEMENT COMMITTEE (RMC)

(a) Registrar (Chairperson)
(b) Academic leader with expertise in Risk and Ethics supported by Deputy Director: 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 2nd Avenue Campuses
(e) Senior Director: George Campus
(f) Director: Library and Information Services
(g) Director: Transformation
(h) Director: Research Support and Management
(i) Senior Director: International Office
(j) Dean of Students
(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: Communication and Marketing
(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) Deputy Director: 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 Portfolio
(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: International Office
(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 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)
Director: Specialist Support	Vacant
Director Executive Support	Vacant
Personal Assistant	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	Ms N Moodley

OFFICE OF THE DEPUTY VICE-CHANCELLOR: LEARNING AND TEACHING

Deputy Vice-Chancellor: Learning and Teaching	Prof SF Moeng: BA, HDE, BEdHons (UPE), MSc (St Cloud State University, USA), DEd (NMMU)
Personal Assistant	Ms Y Ferreira NHC: Private Secretary (Uitenhage Technical College)

OFFICE OF THE DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS

Deputy Vice-Chancelor: People and Operations	Mr L Jack: NDip (PMA)(EC Technikon), BTech (PM)(PET), BAPhil (US), MCom (UKZN)
Personal Assistant	Ms S Kali: BA Psychology (NMMU), PG Diploma Marine & Maritime (NMMU)

OFFICE OF THE DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION

Deputy Vice-Chancellor: Research, Innovation and Internationalisation	Prof A Muronga: BSc, UED (UNIVEN), BScHons, MSc (UCT), PhD (University of Minnesota,USA)
Personal Assistant	Ms S Tini

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	Ms A Bikitsi ND Office Administration (Varsity College)

OFFICE OF THE DEAN OF STUDENTS

Dean of Students	Dr S Mchunu: B Paed (UNIZULU), BA Hons (Natal), MA (Education) (University of Newcastle, UK), MCom (Organisational and Management Systems), PhD (UKZN)
Personal Assistant	Ms Siphosethu Santi

SENIOR MANAGEMENT AND SUPPORT STAFF

OFFICE OF THE EXECUTIVE DIRECTOR: HUMAN RESOURCES

Executive Director	Dr N Sishuba MSc Public Policy Mngt(London University, UK), MBA(South Eastern Louisiana University, USA); MAdmin(UFH); Project Mgt(Damelin)
Personal Assistant	Ms M Shiyani

EXECUTIVE DEANS OF FACULTIES

Business and Economic Sciences

Executive Dean	Prof HR Lloyd BCom *(cum laude)* (UPE), BComHons *(cum laude)* (UPE), MCom (UPE), DCom (UPE)
Executive Secretary	Ms R Petersen
Deputy Dean	Prof MR 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	Prof HH Sathorar BCom, HDE *(cum laude)* Bed Hons *(cum laude)* (UPE), MBA *(cum laude)* (NMMU), PhD (Mandela Uni)
Executive Secretary	Ms JL Smith BSocSci (Rhodes)
Deputy Dean	Prof K Pillay Dip Edu (Dower), HDE (Hewat), BA Hons (UDW), MEd (UN), PhD (NMMU)

Engineering, the Built Environment and Technology

Executive Dean	Prof S Rathilal: BSc (Chem Eng) (UDW), MSc (Eng), PhD (UKZN)
Deputy Dean	Prof D Pottas BScHons (PU CHE), PhD (RAU), MIITPSA
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	Mrs N Mkosana 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) (*cum laude)*, LLD (NMMU)
Executive Secretary	Ms M Noyi
Deputy Dean	Adv L Coetzee: BJuris, LLB (UPE), LLM (UNISA)

Science

Executive Dean	Prof C Grobler: Dip Bio Med Tech, HDip Bio Med Tech, (VUT), MTech Bio Med Tech (CUT), DTech Bio Med Tech (DUT)
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 P Kota-Nyati: BA(Vista), BAHons, MA Couns Psych (UPE), DPhil (Mandela Uni)
Executive Secretary	Ms V Bosch: Advanced Diploma Business Studies, HR (Mandela Uni)

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	Dr 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), PhD (Accounting) (Mandela Uni)
Executive Secretary	Ms Fezeka Maweza

OFFICE OF THE CHIEF INFORMATION OFFICER

Chief Information Officer	Mr L Lukwe 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	Dr L Jacobs Certificate in Managerial Finance (London School of Economics and Political Science), BA Communication, BA Hons (Communication) (Fort Hare University), MA Journalism and Media Studies *(cum laude)*, PhD Journalism and Media Studies (Rhodes)
Executive Secretary	Ms S Adams BHMS (NMMU), Office Administration (Damelin)Business Management Programme (Mandela Uni) Certified Office Manager (OPSA)

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	Mrs R Allison NMP (USB), MDP (USB), Business Communication Skills Programme (NMMU), VIP Payroll, Prince 2

OFFICE OF THE SENIOR DIRECTOR: MANAGEMENT ACCOUNTING AND ANALYTICS

Senior Director	Mr S Geqeza 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 M Murphy (Acting)

OFFICE OF THE SENIOR DIRECTOR: MANDELA INTERNATIONAL OFFICE

Senior Director (Acting)	Prof J Peter BAHons, Education (HED), MM, DPhil (UP)
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

ALBERTYN, E (Music Department)
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)
┼BOTHA, CJ (Latin)
┼BOTHA DJJ (Economics)
BOTHA RA (IT Management & Governance)
BRETTENNY, A (Accounting)
┼BRYANT, EP (English)
┼BUYS, BR (Mathematics)
BUYS, FJ (Human Movement Science)
BUYS, NS (Quantity Surveying)

CALITZ, A (Computing Sciences)
┼CILLIERS, AC (Law)
┼CILLIERS, J (Political Sciences)
COETZEE, JA (Geography)
COWLING, RM (Botany)
CULL, CE (Studio Arts)
CUNNINGHAM, PW (Sociology and Anthropology)

DE JAGER, NJ (Professional Training of Teachers)
DE KOCK, G DE V (Computer Science and Information Systems)
DE VYNCK, JEK (French)
┼DE WET, F (Chemistry)
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 RANDT, R (Human Movement Sciences)
DU TOIT, CM (Business Management/ University Education)

┼EKSTEEN, B (Construction Management)
ENGELBRECHT, JA (Physics)
ERWEE. JA (Director: CENCE)
FABRICIUS, C (School Natural Res Man, George)
FORSYTH, D (Accounting)
FOXCROFT, CD (Psychology)
FRASER, HL (Civil Engineering)
┼FURSTENBERG, JP (Zoology)

GARDNER, B (Accounting)
GERBER, T (Chemistry)
GLOVER, H (Cence)
┼GOOSEN, A (Chemistry)
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 (Languages and Literature)
JEFFERY, CD (English)
JEFFERY, HLT (Engineering)
JONKER, JA (Business School)

┼KAMFER, L (Industrial Psychology)
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 (Physics)
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 (Physics)
┼McGILL, WJ(Chemistry)

MELLISH, JM (Nursing Science)

MÜLLER, AL (Economics and Economic History)
MULLINS, E (Institute for Planning Research)
MYBURGH, AT (Civil Engineering)
NAIDOO, NT (Pharmacy)
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 (Renewable Energy Research Group)
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).
POTGIETER, Z (Music Department)
PRINSLOO, KS (Accounting)

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

SAULE, N (Languages and Literature)
┼SCHOEMAN, SJ (Philosophy)
SHARWOOD, DW (Applied Science)
SMAL, PJ (Education)
┼SMAL (Botany)
┼SMIT, JH (Economics)
SNELGAR, RJ (Industrial Psychology and HR)
SNODGRASS, L (Politics)
SNYMAN, HC (Former Vice-Chancellor: Port Elizabeth Technikon)
STUMPF, R (Former VC, NMMU)
SWARTZ, D (Former VC, NMMU/NMU)
┼SWART M (History)
TAYLOR. CA (Didactical Pedagogics)

TERBLANCHE, HO (History)
TERBLANCHE, SS (Social Development)
┼THERON, JD (Architecture)
THIPA, HM (African Languages) TROSKIE, AJJ (Music)
TWIGG, D (Mechanical Engineering)

┼VAN DER BERG, E (Law Management)
┼VAN DER MERWE, R (Industrial Psychology)
VAN DER WESTHUIZEN, CP (Education)
VAN HUYSSTEEN, W (Biblical Studies)
┼VAN NIEKERK, WP (Business Management)
┼VAN ZIJL, J (Semitic Languages)
VAN ZYL, GJJ (Mathematical Statistics)
VAN LOGGERENBERG, C (DVC: Academic)
VELDSMAN, S (Mathematics and Applied Mathematics)
┼VOGES, RP (Campus Director Vista PE)
VON SOLMS, R (Information Technology)

WAIT, CVR (Economics and Economic History)
WATSON, MB (Psychology)
WEBB, P (Education)
WELLS, BK (DVC: Research and Technology)
WEST, ME (Languages and Literatures)
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
DE WIT, M (Earth Sciences)
DREYER, PJ (Graaff-Reinet Teachers' College)
KAKEMBO, V (Geosciences)
VAN DER WALT, W (Rector, College of Education)

ACADEMIC STAFF IN FACULTIES

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

Office of the Dean

Executive Dean	Prof HR Lloyd BCom *(cum laude)* (UPE), BComHons *(cum laude)* (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	Ms K Alexander NDip (PRM) (NMMU), BTech (PRM) (NMMU)

Faculty Administration

Senior Manager: Faculty Academic Administration	Ms L Roodt BCom (NMMU)
Manager: Faculty Academic Administration	Ms N Bobi ND Marketing (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)
	Vacant

South Campus

Faculty Academic Administration Consultants	Mr S Khuzwayo BCom (UKZN)
	Vacant
	Ms D Gert
	Vacant
	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 (2nd Avenue)	Mrs B D Hayes
George Campus	
Administrative Assistant	Ms C Cupido BA (SU), MBA (Regent Bus School)
Applied Accounting	
Administrative Assistants	Ms A Abrahams
Accounting Sciences	
Administrative Assistants	Ms YA de Beer Ms Z Ngqoyiya NDip Office Management & Tech (NMMU) Mr N Ngubane PGDip Bus Admin (JBS – UJ), Adv Dip Bus Admin (TUT), NDip Legal Asstnt (TUT) Mr M Raseuku BSc Molecular & Life Sciences (SMU), BSc Hons Zoology (SMU), BA Hons Psychology (UNISA), PGDip Project Mgmt (UNISA)
Economics	Ms D Erasmus BA (App Lang Studies) (*cum laude)* (UPE), BAHons (*cum laude)* (NMMU) Ms E Moodley NDip (GD) (NMMU) (2nd Avenue Campus)
Executive Education	Ms J Junicke
Graduate School	Ms T Ferreira Ms J Junicke
Human Resource Management	Mrs R Felix
Industrial and Organisational Psychology	Ms K-L Roodt BTech (Mgt) (NMMU), MTech (Bus Admin) (NMMU) (South Campus)
Logistics Management	Mrs C Vögts
Management Practice	Mrs S N Ngcosini NDip (Pub Man & Adm) (PET), BTech (Pub Man & Adm) (PET)
Marketing Management	Ms R Pather
Tourism: Administrative Assistant	Vacant

BUSINESS SCHOOL

Director of School	Prof MR 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)
Personal Assistant: Business School	Vacant
Receptionist	Vacant
Adjunct Professor	Prof B Bonakele BJuris (Fort Hare), LLB (Fort Hare), MBA (GIBS)
Academic Research Coordinator	Dr SM Boucher BCom (Mandela Uni), MBA (Mandela Uni), DBA (Mandela Uni), Dip Business Analysis (FTI)

Human Resource Consultant	Mrs I van Rensburg BTech (HRM) (UNISA)

BUSINESS SCHOOL

Director: Graduate School	Vacant
Senior Lecturers	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)
	Dr L De Koker BSc (UCT), BSc (Hons) UWC, MSc (UWC) PhD (UWC)
Lecturer	Dr N Hadi B(Public Management – Stellenbosch University), MPhil (Maritime Studies - Stellenbosch University), M (Town and Regional Planning) (UP), PhD (Mandela University)
	Dr V Msuthwana BSc (UWC), BScHons (UPE), MDP (UPE), MBA (NMMU), PhD (NMMU)
	Ms T Tembe BSc Hons Environmental Geography (NMU), MSc Maritime Energy Management (World Maritime University-Sweden), MSc Geography (NMU)
Academic Research Coordinator	Vacant
Research Assistant	Vacant
Secretary: Business School Director	Ms L Cweya
Head: Marketing and Relationship Office	Vacant

Academic Programme Coordinator	Ms K Udemans
Academic Programme Coordinator	Ms J Ehlers NDip (PRM) (NMMU), BTech (PRM) (NMMU)
SCHOOL OF ACCOUNTING	
Director of School	Prof TG Beck NDip CMA (PET), BTech CMA (NMMU), MTech CMA (NMMU), DPhil Acc (NMU), Professional Accounting (SA)
School Administrator	Vacant
Administrative Assistant	Ms B D Hayes
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)
Professor	Prof H Fourie NDip Gov Fin (Pret Tech), BTech IA (Pret Tech), MTech IA (TUT), DCom IA (UP), Professional Accountant (SAIPA), IIA (SA)
Associate Professor	Prof TG Beck NDip CMA (PET), BTech CMA (NMMU), MTech CMA (NMMU), DPhil Acc (NMU), Professional Accounting (SA)
	Prof M Labuschagne ND (Int Aud) (PET), BTech (Int Aud) (NMMU), MCom (Accounting) (NMMU), DPhil Acc (NMU), Certified Internal Auditor (CIA), Certified Control Self Assessor (CCSA), Certified Fraud Examiner (CFE)
Senior Lecturers	Ms L Bester NDip IA (PET), BTech IA (PET), MTech CMA (NMMU), Professional Accountant (SA), Master Tax Professional (SAIT)
	Ms AL Govender BCom Acc (UKZN), PGDip Acc (UNISA), MCom Acc (NMU)
	Mr L Roodt BTech (CMA) (PET), MTech (CMA) (NMMU), Professional Accountant (SA)
	Ms J Struwig BCom, BCom Hons (US), BCompt Hons (UNISA), BComHons (Tax) (UP), MCom (Tax) (UP), CA (SA)
	Mr B Van Der Ross Dip IA (NMMU), BTech IA (NMMU), MTech CMA (NMU), Professional Accounting
Lecturers	Ms R Abrahams BCom, BTech (CMA), MTech (CMA) (NMMU)
	Mr D Chauke PGD IA (UNISA), PIA (IIA SA), MCom Accounting (Mandela Uni)
	Ms CS Grondt BCom (NMMU), PGDip Accounting Sciences (UNISA), AGA (SA)
	Ms M Hlongwane NDip (Accounting), BTech CMA, M Acc (DUT)
	A Koeberg BCom (Acc) (UPE), MBA (NMMU)
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	Ms L Schoeman (NMMU) BTech (CMA), MTech (CMA)
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Administrative Assistant	Ms A Abrahams

Accounting Sciences

Head of Department	Vacant
Emeritus Professors	Prof AJN Brettenny BComHons (UCT), M Acc (UN), CA (SA)
	Prof D Forsyth BCom (UN), CTA (RU), CA (SA)
Professors	Prof A Singleton BCom (UPE), BComHons (UPE), MCom (UPE), CA (SA)
Associate Professors	Ms J Christian BComAcc (Hons) (UNISA), CA (SA), MCom (Accounting) (UP)
	Ms W Terblance BCom, BCom Hons (UCT), MCom (UP), CA (SA)
Senior Lecturers	Ms LD De Villiers BCom (UPE), HED, BEdHons (UPE), MCom (Accounting) (NMMU)
	Ms T Dlokova BCom Acc (UFH), PG Dip Acc (UFH), CA (SA)
	Mr T Jagwanth BCom Acc, (UKZN), PGDip (Acc Science) (UNISA), MCom Acc (UKZN).
	Mr N Kader PG Dip Acc (UNISA), PG Dip App Acc (UNISA), MCom Acc (UP), CA (SA)
	Ms F Khan BCompt Hons (UNISA), MCom SA and International Tax (NWU), CA (SA)
	Mr L Ledwaba BCom (Vista), MBA (Wits Business School), Barloworld Exec Dev Prog (GIBS), FCMA (CIMA), CGMA (CIMA)
	Ms L Macpherson BCom Acc Hons (NMMU), CA (SA), MCom (UCT)
	Ms S Snyders BCom Acc Hons (NMMU), CA (SA)
Lecturers	Ms KM Belcher BCom GDA (UCT) CA (SA)
	Mr L Jacobus PG Dip Acc (Mandela Uni) CA (SA)
	Mr E le Roux BAcc (US), CA (SA)
	Mr M Mdweshu BCom Acc Sciences, CA (SA)
	Ms S Moolman BAcc Hons (US), CA (SA)
	Mr J Mpjane BCompt (UL), BCompt Hons (UL), CTA (UNISA)
	Ms A Ntlabezo BAcc Hons (UFS), CA (SA)
	Mr TS Nyagope BCom Acc (UFH), PG Dip App Acc Science (UNISA), PGDip HE (UKZN), MAcc (UKZN)
	Ms F Oliveria BComAcc (NMMU), PG Dip Acc (UKZN), CA (SA)
	Mr HK Sidzumo BCom Acc (UWC), CA (SA)
	Mrs SCA Terblanche BCom (US), HED (US)
	Mr K Tshilongamulenzhe Dip Acc (UL), CA (SA)
	Mr K Tshipala BAcc Hons (UP), MPhil Tax (UP)
Associate Lecturer	Ms B Peter BCom (Hons) (Vista), BTech (CMA) (NMMU)
	Mr Y Vreken BCom Hons (NWU), MCom (NWU), CGMA (CIMA), PGCE (UNISA)
Administrative Assistants	Ms C Cupido BA (SU), MBA (Regent Bus School)
	Ms YA de Beer
	Ms Z Ngqoyiya NDip (Off Man & Tech) (NMMU)
	Mr N Ngubane PGDip Bus Admin (JBS-UJ), Adv Dip

	Bus Admin (TUT), NDip Legal Asstnt (TUT)
	Mr M Raseuku BSc Molecular & Life Sciences (SMU), BSc Hons Zoology (SMU), BA Hons Psychology (UNISA), PGDip Project Mgmt (UNISA)
Secretary	Mrs BD Hayes

SCHOOL FOR ECONOMICS, DEVELOPMENT AND TOURISM

Director of School	Prof S Mishi BCom *(cum laude)* (UFH), BComHons (Financial Markets) *(cum laude)* (UFH), MCom (Economics) (UFH), DCom (Economics) (UFH)
Administrative Assistant	Ms J Keir
Economics	
Head of Department	Vacant
Honorary Professor	Prof R W K Parsons BCom (UCT), BAHons (UCT), DCom (hc) (UPE), FlstD
Emeritus Professors	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)
Professors	Prof L Jeke BCom *(cum laude)* (UFH), BComHons (UCT), MCom (Economics) (UFH), DCom (Economics) (UFH)
	Prof MR Ncwadi BA (Vista), BA Hons (Vista), MA (Economics) (UPE), PhD (NMMU)
Associate Professor	Prof A Phiri BCom (NWU), BComHons (NWU), MCom (NWU), DCom (NWU)
	Prof T Qabhobho BCom (NMMU), BComHons (NMMU), MCom (NMMU), PhD (Mandela Uni)
Senior Lecturers	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 W Matekenya BCom (UFH), BComHons (UFH), MCom (UFH)
Lecturers	Mrs C de Bruyn BCom (Transport Economics) (UJ), BComHons (Transport Economics) (UJ), MCom (Mandela Uni)
	Dr S Dingela BCom (NMMU), BComHons (NMMU), MCom (NMMU)
	Mr C B Johnson BCom Law (NMMU), BComHons (NMMU), MCom (*cum laude)* (Mandela Uni)
	Ms C Mpuku BComRat (NMMU), BComHons (NMMU), MCom (Mandela Uni)
	Ms Z Sikhunyana BA (Dev Studies) (NMMU), BComHons (Financial Markets) (UFH), MCom (Economics) (UFH)
	Ms S E Tessendorf BCom (UPE), BComHons (UPE), MCom (NMMU)
	Ms N Tshabalala Dip Economics (Mandela Uni), Advanced Dip (Mandela Uni), BComHons (Mandela Uni), MCom (Coursework) (Mandela Uni)
Associate Lecturers	Ms K Hlungwani Dip Economic (NMMU), Advanced Dip (NMMU), BCom Hons Economics (Mandela Uni), MPhil Development Finance (Mandela Uni)

	Ms K Matjiwa Ndip Economics (NMU), Adv Dip Economics *(cum laude)* (Mandela Uni)
	Mrs GS Pereira BA (Vista) BAHons (Vista)
	Vacant
	Vacant
Administrative Assistants	Ms D Erasmus BA (App Lang Studies) *(cum laude)* (UPE), BAHons *(cum laude)* (NMMU)
	Vacant

Development Studies

Head of Department	Prof S Mago PGHET (UFH), BSc (Economics) (University of Zimbabwe), MBA (Zimbabwe Open University), PhD (UFH)
Emeritus Professor	Prof R Haines BA (UN), BAHons (UN); MA (UN); PhD (University of London)
Professors	Prof J M Cherry BA (UCT), BAHons (UCT), MA (UCT), PhD (Rhodes)
Associate Professor	Dr A van den Berg BA, BAHons (Dev Studies), MA (UPE), PhD (NMMU)
Senior Lecturer	Dr F Modiba BA, BAHons, MA, DLitt et Phil (UNISA)
Lecturers	Mr S Phiri BAHons (Economics) (Newcastle-upon- Tyne, UK), MA (Dev Studies) (NMMU)
	Dr D Tembo BSc (Enviro Sciences), MA (Dev Studies) (NMMU), PhD (Development Studies) (NMMU)
	Dr LNA Amoah BSc (WSU), BSc Hons (UNISA), MSc (WITS), PhD (WITS)
	Dr M Shoba BAdmin, BA, MA (Dev Studies) (UniZulu), PhD (UKZN)
Associate Lecturer	Dr KS Tembe BA, BA Honours, Mam PhD (Development Studies) (UNIZULU)
Administrative Assistant	Ms J Daya

Tourism

Head of Department	Dr L C Jonas NDip (Tourism Mgt) (*cum laude),* BTech (Tourism Mgt) (*cum laude)* (VUT), BComHons (Tourism), MEd (*cum laude)* (NMMU), PhD (Education) (Mandela Uni)
Associate Professor	Dr H H Bartis BA, BScHons (UFH), MA (Ohio, USA), HDE (PG) (Sec) (RU), DPhil (Tourism Management) (Mandela Uni)
Lecturers	Dr SR van Zyl BA HDE(UPE), MSc Tourism Development and Management (Bucks-Chilterns UK), DPhil Development Studies (NMMU)
	Mr H Sibuyi NDip (Tourism Mgt), BTech (Tourism Management), MTech (TUT)
	Mr SE Dube NDip Tourism Mgt, BTech Tourism Mgt, MA Tourism and Hospitality (DUT)
Associate Lecturer	Ms C Brandt NDip Tourism Management (NMMU), BTech Tourism Management (NMMU), BCom Hon (NMU)
Administrative Assistant	Ms M Bosch

George Campus

Senior Lecturer	Dr R Manyevere GCE (Cambridge), BTech Honours Hospitality and Tourism Management (Chinhoyi University of Technology, Zimbabwe), MCom Business Management (University of Fort Hare), PhD (North-West University)
Associate Lecturer	Ms T Vapi National Diploma Tourism Management (NMMU), BTech Tourism Management (NMMU), PGCE *(cum laude)* (UNISA)
	Ms S Ismail National Diploma Tourism Management, BTech Tourism Management *(cum laude)*, MTech Tourism and Hospitality Management (CPUT)

SCHOOL OF MANAGEMENT SCIENCES

Director of School	Dr P Tai-Hing NHD (Prod Man) *(cum laude)*, BTech (BA) *(cum laude)* (PET), MTech (BA) *(cum laude)*, PhD Bus Man (NMMU)
Secretary	Ms N Mabusela Dip Management (NMU), Adv Dip Management Practice (NMU), BCom Hons Business Management (NMU)

Business Management

Head of Department	Dr JE Kinsman BCom, BComHons, MCom (cum laude) (NMMU), PhD (Mandela Uni) CFP®
Professors	Prof S M Farrington BComHons HDE (UPE), MBA (Ghent), DCom (NMMU)
	Prof J Krüger BCom, BCom Hons, (UPE), MCom (Vista), PhD (NMMU)
	Prof S Perks BCom (UPE), HED PG (UNISA), PhD (Vista), MBA (Buckingshire Business School, London)
	Prof C Rootman BCom, BCom Hons (UPE), MCom (NMMU), PhD (NMMU)
	Prof E Smith BCom, BCom Hons (UPE), MCom, PhD (Vista)
	Prof F W Struwig HDE, BCom Hons, MCom (UPE), PhD (Vista)
	Prof E Venter BCom, BCom Hons (UOFS), HDE (UOFS), MCom (US), MBA (Ghent), DCom (UPE)
Senior Lectures	Dr J B Palframan BA(RU), Dip in Retirement Funds Mgt (IISA), ILPA (UOFS), MCom (NMMU),PhD (Mandela Uni) CFP®
Lecturers	Ms N Khumalo ND: Cost and Management Accounting (MUT), Associate Diploma (IOBSA), PGDBM,MBA (MANCOSA)
	Dr JE Kinsman BCom, BComHons, MCom *(cum laude)* (NMMU), PhD (Mandela Uni)
	Mr S Mtimba: BCom Financial Planning, PG Dip Financial Planning (NMMU), MCom Business Management (Mandela Uni)
	Dr A Nelmapius BCom, BComHons (UPE), NHD PSE (PET), MCom (NMMU), PhD (Stellenbosch)
	Dr S Watson BCom, BCom Hons, MCom (Mandela Uni)

	PhD (Business Management)
	Mr R Pandie BCom (NMMU), PG Dip (Fin Plan) (NMMU), MCom (Mandela Uni)
	Mr S Sirayi NDip Management, BTech Management (NMMU), MCom (Mandela Uni)
Associate Lecturer	Ms E Kobese BA, BCom Hons (NMU)
George Campus	
Lecturers	Mr AC Peters BAdmin (Ind Psych & Pub Admin), BAdminHons (Pub Admin) (UWC), MBA (Advanced) (Curtin Univ of Tech, Australia)
Associate Lecturer	Ms N Maliwa BCom Hons
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 RJ Muller MDP, MBA, PhD Bus Man (NMMU)
Emeritus Professor	
Senior Lecturers	Dr FT Asah BSc Management and Accounting (UNIBUEA),
	BCom Hons (Business Management), PGDHET (UFH),
	MCom (Business Management, PhD (Management) (Rhodes)
	Dr T Ngxukumeshe NDip (CMA) (Tech SA), BTech (CMA), MBA, PhD (Business Management) (NMMU
Lecturers	Dr P Tai-Hing NHD (Prod Man) *(cum laude)*, BTech (BA) *(cum laude)* (PET), MTech (BA) *(cum laude)*, PhD Bus Man (NMMU)
	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)
Associate Lecturers	Mr M Ngowapi Ndip (Management), BTech (Man)
	Mrs L Fritz BA (HRM), BAHons (Group Dynamics),PG Dip (Business Admin), MBA (Business Admin)
	Ms V Nyati BCom Financial Planning, PG Dip Financial Planning *(cum laude)*, BComHons (Business Management), MCom (Business Management)

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) (Mandela Uni)

Marketing Management

Head of Department	Dr F Amoah HND (Mktg) (Koforidua Polytechnic, Ghana), BTech (Mktg) (UNISA), MTech (Mktg) (NMMU), DTech (Mktg) (NMMU)
Emeritus Professor	Prof L Radder BCom (UPE), BCom(Hons) (Stell), DCom (UPE)
Senior Lectures	Dr DP Ferreira Dip Tour Ops (Varsity College), 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

Professor	Prof M Tait B.Econ (UFS), Hons, B.Econ (UFS), M.Com (Vista), DCom (UPE)
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 A Werner BA (Comm), MA (Potch), DTech (HRM) (NMMU)

Human Resource Management

Head of Department	Dr N Agherdien NDip (HRM) *(cum laude)*, BTech (HRM) *(cum laude)*, MTech (HRM) *(cum laude)* (NMMU), DPhil (HRM) (NMU)
Professor	Prof M R Mey NH Dip (Mgt Prac) (PET), BCom (UPE), BCom Hons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP
Professor	Prof A Werner BA (Comm), MA (Potch), DTech (HRM) (NMMU)
Secretary	Mrs R Felix NDip (TOU) (NMMU)
Senior Lecturer	Dr B de Villiers BA (Psych, English), BAHons (Psych) (UPE), MTech (HRM) (NMMU), DPhil (HRM) (NMU)
Lecturers	Ms Y Dube NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)
	Ms M Mavuso BAdmin (IPS & PM), BAdminHons (IPS), M(Admin) (IOP)
	Dr W Macpherson Dip (Mktg), Dip (Traffic Law Enforcement), Dip (HRM) (NMU), BTech (HRM) (NMU), MA (LR&HR) (NMU), DPhil (HRM) (Mandela Uni)
Associate Lecturer	Mr S Puza NDip (HRM), BTech (HRM) (NMMU) (George Campus)
	Mr A Andrews NDip (HRM), Adv Dip (HRM), BCom Hons (LR&HR), MCom (LR&HR)

Industrial and Organisational Psychology

Head of Department	Ms I Dzivhani BCom (UP), BComHons (UP), MCom (UP)
Secretary	Ms K-L Roodt NDip (Office Mngt), BTech (Mgt), MTech (Bus Admin) (NMMU)
Professor	Vacant
Senior Lecturer	Dr C Harris BCom (UPE), BComHons (UPE), MCom (NMMU), DCom (NMMU)
	Dr T Harry BAdmin (UFH), BAdmin Hons (UFH), MCom (IOP) (UFH), DCom (IOP) (UFH)
Lecturers	Ms Q Ngcobo BA (Psych) (NMMU), BA (Psych) (Hons), MA (IOP) (Mandela Uni)
	Ms AT Rennick BA (NMMU), BA PsychHons) (NMMU), MA IOP (NMU)
	Ms S Chabalala BAPsych (NMU), BAHons LR&HR (NMU), MA LR&HR (NMU)

Registered Entities/Units

Family Business Unit

Entity Manager	Prof E Venter BCom, BCom Hons (UOFS), HDE (UOFS), MCom (US), MBA (Ghent), DCom (UPE)

Unit for Positive Organisations

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

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	Prof HH Sathorar BCom, HDE *(cum laude)* Bed Hons *(cum laude)* (UPE), MBA *(cum laude)* (NMMU), PhD (Mandela Uni)
Executive Secretary	Ms JL Smith BSocSci (RU)
Deputy Dean	Prof K Pillay Dip Edu (Dower), HDE (Hewat), BA Hons (UDW), MEd (UN), PhD (NMMU)
Deputy Dean Secretary	Ms G Daniels-Smith NDip (Management) (Mandela Uni)
Faculty Operations Manager	Ms Tembisa Khomo MA Development Studies (Mandela Uni) BEd Hons, BA Education (UPE)
Resource Centre Coordinator	Ms NP Rhayi BA (UPE), BA Hons (Mandela Uni)
Administrator: Bursaries	Ms M Geswint
Administrator: School Based Learning	Ms N Ntshangase BSc (RU)

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 Consultant	Ms J Hay
Faculty Academic Administration Consultant (Post Graduate)	Ms S Nyanda Adv Dip (Public Admin & Mgt), Dip (Public Mgt)

Primary School Education Department

Head of Department	Dr S Deysel HDE (PETTC), FDE *(cum laude)* (UPE), BEd Hons *(cum laude)*, MEd (NMMU), PhD (Mandela Uni)
Associate Professor	Prof A du Plessis HDE (PETC) with distinction, BA (UPE) (*cum laude*), MEd (RU) (*cum laude),* PhD (NMMU)
	Prof D Geduld HDE (Dower College), Bed Hons, Med, Ded (NMMU)
	Prof CP Mosito BA (Education) (NUL); Diploma in Specialised Education (Remedial), BEd Hons, MEd (Education Support), D Phil (UCT)
Senior Lecturers	Dr M Childs HDE (PET), BA, MPhil (UPE), DEd (NMMU)
Lecturers	Dr L Jansen BEd IP (NMMU), Bed Hons (UNISA), Med (NMU), PhD (NMU)
	Dr D Koen BA, BA Hons (Afrikaans & Nederlands), BA Hons (English Literature) (Mandela Uni), MA (Afrikaans & Nederlands), PGCE (FET) (NMMU), DPhil (Afrikaans) (UFH)
	Mr Malesela Maepa BEd, SPF, BA Honours (Uni Limpopo), PGD Public Management (Regenesys, MEd Curriculum & Professional Studies (Uni Limpopo)
	Ms S Manakele BA (NMMU), PGCE (NMMU), BA Hons (isiXhosa) (NMU), MA (isiXhosa) (NMU)
	Dr NV Msutwana HDE (SecTeach), BEd Hons, PDBA (Mandela Uni), MEd *(cum laude)* (NMMU), PhD (Mandela Uni)
	Dr 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), PhD (Mandela Uni)
	Dr R Thorne HDE IV (SP) (Dower College of Education), BEd Hons, MEd (Science and Language) (NMMU), PhD (Mandela Uni)
Associate Lecturer	Mr L Boligello Bed (NMMU), Bed Hons *(cum laude)* (NMMU)
	Ms N Peteni Bed FP, BEd Hons (Mandela Uni)
	Mr JC Jacobs BEd, Hons *(cum laude)* (Mandela Uni), MEd in ICT in Education (UJ)
	Ms H Septoo Junior Primary Diploma (Dower College), DSE: Remedial Education (UPE), Bed Hons (NMMU)
Programme Administrator: Foundation Phase	Ms B Brooks
Programme Administrator: IP	Ms D Botha
Laboratory Technician	Ms N Ntshangase BSc (RU)

Secondary School Education Department

Head of Department	Dr B Ismail BCom (UWC), BCom Hons (Vista), MCom (Vista), PhD (NMMU)
Professors	Prof L Athiemoolam BPaed (UDW), BEd (RU), BA Hons (English) *(cum laude)*, BA Hons Psych (NMMU), DSE (UNISA), MEd, DEd (UPE)
Lecturers	Ms PM Madimabe BSc (UFS), PGCE (UNISA), BEd Hons (UFS), MEd (UFS)
	Ms KZ Papu BA (Media, Communication and Culture) (NMMU), BA Hons (English), MEd *(cum laude)* (Mandela Uni)
	Dr ME van Heerden BMus (UPE), UVLM (UNISA), RSLM (Royal Schools of Music, London), MMus (UPE), PhD (NMMU)
	Dr W Zivanayi Cert Ed, BEd (Chem), MSc (Maths and Science) (UZ), DPhil (Chemistry) (Mandela Uni)
Associate Lecturer	Mr R Gallant BA HDE (UWC), BEd Hons, MEd (Mandela Uni)
	Ms NS Malinga Secondary Teachers Diploma (Eshowe College of Education), BCompt (Unisa), BEd Hons (Unisa), MEd (Wits)
Programme Administrator: SP FET & PGCE	Ms PA Roach NDip (Management) (NMMU), PDBA (Mandela Uni), MBA (Mandela Uni)

Postgraduate Studies Department

Head of Department	Dr W Doh Nubia BEd Curriculum Studies and Teaching (UB), MEd Curriculum Studies (UKZN), PhD Curriculum Studies (NWU)
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)
Programme Administrator: BEd Hons, MEd and DEd	Vacant

Post Schooling Department

Head of Department	Ms H Oosthuizen BSc Hons Zoology, HDE Post Grad (UPE), BSc Hons Info Systems (UNISA), MSc (UPE)
Lecturers	Vacant
Programme Administrator: TVET and PGDE	Ms M Oliphant

Registered Entities

Centres

Centre for the Community School	Mr Mzuzu (Acting Director)

FACULTY OF ENGINEERING, THE BUILT ENVIRONMENT AND TECHNOLOGY

Office of the Dean

Dean	Prof Rathilal: BSc (Chem Eng) (UDW), MSc (Eng), PhD (UKZN)
Deputy Dean	Prof D Pottas BScHons (PU CHE), PhD (RAU)*Executive*
Secretary	Ms C Dale

Faculty Academic Administration

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

Summerstrand North Campus

Manager: Faculty Academic Administration	Mr J Dorothy NDip (HRM) (PET)
Faculty Academic Administration Consultants	Mr J Ah Tow BCom (NMMU), BCom Hons, Business Management (NMMU) Ms H Boshoff BEd (FP) *(cum laude)*, BBA (NMMU), MBA (Mandela Uni) Ms N Mngonyama NDip (Public Man&Admin) (Eastern Cape Technikon), BA Hons Sociology (NMMU) BA Hons Applied Languages (NMMU)
Faculty Academic Administration Post Graduate Consultant	Ms A Labuschagne NDip PRM (NMMU), BTech PRM (NMMU)

George Campus

Faculty Academic Administration Consultant	Ms N Nokhepheyi NDip (OMT). BTech (OMT) (CPUT)

SCHOOL OF ARCHITECTURE

Director	Mr AG Palframan BBuild (UPE), BArch (UPE), M.EESI (KTH Stockholm), PrArch (SA), MIA
Administrative Assistant	Ms Z Badi NDip Human Resources Management Advanced Dip HRM (NMU)

Department of Architectural Technology and Interior Design

Head of Department	Mr HB Tonga PrArch (SA), MArch, BAS (NMMU)
Secretary	Mrs P Peters
Senior Lecturer	Vacant
Lecturers	Ms C Boatwright Dip (Int Des) (NMMU), BTech (Int Des) (NMMU), MTech (Interior Design) (UJ)
	Ms H Fouché PrSnr Arch Tech (SA), BTech (Arch Tech) (PET), MSc (BE) (NMMU)
	Mr HB Tonga PrArch (SA), MArch, BAS (NMMU)
	Mr JA Vosloo BBuild (UPE), BArch (UPE)
	Ms L Vosloo PrSnr Arch Tech (SACAP), BTech (Arch Tech) (PET)
	Mr R Malefane PrArch (SA), MArch (Mandela Uni), BTech (Arch Tech Applied Design) (NMMU)
	Mrs L Smith BHE (Int Des) (UP)
Programme Coordinators	Mr HB Tonga PrArch (SA), March, BAS (NMMU)
	Mrs L Smit BHE (Int Des) (UP)
Associate Lecturer	Ms M Tsosane BTech (ArchTech)(NMMU), MSc Built Env. (NMU)PrSnrArchTech (SACAP)
nGAP Lecturer	Mr I Begg MSc.HS (KULeuven, BelgiuM), M.Arch Prof (SA), BT Arch (CPUT)

Department of Architecture

Head of Department	Dr J Basson BAS (NMMU), March (NMMU), MSc (Construction Management) (Mandela Uni), PhD (Mandela Uni), PrArch (SA)
Secretary	Ms L Smith
Associate Professor	Prof M Minguzzi B Arch (Iuav, Venice), M Arch (Iuav,Venice) PhD (Iuav, Venice), OAPPC. Ra (Italy)
Senior Lecturers	Mr J Andrews BBdgA (UPE), MArch (NMMU) PrArch (SA)
	Mr JBW Bradley BBuild (UPE), BArch (UPE), PrArch (SA)
	Mr G Eckley BBdgA (UPE) BArch (UPE) PrArch (SA)
	Mr C Johnson-Goddard BBdgA(UPE), MArch (NMMU), MCPUD (UCT) PrArch (SA)
	Mrs Riette Kotze M-Tech Arch,TUT, PrArch (SA)

Lecturer	Mr M Mbulawa ND: Building (WSU); BAS (NMMU), MArch (Mandela Uni)
	Ms K Harmse BAS (NMMU) March (NMMU)
	Mr S'phakeme Vilakazi BAS (NMMU), March (NMMU)
Administrative Assistant	Ms J Hoon
Senior Lab Technician	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
Administrative Professional	Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hon (Corp Com) (Mandela Uni)

Department of Electrical Engineering

Head of Department	Mr GV Phillips NDip, BTech (Elec Eng), MTech Elec Eng (PET), Pr Tech Eng, MSAIMC
Associate Professor	
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)
	Dr K Reddy BSc (Elec Eng) (UKZN), MSc (Elec Eng) (UKZN), Candidate Pr Eng, Student member IEEE, Member GKIHS
Lecturers	Mr I Bambiso NDip (Elec Eng), BTech (Elec Eng), MTech (Elec Eng) (NMMU), Candidate Pr Tech Eng, MSAIEE, MIEEE (Student member)
	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 AM Wynter NCT, NDT, NH Dip (Elec Eng) LC (PET), BTech (Bus Mgt) (NMMU), Pr Tech Eng
	Dr K Reddy BSc (Elec Eng) (UKZN), MSc (Elec Eng) (UKZN), Candidate Pr Eng, IEEE, Member GKIHS
Laboratory Technicians	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
	Ms NC Hlangwani NDip (Electrical)
Technical Assistant	Mr N Manene
Administrative Professional	Ms M Snyders NDip (Travel and Tourism) (PET)

Department of Industrial Engineering

Head of Department	Prof AS Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIIE, ASEE
Associate Professors	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, MSAIIE, CPIM
	Prof AS Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIIE, ASEE
Senior Lecturers	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
	Mr C Joubert NDip (Ind Eng) (Tech Pta), BTech (Ind Eng) (NMMU), MSAIIE, Pr Tech Eng. MBA (Mandela Uni)
Lecturers	Mrs M Dolley-Ryneveld NDip (Ind Eng), BTech (Ind Eng), MBA (NMMU), AMSAIIE
	Mr L Horrmann BEng (Mechatronics) (NMMU)
	Mr J Snyders NDip (Ind Eng) (PET), BTech (Ind Eng) (NMMU), MSAIIE
	Ms L Ratshidi BEng (Ind Eng) (SU), Meng (Ind Eng) (SU), MSAIIE, MSAFHE
Administrator	Ms N Truter NDip (PRM) (NMMU)
Laboratory Technician	Mr L Somdaka BSc (Physics and Comp. Science) (NMMU)

Department of Marine Engineering

Head of Department	Dr H Theunissen NDip (Mech Eng), BTech (Mech Eng), MTech (Mech Eng) (PET), IEng, Certificate of Naval Architecture, MRINA
Lecturer Marine Engineering	Mr J Sooverijn, B Maritime Operationsa (Hogeschool Rotterdam), Chief Engineer III/2 (Ministry IWM Netherlands) NDip Mech Eng (MTS Oostenburg)
Lecturer Automation & Electrical	Mr J Fernandes NDip (Elec Eng), BTech (Elec Eng) (NMMU), M Eng (Mechatronics) Candidate Pr Tech Eng
Lecturer Naval Architecture	Mr A August BEng Tech (Marine Eng) (NMU), BEng Tech (Hons) (Mech Eng) (NMU)
SLP & Funded Projects Coordinator	Vacant
Administrative Professional	Ms M Brown, NDip (Office Management) PE College, NDip (Management) (NMU)

Department of Mechanical Engineering

Head of Department	Prof H Lombard: HDE (UPE), MSc (UPE), PhD (Plymouth). ASAIRAC. Pr.Sci.Nat (SACNASP)
Honorary Professor	Prof MN James BSc (Eng) (Wits), DSc (Eng) (Wits), DTech (Honoris Causa) (NMMU), PhD

	(Cambridge), C Eng, FIM
Adjunct Professors	Prof J Th M De Hosson BSc (Maths and Physical Science) (Utrecht, Netherlands), PhD (Physics) (Groningen Netherlands)
	Prof J de Nysschen: BA in Commerce and Economics (NMMU), MBA University of Pretoria
	Prof A Steuwer MPhil (Physics), PhD (Materials Science) (Cambridge, UK)
Professor	Vacant
Associate Professor	Prof H Lombard HDE(UPE), MSc (UPE), PhD (Plymouth), ASAIRAC, Pr.Sci.Nat (SACNASP)
Principal Lecturer	Mr KH du Preez MDip Tech (Mech Eng) (PET), Pr Tech Eng
Senior Lecturers	Dr W Rall MTech (Mech Eng) (PET), MSAIMechE, Pr Tech Eng, PhD (Mandela University)
	Mr T Stroud NH Dip (Mech Eng) (PET), MBA (NMMU), MTech (Mech Eng) (NMMU), Pr Tech Eng
Lecturers	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
	Mr Z Gambu: MTech (Mech Eng) (UJ), DHE (VUT), Pr Tech Eng
Research Associates	Prof C van Zyl: ND Mech Eng(PET), NHD Mech Eng (Cape Technikon), MTech Eng (Mech) (NMU), PhD Eng (Mech) (Mandela Uni)
	Prof R Stopforth: BSc Electronic Engineering (UN), MSc Computer Science (UN), PhD Engineering-Mechatronics (UN)
	Dr A Botes NDip Metallurgical Engineering (PET), MTech (PET), DTech (NMMU)
	Dr D Glaser BSc Mech Eng (University of Witwatersrand)
	Prof TH Becker BSc Mech Eng (UCT), PhD Mech Eng (UCT and University of Manchester)
Research Technician	Vacant
Senior Laboratory Technician	Mr J de Jong, NDip (Mech Eng), BTech Mech Eng (NMMU)
Laboratory Technicians	Mr A Lalla NDip (Mech Eng), BTech Mech Eng (NMMU)
	Ms N Koloi ND Mech Eng (CPUT), BTech (UNISA), M Eng (NMMU)
Senior Artisans	Mr J Cizek NDip (Mech Eng) (PET)
	Mr S Casling
Laboratory Assistants	Mrs L Ferreira
	Mr A Basi
Administrative Professional	Ms M Brown NDip (Office Management) (PE College), NDip (Management) (NMU)
Department of Mechatronics	
Head of Department	Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, Senior Member of SAIMC
Professors	Prof F Smith MSc (Elec Eng) (UCT), PhD (Elec Eng) (US) PrEng, SMIEEE

	Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, Senior Member of SAIMC
Lecturers	Mr S van Aardt MEng (Mechatronics) (NMMU), PrEng
	Ms P. Khwambala Pr. Eng, SMSAIEE, Msc Electrical (UCT), Bsc Electrical (UNIMA)
	Ms K Burden Meng (Mechatronics) (Mandela Uni)
	Mr J Welgemoed Beng (Mechatronics), Meng (Mechatronics) (NMMU)
	Mr DR Brown Beng (mechatronics (NMMU)
Laboratory Technician	Vacant
Administrative Professional	Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hons (Corp Com) (Mandela Uni)
Registered Entities	
AIDC-EC Industry Chair: Automotive Engineering	
Chair	Mr MC Sanne BSc Electrical Engineering (Wits), MSc (Digital Systems) (England)
Admin Assistant	Ms M Snyders NDip (Travel and Tourism)
Isuzu Chair of Mechatronics	
Chair	Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), Pr Eng, Senior Member of SAIMC
Secretary	Ms Z Joubert NDip (PRM) (NMMU), BTech (PRM) (NMMU), BA Hons (Corp Com) (Mandela Uni)
merSETA	
Manager	Mr KH du Preez NDip (Mech Eng), NH Dip (Mech Eng), MDip Tech (Mech Eng) (PET), Pr Tech Eng
merSETA Project Manager	Ms M Naidoo BCom (Eco and Bus) (UPE)
eNtsa	
Director	Mr A Young MTech (Mech Eng), PrTechEng, MSAIMechE
Engineering Director	Mr A Young MTech (Mech Eng) (PET), Pr Tech Eng, MSAIMechE
Director: uYilo E-mobility Technology Innovation Programme	Dr A De Vries PhD Polymer Science
Deputy Director: Operations	Mrs L Lindsay BTech (Management) (NMMU)
Deputy Director: Business Development and Client Relations	Mr DJ Erasmus MTech (Mech Eng)
Deputy Director: Engineering	Dr IN Wedderburn DTech (Mech Eng) (NMMU), MSAIMechE
Deputy Director: Materials & Welding	Mr LG von Wielligh MTech (Mech Eng)
Engineering Engagement Director	Mr JV de Klerk BEng (Mechatronics) (NMMU), Meng (Mech Eng) (Mandela Uni) PrEng
Group Specialist: Big Data and Automation	Mr A Lakhani MEng Mechatronics, (NMMU) PrEng
Took out Group Specialist: Advanced Design and Modeling	Mr H van der Merwe Meng (Mechatronics) (NMMU)
Senior Engineer: Advanced Design and Modeling	Dr D Tsikayi PhD (Mechanical) (Mandela Uni)
Project Engineer: Advanced Design and Modelling	
Senior Engineer: Automation	Mr K Donaldson BEng (Mechatronics) (NMMU)

Project Engineer: Automation	Mr H Nel
Project Engineer: Supplier Development	Mr A Msimang BEng (Mechatronics) (Mandela Uni)
Junior Engineers: Supplier Development	Mr M Ndalamo NDip (Mech Eng) (Mandela Uni) Ms N Sibambo BTech (Eng Metallurgy) (UJ)
Group Specialist: Site Applications and Client Relations	Mr AJ Opperman MTech (Mech Eng) (NMMU)
Project Engineers: Supplier Development	Ms AB Viviers BTech, Meng (Mech Eng) (NMMU) Mr A Msimang BEng (Mechatronics)
Laboratory Technician	Mr J Aller MEng (NMMU)
Materials Specialist	Ms L Matthews MSc Materials Engineering (UCT)
Senior Engineer: Supplier Development	Mr W Pentz MTech (Mech Eng) (NMMU)
Research and Development	Dr S Dobson PhD (Physics) (Mandela Uni)
Toolmaker	Mr R Ainslie
Training Manager	Mrs NJ Goliath BTech (PRM) (NMMU), CPRP (PRISA), BOWASA
Course Coordinator: Training	Mrs E van Heerden NDip (IT) (NMMU), PDBA (Mandela Uni: Business School)
Coordinator: Marketing	Ms KA Tommy BTech (PRM) (NMMU), PRP (PRISA)
Receptionist	Ms A van Heerden
Admin Assistant	Mr S Peter
Programme Manager: uYilo	Ms E Foli BSocSci (UCT), MBA (Mandela Uni: Business School)
Admin Assistant: uYilo	Ms C Reed
Research Leader Battery Storage: uYilo	Prof E Ferg DTech
Group Specialist: Energy Storage Systems: uYilo	
Group Specialist: Materials: uYilo	Dr X van Niekerk PhD Chemistry (NMMU)
Quality Assurance Specialist: uYilo and Supplier Development	Mrs N De Andrade BTech (Analytical Chemistry) (NMMU)
Senior Engineer: EV and LTE	Mr M Thwala BTech (Elec Eng) (TUT)
Project Engineer: EV and LTE: uYilo	Mr N Gonda NDip (Elec Eng) (NMMU)
Laboratory Technician: Energy Storage: uYilo	Mr G Constance NDip (Chemistry) (NMMU)
	Dr N Rust DTech

Advanced Mechatronics Technology Centre (AMTC)

Director	Mr KH du Preez MDip Tech (Mech Eng) (PET), Pr Tech Eng, MSAIRAC
merSETA Project Manager	Ms M Naidoo BCom (Econ and BM) (UPE)
SIEMENS Training Centre Manager	Prof TI van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, Member of SAIMC
AIDC-EC Industry Chair: Automotive Engineering	Mr Martin C. Sanne (BSc in Electrical Engineering at the University of Witwatersrand) MSc in digital systems in England)
Administrative Assistant	Ms M Snyders NDip Travel and Tourism (PET)
Siemens SLP coordinator	Ms S Pandie NDip (PR) (Mandela Uni)

STEM in Action

Programme Manager	Ms I van Gend BSc, HDE (UNISA)
Operations Manager	Ms T Roberts BSc, PGCE (Mandela Uni)
Lecturers	Mr M Sonnekus PhD (Botany) (Mandela Uni)
	Ms N Van Weesel BScHons (Mandela Uni)
	Mr T Agherdien BscHons (Mandela Uni)
	Ms C Septoo Dip ACE (UNISA)
Project Co-ordinators	Ms N Lukie BA (MCC) (Mandela Uni)
	Ms A Gaca BSc (Mandela Uni)
Administrative Support	Ms K Lee BA (MCC) (Mandela Uni)
Laboratory Assistant	Ms T Mjungulu Dip Anal Chem (Mandela Uni)
	Ms N Mdabula Bed FET (Mandela Uni)

Wind Energy Research Group (WERG)

Manager	Mr K Mpurwana NDip (Mech Eng), BTech (Mech Eng), Meng (Mechanical)
Administrative Assistant	Ms A Norkee NDip (PRM) (Mandela Uni), BTech (PRM), BA Ho (Corp Com) (Mandela Uni)
AIDC-EC Automotive Chair	Mr M Sanne MSc (Electrical Eng) (Cranfield, England) Pr Eng
Administrative Support	Ms M Snyders NDip (Travel and Tourism)

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)
Laboratory Technician	Mr J van der Mescht NDip (Building), BTech (CM), BTech (QS) (NMMU)

Department of Civil Engineering

Head of Department	Mrs YM Madyibi NDip (Civil Eng) (WSU), BTech (Civil Eng) (NMMU), MSc (BE) CHSM (Mandela Uni)
Professors	Prof SO Ekolu PhD (Toronto), MSc (Leeds), BSc (Eng), QMSA, MCSSA, SAICE, PrEng
Senior Lecturer	Mr JV van der Merwe ND (CT), NHD (Civ Eng) (Tech Pta), MDip Tech (Water Eng) (Tech Pta), PrEngTech
Lecturers	Mrs YM Madyibi NDip (Civil Eng) (WSU), BTech (Civil Eng) (NMMU), MSc (BE) (CHSM) (Mandela Uni)
	Mr SNN Mazomba NDip (Civil Eng) (DUT), BTech (Structures) (DUT); BScHons (Structures) (UP)
	Mr DG Stuart BTech (Sur) (DUT) MBE (Sur) (DUT)
	Mrs B van der Wat BEng Civil (RAU), Meng Civil (SU), PrEng
Associate Lecturer	Mrs C Accone NDip (Civil Eng), BTech (Civil Eng) (CPUT)
Senior Laboratory Technician	Mrs L Rozani NDip (Civil Eng) (WSU), BTech (Civil Eng) (WSU), PrEngTech
Administrative Professional	Ms LT Pienaar NDip (HRM), BTech (HRM) (NMMU) PG Dip Business Admin *(cum laude)* (Mandela Uni)

Department of Building and Human Settlement Development

Head of Department	Ms E Ayesu-Koranteng ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIOB, GradSaiosh, TechIOSH, MAQS
Professor	Prof SL Mbanga, BAdmin (UNISA), MPA *(cum laude)* (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI, AAPS, SAI
Adjunct Professor	Prof L Scott, BTech Hons Wood and Building (Limerick), MA Management (Waterford), PhD Educational Assessment (Salford)
Senior Lecturers	Ms E Ayesu-Koranteng: ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIOB, GradSaiosh, TechIOSH, MAQS
	Mr W Draai NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), MDP (UNISA), MSc (BE) (NMMU)
	Dr N Wessels (BSc TRP (Wits), MPhil Env Manage ment (SU), Pr Planner (SACPLAN) PhD Conservation Ecology (Stellenbosch)
	Vacant
Lecturers	Ms PL Ntshiba NDip (Bldg) (*cum laude*), BTech (QS) (*cum laude*), BTech (CM) (NMMU), CIOB
	Mr J Terblanche NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), Pr CM
	Mrs N Gaga: NDip (Bldg) (NMMU), BTech (CM) (NMMU), CHS Auditor Certificate (MBSA), SACPCMP, SAIOSH, BELA, ACHASM, Pr CHSO
Associate Lecturer	Ms NS Siziba NDip (Bldg) (NMMU) BTech (CM) (Mandela Uni)
Administrative Professional	Ms N Sam NDip (Office Mgt and Tech) (PET)
Administrator for BHSD Academic and Student Affairs	Ms J Holmes NDip (HRM)

Department of Construction Management

Head of Department	Mr C Allen BBdgA (UPE), MSc (BE) (NMMU), ICIOB
Professors	Prof W M W Shakantu BSc (Building) (Copperbelt), MSc (CM) (Reading), PhD (CM) (Glasgow Caledonian), Pr.CM (SACPCMP), MCIOB (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, MARCOM, MESSA, MICOH, MIOSH, PPSAIB
	Prof T Haupt (ND: Building Surveying, Peninsula Technikon; HNDip: Building Surveying, Peninsula Technikon; HNDip: Post-School Education, Peninsula Technikon; M.Phil.: Construction Management, De Montfort University, UK; PhD, University of Florida, US.
	Prof FA Emuze PG Dip in Higher Education with distinction (RU), PG Dip in Pastoral Leadership (RILA), Pr.CM, MCIOB, M.ASCE, GMICE, MSAICE, MACPM PhD in Construction Management
	Prof D Els (Diploma Police administration; (Police Science); BA: Criminology, UNISA; BHons: African

	Politics, (UNISA); MA: Conflict & Transformation, NMMU; PhD Development Studies, NMMU)
Lecturers	Ms K Crafford BEng (Civil Eng), Dipl.-Ing. (Universität Dortmund), ICIOB
	Mr A Manga BSc CS, BSc (Hons) CM, MSc CM (Mandela Uni) CPHD
	Dr M Ralile NDip (Building) (CPUT), MSc (CM) (UKZN), PhD (CM) (UFS), Can prCHSM (SACPCMP)
Secretary	Ms V Mbekela BAdmin (WSU), BAdmin Hons (WSU)
Department of Quantity Surveying	
Head of Department	Mr RC Cumberlege BSc (QS) (UPE), MSc (CE) (NMMU), PrQS, PMAQS, MRICS
Professor	Prof GJ Crafford BSc (QS) (UPE), MSc (QS) (UPE), PhD (CE) (NMMU), MBA (US), ICIOB, MAQS, M.Inst.D
Associate Professor	Prof T Moyo BSc (QS) (NUST), MSc (CPM) (NUST), PhD (CE) (Mandela Uni)
Senior Lecturers	Ms S Dent BSc (QS) (UPE), MSc (CE) (NMMU), MAQS
Lecturer	Ms S Xulaba BSc Hons (QS) (Mandela Uni), MSc (BE) (Mandela Uni)
Associate Lecturers	Mrs S Jonas BSc Hons (QS) (Mandela Uni)
Secretary	Ms L Engelbrecht
Adjunct Professor	Prof D Edwards PhD (BCU)

Research Associates	Prof H Cruywagen PhD (CE) (UP)
	Prof N Harinarain PhD (CM) (UKZN)
	Dr N Karambakuwa PhD (CE) (Mandela Uni)
	Dr J Posilliso PhD (BCU)
	Dr C Roberts PhD (BCU)

Registered Entities

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

Director (Interim)	Mr C Allen BBdgA (UPE), MSc (BE) (NMMU) ICIOB
Secretary	Mrs J Holmes
Postgraduate Programmes Co-ordinator	Ms A Sulo NDip Financial Management (PE College)

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

Head	Prof SL Mbanga, BAdmin (UNISA), MPA *(cum laude)* (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI
Senior Lecturer	Dr N Wessels (BSc TRP (Wits), MPhil Env Manag ment (SU), Pr Planner (SACPLAN)
Administrator for BHSD Academic and Student Affairs	Ms J Holmes

Cross Laminate Timber Unit (CLT)

Unit Leaders	Ms E Ayesu-Koranteng (Acting) ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIOB, GradSaiosh, TechIOSH, MAQS

Infrastructure Development and Engagement Unit (ID & EU)

School of Information Technology

Unit Leader	Ms E Ayesu-Koranteng (Acting) ND (Bldg), BTech (CM), B Tech (QS), MSc (BE) PM, MCIOB, GradSaiosh, TechIOSH, MAQS
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), PG Dip (Business Administration) (NMU)
Postgraduate Academic Administrator	Ms A Sulo: NDip Financial Management (PE College)
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) (Mandela Uni)

Department of Applied Technologies

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), BSc Hons(NMMU), MScEng (*cum laude*) (US)

	Mr M Thomson NDip Electr Data Proc, NH Dip Computer Systems, MTech IT (PET)
Lecturer	Mr A Rutherford NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (NMMU)
Associate Lecturers	Vacant
	Mr X Zepe NDip (IT) (NMMU), BTech (IT) (NMMU)
	Ms S Salie NDip (IT), (PET), BTech (IT) (PET)

Department of Network Engineering

Head of Department	Prof K-L Thomson NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (PET), DTech (IT) (NMMU), CCNA, PMIITPSA
Senior Lecturer	Dr K Kativu NDip (IT) (NMMU), BTech (IT) (NMMU), MTech(IT) (NMMU), PhD (IT) (NMMU), CCNA, MCSA
Lecturers	Mr S Vincent NDip (IT) (PET), BTech (IT) (TSA)
	Ms T V Motaung: NDip (IT) (CUT), BTech (IT) (CUT), MIT (CUT)
	Mr S Nkaule NDip (Elec Eng) (Cape Tech), BTech (Elec Eng) (Pen Tech), MTech (Elec Eng) (UJ), PG Dip (Tertiary Education) (UNISA)
Associate Lecturer	Mr A Ndzondzo NDip (IT) (NMMU), BTech (IT) (NMMU)

Department of IT Governance and Management

Head of Department	Dr T Gundu BSc (UFH), BSc Hons (UFH), MCom (IS) (UFH), PhD (IS) (UFH)
Emeritus Distinguished Professor	Prof R von Solms HDE (UPE), NH Dip (Electr Data Proc) (PET), BSc (UPE), BScHons (UNISA), MSc, PhD (RAU), PMIITPSA, CISM
Emeritus Professor	Prof RA Botha, BSc (UPE), BScHons (UPE), MSc (RAU), PhD (RAU), PGCHE (NMMU), PMIITPSA
Honorary Professor	Prof J van Niekerk: BSc (UPE), BTech IT (PET), MTech IT(NMMU), M. Ed. (NMMU), PhD IT(NMMU)
Professor	Prof L Futcher: HED (UNISA), BSc (UPE), BTech (IT) (PET), MTech (IT), PhD (IT) (NMMU), PMIITPSA
Associate Professor	Prof M Gerber NDip (IT), NHDip (IT), BTech (IT), MTech (IT) (PET), PhD (IT) (NMMU), CISM (SAICA)
	Prof N Gcaza NDip (IT) (NMMU), BTech (IT) (NMMU), MTech (IT) (NMMU), PhD (NMU)
Senior Lecturer	Dr T Gundu BSc (UFH), BSc Hon (UFH), MCom (IS) (UFH), PhD (IS) (UFH)
	Dr T Seaba NDip (Computer Studies) (TUT), BTech (Knowledge Management), MTech (Business Information Systems), Doctor of Computing (TUT)
Lecturers	Mr G Kudyachete BEng (Electronics), Hons (N.U.S.T. Zim)
	MSc. Tel (University of Pittsburgh, USA), MBA (NMMU)
	Mr RR Ramaru CISA (The Knowledge Academy), MCOM (Business Information Systems) (UV), BCOMHI (UV), BSc (Computer Science & Information Systems) (UV), ITIL (Torque IT)

Department of Software Engineering

Head of Department	Dr M Makalima NDip (IT), BTech (IT), MTech (IT) (NMMU), PhD (IT) (NMU)
Associate Professors	Prof N Mostert NDip (IT) (PET), BTech (IT) (PET), MTech (IT), PGCHE, PhD (IT) (NMMU)
Senior Lecturers	Mr RG Harmse BCom (UPE), BTech (IT) (PET), BAHons (Psychology) *(cum laude)* (NMMU), MTech (IT) (PET)
	Dr B Ngoqo BComm (Accounting, IT) (Rhodes), BComm (Hons) (IT) (UFH), MComm (IT) (UFH), DPhil (IT)(UFH)
	Dr CL Obioha BSc, Hons (Copm Sci) (IMSU), MTech IT (CPUT), PhD IT (CPUT)
Lecturers	Mr DT Fredericks NDip (IT)(NMMU), BTech (IT) (NMMU), MIT (Mandela Uni)
	Mr VS Mdunyelwa NDip (IT) (NMMU), BTech (IT) (NMMU), MIT (Mandela Uni)
	Ms Y Moutzouris NDip (IT) (PET), BTech (IT) (NMMU), MTech (IT) (PET)
	Mr DL Steenberg BCom (IT) (Potch), BComHons (Potch), MTech (BIS) (NMMU)
Associate Lecturer	Mr I Salie NDip (IT), BTech (IT) (Mandela Uni)
	Mr B Mngaza NDip (IT) (NMMU), BTech (IT) (NMMU), PGDip (Enterprise Management) (Rhodes)

Registered Entities

Centre for Community Technologies (CCT)

Director	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)

Director	Prof K-L Thomson NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (PET), DTech (IT) (NMMU), CCNA, PMIITPSA

Southern Africa Cisco Academy Support Centre

Manager/Lecturer	Vacant

OFFICE OF THE EXECUTIVE DEAN

Executive Dean	Prof Z Zingela MBChB (UND now UKZN), FCPsych (SA), MMed (UP), PhD (Psych) (NMU)
Executive Assistant	Ms A Maasdorp
Faculty Operations Manager	Ms R Nemuramba BA (UL), BA Hons (UL), MA (UL)
Research and Engagement Co-ordinator	Dr Z Sibam-Twalo BA Psych (NMU), BA Honours (Psych) (NMU), MA (Psychology: Research) *cum laude* (NMU), PhD Psychology (NMU)
Administrative Assistant	Ms N Dili

OFFICE OF THE DEPUTY DEAN

Deputy Dean	Prof Z Soji BA (SW) (UFH), MA (H&W Mgt) (NMMU), PG Dip (Family and Marriage Guidance & Couns) (UPE), DPhil (SDP) (NMMU)
Assistant	Ms M Julie Dip (Human Resources) (Damelin), Certificate in Frontline and Public Relations (Damelin)
Project Controller	Ms S Page BA (SW) (UPE)
Financial Controller	Ms D Claasen N3 Commercial, Financial Management (Damelin), Financial Accounting (Damelin)
Digital Innovation Management	Mr P Hoelzer BSc International Finance (Nuertingen University, Germany), BCom Hons Business Management (NMU)
Financial Assistant	Mrs N Smith Business Management (Damelin), Practical Management (Tredcor Academy), N3 Trial Balance, Financial Management (Damelin)
Buyer	Mr E Earle B Compt (Unisa)
Communications and Marketing	Mr T Erasmus BSc (Environmental Sciences) (NMU), BA MCC (Media Communication and Culture) (NMU)
Human Resources Consultant	Mrs S Bickoo B.Ad (UNISA), Labour Relations (UNISA), Project Management (NMU), Records & Archives (UNISA)
IT Projects Coordinator	Mr Z Mxhego Dip IT (Software Development) (NMU), BTech IT (Software Development) (NMU), Masters IT (NMU)
Operations Management	Ms K Dao BCom Financial Planning (NMU), Hons (Business Management) (NMU), MCom Business Management) (NMU), PGD (Financial Planning) (NMU), MA (Development Studies) (NMU)
Project Coordinator	Mrs Z Ismail Dip Public Management (NMU), BTech Public Management and Administration (NMU)

DIRECTOR: RESEARCH	Prof PE Melariri BSc (Zoology Parasitology) (Abia State University, Nigeria), MSc (Medical Parasitology, Public Health) (University of Nigeria), PhD (Pharmacology) (UCT)
Lecturer:	Dr T Sdinane BA (Psychology) (NMMU), BAHons (Psychology) (NMMU), MA

	(Psychology: Research) (NMU), PhD Psychology NMU
Research Directorate Office Research Assistant	Ms Z Sifile BA Behav Sci (NWU), BA Hons in Psych (UNISA), MA (Psychology: Research) NMU
Research Directorate Office Research Assistant	Ms P Zahela BCom Financial Planning (NMMU) and BCom Hons Business Management (NMU)
Interim Chair DSI-NMU Nanomedicine Platform	Prof S Roux BSc Phys-Biochem, Psych (NWU), BSc Hons Phys (NWU), HED (NWU) MSc Phys (NWU), D Med Sci Phys (UP)
Senior Lecturer: Biostatistics	Dr W Sibanda BSc (Wits), BScHons (UCT), MSc (Wits), PhD (Biostatistics) (NWU), PhD (Research & Statistics) (UPC, Barcelona)
DIRECTOR: LEARNING AND TEACHING	Prof A Keet Dip in Social Work (UWC), MSW (UP), DPhil (Social Work) (UP)
Associate Lecturer: Learning and Teaching	Mrs C Whittle NDip (Environmental Health) (TWR), NH Dip (Environmental Health) (TWR), MPH (UNSW)

FACULTY ACADEMIC ADMINISTRATION

Senior Faculty Academic Administration Manager	Ms NJ Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)
Faculty Academic Administration Manager	Mrs M Afrikaner NDip (Com Adm) (PET), BTech (Man) (NMMU)
Faculty Academic Administration Consultants	Mrs H Levack NDip (Office Mgt & Tech) *cum laude* (NMMU)
	Mr S Ningi NDip (Mgt) (CPUT), BTech (Qual Mgt) (CPUT), BCom Hons (Bus Mgt) (NMU)
	Vacant
Faculty Academic Administration Postgraduate Consultant	Mr S Mashalaba LLB (UFH), MA in Human Rights (UFH)

SCHOOL OF BEHAVIOURAL AND LIFESTYLE SCIENCES

Director of School	Vacant
Assistant to School of Behavioural and Lifestyle Sciences Director	Vacant

Department of Human Nutrition and Dietetics

Head of Department	Vacant
Departmental Secretary	Ms J Plaatjies NDip (Com Admin) (PET)
Senior Lecturer/Associate Professor	Vacant
Senior Lecturer	Dr E van Tonder BSc Diet (US), M Nutr (US), PhD Nutr (US), RD (SA)
Lecturers	Dr V Nketiah BSc (Diet) (US), MSc Diet (NMU), RD (SA), PhD (Dietetics) (NMU)
Lecturers	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, BSc Hons (Diet) (UCT), MA (H&W Mgt) (NMMU), RD (SA)
	Ms T Hutton BSc (Diet) (UFS), MSc Diet (NMU) RD (SA)
	Mrs Z Nelani BSc (Diet) (NMU), RD (SA)
Associate Lecturer	Mr T Makgabo BSc (Diet) (UWC), RD (SA)

Laboratory Technician	Vacant
Department of Environmental Health	
Head of Department	Dr S Ramroop NDip Public Health (MLST), NH Dip Public Health (MLST), B Tech Environmental Health (TN), M Tech Environmental Health (DIT), NDip Safety Management (TSA), NH Dip Safety Management (TSA), MPH (Occupational Hygiene) (Wits), B. Com (UNISA), B. Com (Hons) (UNISA), MBA (UK), DBA (UKZN), PGDM (Wits), NEBOSH (UK)
Departmental Secretary	Mrs T Festile NDip (Com Adm) (PET)
Associate Professor	Prof P E Melariri BSc (Zoology Parasitology) (Abia State University, Nigeria), MSc (Medical Parasitology, Public Health) (University of Nigeria), PhD (Pharmacology) (UCT)
Senior Lecturer	Dr S Ramroop NDip Public Health (MLST), NH Dip Public Health (MLST), B Tech Environmental Health (TN), M Tech Environmental Health (DIT), NDip Safety Management (TSA), NH Dip Safety Management (TSA), MPH (Occupational Hygiene) (Wits), B. Com (UNISA), B. Com (Hons) (UNISA), MBA (UK), DBA (UKZN), PGDM (Wits), NEBOSH (UK) Mr T Phakisi NDip (Env Health) (CUT), BTech (Env Health) (CUT), MPH (Env Health) (UCT)
Lecturers	Mrs C L Swanepoel NDip (Pub Health) (TWR), NH Dip (Pub Health) (TWR), MTech (UJ) Ms SD Hambury NDip (Env Health) (NMMU), BTech (Env Health) (NMMU), MTech (NMU) *(cum laude)* Mr W P Michau NH Dip (Pub Health) (CPUT), MTech (NMU) Ms S Brown NDip (Env Health) (NMMU), BTech (Env Health) (NMMU), MTech (NMU)
Department of Human Movement Science	
Head of Department	Dr A Kholvadia BHMS (UPE), BA Hons (HMS) (NMMU), MA (NMMU), PhD (Wits)
Departmental Secretary	Mr K Kele BA (NMU), BA Hons (Sociology) (NMU)
Associate Professor	Vacant
Senior Lecturer	Dr A Kholvadia BHMS (UPE), BA Hons (HMS) (NMMU), MA (NMMU), PhD (Wits) Dr R Raffan BHMS (NMMU), BAHons (HMS) (Sport Science) (NMMU), MA (HMS) (NMMU), PhD (VU Amsterdam) Vacant
Lecturers	Mr M Bonnesse BHMS (NMMU), BAHons (HMS) (Sports Science) (NMMU), MA (HMS) (Sports Science) (NMMU) Mr W Douglas BHMS (NMU), BA Hons (HMS) (Sport Science) (NMU), MA (HMS) NMU Mrs L P Grenfell BA (HMS) (RU), (HDE) (RU), BAHons (HMS) (Biokinetics) (UPE), MA (HMS) (UPE)

	Mrs G Halforty, NDip (Sport Admin and Mgt) (PET), BTech (Mkg) (PET), MTech (Mkg) (NMMU)
	Mrs SC Kock BHMS (UPE), BAHons (HMS) (Biokinetics) (NMMU), MA (HMS) (NMMU)
	Ms C Musson BSc (HMS & Biochemistry) (NMMU), BAHons (HMS) (Sport Science) (NMU), MA (HMS (NMU)
Associate Lecturer	Mr M Biko BHMS (NMMU), BAHons (HMS) (Biokinetics) (NMMU)
Laboratory technician	Vacant
REGISTERED ENTITY	
Biokinetics and Sport Science Unit Senior Biokineticist and Manager	Mrs LP Grenfell BA (HMS) (RU), (HDE) (RU), BAHons (HMS) (Biokinetics) (UPE), MA HMS (UPE
Secretary	Ms K van Rensburg
Department of Psychology	
Head of Department	Prof L-A Stroud BCur (UPE), BA Hons (Psych) (UPE), MA (Clin Psych) (UPE), DPhil (UPE)
Departmental Secretary	Ms E Maraule NDip (Public Relations Management) (NMU)
Professors	Prof L-A Stroud BCur (UPE), MA (Clin Psych) (UPE), DPhil (UPE)
	Prof MB Ngcobo-Sithole BSoc.Sc. (UCT), BSoc.Sc Hons (UKZN), MA Clin Psych (UPE), PhD (UKZN)
Associate Professor	Vacant
Senior Lecturer	Dr J Cronjé, BA (UPE), BAHons (Psych) (UPE), MA (Psychology: Research) *cum laude* (NMMU), PhD (Psych) (NMU)
	Dr T Lambert BSc (UPE), HDE (UPE), BSc (Hons) *cum laude* (SU), MA (Couns Psych) (NMMU), PhD (Psych) (NMMU)
	Dr A Sandison MA (Couns Psych) (UPE), PhD (Psych) (NMMU)
Lecturers	Ms L Currin BCur (UPE), BAHons (Psych) (UPE), MA (Couns Psych) (NMMU)
	Dr U de Klerk BPsych (UPE), BAHons (UPE), MA (H&W Mgt) (NMMU), PhD (Psych) (NMU)
Lecturers	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 Psych) (UWC)
	Dr T Mabusela B.LIS (Hons) (UFH), BA Psychology (Hons) (UFH), MSc Clin Psych (Medunsa), DPsych (University of Melbourne)
	Dr A McConney BA (Rhodes), BA Hons (Rhodes), MA Clin Psych (Stell), MPhil (Stell), PhD (Stell)
	Dr A Navsaria BA (Psych), BA Hons (Psych) (NMMU), MA (Clin Psych) (Rhodes), PhD (Psych) (NMU)
	Dr K Navsaria BA (Psych) (NMMU), BAHons (Psych) (NMMU), MA (Couns Psych) (NMMU), PhD (Psych) (NMMU)
	Dr T Nyabvudzi BSocSc HRM, BA Hons, MA, PhD Industrial Psychology (UFH), BPsych

	Equivalence Programme in Psychometry (NMU)

REGISTERED ENTITY

University Psychology Clinic

UCLIN Manager	Dr A Sandison BA (UPE), BA Hons (Psych) (UPE), MA (Couns Psych) (UPE), PhD (Psych) (NMMU)
Secretary	Vacant
Missionvale Clinic Manager	Dr T Mabusela B.LIS (Hons) (UF), BA Psychology Hons (UFH), MSc Clin Psych (Medunsa), DPsych (University of Melbourne)
Secretary	Ms Z Tube BA Psych (NMMU)

Department of Social Development Professions

Head of Department	Vacant
Departmental Secretary	Ms Z Moyikwa BA (Media Communication & Culture) (NMMU)
Associate Professors	Prof A Keet Dip in Social Work (UWC), MSW (UP), DPhil (Social Work) (UP)
	Prof Z Soji BA (SW) (UFH), MA (H&W Mgt) (NMMU), PG Dip (Family and Marriage Guidance & Couns) (UPE), DPhil (Social Dev Professions) (NMMU)
	Vacant
Senior Lecturer	Dr N Perumal BA (SW) (UDW), MSW (UKZN), DPhil (UFH)
	Dr N Mansvelt BA (SW) (US), MA (SW) (Welfare Program Mgt) (US), DPhil (SDP) (NMU)
Lecturers	Dr Z Abdulla BA (SW) (UPE), Dipl Business Management (Varsity College), MA (SW) (NMMU), DPhil (Social Work) (NMU)
	Dr ZS Gwam BA (SW) (UWC), MA (SW) (NMMU), DPhil Social Work) (NMU)
	Mrs B Madikizela-Theu BSW (UFS), MSW (NMU)
	Mr L Ngwenya BA (SW) (UFH), BA Hons (Psych) (UNISA), MA Clinical Social Work (NMU)

SCHOOL OF CLINICAL CARE AND MEDICINAL SCIENCES

Director of School	Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU)
Assistant to School of Clinical Care and Medicinal Sciences Director	Ms R Sugden BA (Unisa); Post-Basic Pharmacist Assistant (NMMU)

Department of Emergency Medical Care

Head of Department	Mr P Allan NDip (EMC) (DIT), BTech (EMC) DUT, Dip (Mgt) (Varsity College), Master of Health Care Science (EMC) (DUT)
Departmental Secretary	Ms S Mlalandle NDip (PR) (NMMU), BTech (PR) (NMMU), Dip (Public Admin & Mgt) (UNISA)
Senior Lecturers	Mr P Allan NDip (EMC) (DIT), BTech (EMC) DUT, Dip (Mgt) (Varsity College), Master of Health Care Science (EMC) (DUT)
	Mr T Trower (EMC) (DUT), BTech (EMC) (UJ), MSc (EMC) (UJ)

Lecturers	Mr D Brink NDip (EMC) (CPUT), BTech (EMC) (CPUT) Ms L Makaluza, Bachelor (EMC) (NMU) Mr JJ Rossouw Bachelor (EMC) (NMU) Mr J Tuson Bachelor (EMC) (UJ) Mr ST Prusent BTech (EMC) (UJ), PG Dip (Health Professional Education) (UCT)
Department of Medical Laboratory Science	
Head of Department	Mrs S P Tili BTech (Biomed Tech) (PET), MTech (Biomed Tech) (NMMU)
Departmental Secretary	Mrs D Bowers
Associate Professor	Prof N Smith BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
Senior Lecturers	Mrs S P Tili BTech (Biomed Tech) (PET), MTech (Biomed Tech) (NMMU) Dr N Wickens MTech (Biomed Tech) (PET), DTech (NMMU)
Lecturers	Mrs M M Buckle BSc (Physiology & Biochemistry) (US), BScHons (Biochemistry) (US), PGCHE (NMMU), Master of Health Sciences (Medical Laboratory Science) (NMU) 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)
Laboratory Technicians	Ms T Bada NDip (Biomed Tech) (NMMU), BTech (Biomed Tech) (NMMU), Master of Health Science in MLS (NMU)
Laboratory Technicians	Mrs L Beyleveld NDip (Medical Technology (Clinical Pathology), NDip Medical Technology (Microbiology) (PET)
Department of Nursing Sciences	
Head of Department	Dr N Radana Dip (General) (Community) (Psychiatry) (Midwifery) (Transkei College of Nursing), B Cur (Nursing Education) (Nursing Administration) (NWU), M Nur (Mental Health) (UKZN), DNurs (DUT)
Departmental Secretary	Ms C Campbell BA (Psych) (NMMU), BAHons (Psych) (NMMU), Hons Labour Relations & HR (NMU)
Professor	Prof RM van Rooyen Cert GM (UPE), DipIntN (UPE), DipNEd (UPE), BCur (UPE), BA Cur (Hons) (UNISA), MCur (UPE), DCur (UPE)
Associate Professor	Prof W Ten Ham Baloyi B Cur (CHE, Ede, The Netherlands), Dip Nur Edu (NMMU), M Cur (NWU) PhD (NWU)
Senior Lecturers	Dr N Radana Dip (General) (Community) (Psychiatry) (Midwifery) (Transkei College of Nursing), B Cur (Nursing Education) (Nursing Administration) (NWU), M Nur (Mental Health) (UKZN), DNurs (DUT) Dr C Bowers B Cur (UPE), M Cur (Critical Care Nursing) (NMMU), Dip (Nursing Education) (Stellenbosch University), DNurs (NMU)

	Dr AH du Plessis BSc (Nursing) (UCT), MCur (Advanced Midwifery & Neonatology) (NMMU), PhD (Nursing) (NMU), Postgraduate Dip (Health Service Management) (SUN), Dip (Nursing Education) (UPE) Dip (Advanced Health Management Program) (FPD/Yale University), Cert (Project Management) (NMMU) Dr DG Morton BA (UPE), BA Hons (Geography) (UPE), PGCE (UPE), MA (Geography) (UPE), MPH (UJ), D Phil (Sociology) (NMMU) 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)
Lecturers	Ms B Adams Dip (Nursing Education) (SU), Dip (Health Services Management) (NWU), B Cur (UWC), M Cur (Critical Care Nursing) (NMMU) Ms J de Vega B Cur (UPE), Dip (Nursing Education) (NMMU), MNur (NMU)
Lecturers	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) Ms M V Kramer Dip (GN, CNS & Psych, Mid) *cum laude* (ECCN), Dip HIV Management (SU), B Cur (Education and Administration) cum laude (NWU), M Cur (Advanced Primary Health Care) NMU) Ms SM Mnwana BCur cum laude (UFH), PG Dip (Nursing Education) cum laude (SU), MCur (Community Health Nursing) (UFH) Ms N Mrwetyana-Mlungu B Cur (UWC), Dip (Nursing Education) (SU), MCur (UWC) Ms F Mulaudzi Dip Nurs (GN, CNS & Psych, Mid), Cert: Spirometry, Audiometry and Vision, Master of Nursing *cum laude* (UJ), BCur Education and Management (Occ Health) (UJ), Dip IT (PCTC) Ms ZB Ntlokonkulu Dip (GN, CNS & Psych, Mid) Charlotte Searle Nursing College, BANursing (Education and Administration) (NWU), Cert: Management of acute illness of the renal patient, Cert: Management of Patients with Chronic Renal Failure (Kingston University), MA Nurs Edu (UFH)
Associate Lecturers	Ms AO Moolman B Cur (NMMU), Dip (Nursing Education (SU), PGDip: Public Health (UP) Ms C Williams Dip GNS (LHC), Dip Nursing Administration (NMU), PGDipNursing Ed (SU), Dip: Nephrology Nursing (NMMU)
Clinical Placement Co-ordinator	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)

Contract academic staff	Ms C Delo Wittenschinskey Dip (GN, CNS & Psych, Mid) LLB (UPE) Advanced Health Management Programme (FPD/ Yale) PG Dip NEd (SU) MNurs (NMU) Ms S Ntleko BCur (NMMU) MCur Advanced Midwifery and Neonatal Nursing Science (NMMU), PGDip Nursing Ed (UFS)
Administrative Assistant (SANC)	Ms N Mpitshane BA (Psych)(NMMU), BAHons (Development Studies) (NMMU)
Administrative Assistant	Ms L Cube Dip Management Sciences (NMMU), Higher Certificate: Management (Clicks group SA)
Research Assistant	Ms L Gouws BA MCC (NMMU), Certificate in TESOL, TEFL International, Business English Certification (The International TEFL Corporation)
Resources and Clinical Lab Manager	Ms EL Smith Dip Gen N and Dip Midw (PHPE); Dip Psych (EDH) Adv Dip NAdm & CNS (UNISA)
Clinical Resource and Maintenance Manager	Mr U Ritches NDip (Management) (NMMU), BTech (Management) *cum laude* (NMMU)
Financial administrator	Ms D Botha
AV/IT & Simulation Technologist	Mr K Makwela NDip (IT), NDip (Public Relations Management) (NMU) Adv Dip (Public Relations Management) (NMU)
Department of Pharmacy	
Head of Department	Vacant
Departmental Secretary	Ms S van Staden
Distinguished Professor	Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU)
Associate Professor	Prof J Bodenstein BPharm (NWU), MSc, PhD (Pharmacology) (NWU)
Senior Lecturers	Dr NS Dambuza BScHons (UPE), MSc (NMMU), PhD (UCT) Dr T-L Fogarty MPharm (UPE), PhD (NMU) Dr L Kritiotis-Germanis BPharm (UPE), MSc (NMMU), PhD (NMU) Dr N Kubashe BPharm (UPE), PhD (NMMU) Dr M Luvuno-Keele BPharm (UPE), MSc (Pharmacy) (NMMU); PhD (NMMU)
Lecturers	Ms BE (S) Abrahams, BPharm (UCT), MPharm (UKZN) Ms J Barry BPharm (UPE), MPharm (NMU) Ms N Isaacs MSc (NMMU) Dr R Katsidzira BPharm (NWU), MSc (NWU) and PhD (Pharmaceutics) (NWU) Mr Z Masebe BPharm (UPE), MPharm Industrial (NMU) Mr K Mmako BPharm (UL), MPharm (UL) Mr M Naidoo BPharm (Rhodes); BSc (Hons) (UDW), MSc (Biochemistry) (Rhodes) Ms C Naude BPharm (UPE), MPharm (NMU) Ms V Ntsalu BPharm (UWC), MPharm (NMU)

	Dr S Nzuza BSc (UKZN), M.Med Sc (UKZN), PhD (UKZN) Ms N Worthington, BPharm (UPE), MPharm Industrial (NMU)
Associate Lecturer	Ms H Pretorius BPharm (UPE)
Laboratory Technicians	Ms S Skweyiya NDip IT, PGDip (Bus Admin) (NMMU) MBA (NMU) Ms JM Taylor Post-Basic Pharmacist Assistant Community Pharmacy (HSA) Ms P Tsewu BCur (NMMU), NDip (Admin Mgt) (UNISA)
Laboratory Technicians	Ms A van Jaarsveld BSc (UPE) Ms J van Jaarsveld BScHons (Chemistry) (UPE), Higher Dip (Education) (UPE)
Lab Assistant	Ms V Oliphant

REGISTERED ENTITY

Drug Utilisation Research Unit

Head of the Unit	Prof I Truter BPharm, MSc, DCom (UPE), PhD (NWU)

Department of Radiography

Head of Department	Dr SS Campbell NDip Rad (D) (PET), BTech (Rad) (D) (PET), MTech Rad (Research) (NMMU), PhD Edu (NMU)
Departmental Secretary	Mrs B Connelly NHC Private Secretary (PET)
Associate Professor	Vacant
Senior Lecturer	Dr SS Campbell NDip Rad (D) (PET), BTech (Rad) (D) (PET), MTech Rad (Research) (NMMU), PhD Edu (NMU) Dr R van de Venter NDip (Rad) (D) (*cum laude)* (NMMU), BTech Rad (D) (*cum laude)* (NMMU), MTech: (Rad) (research) (*cum laude)* (NMMU), PGDip: Tertiary Education (*cum laude)* (UNISA), DRad (CPUT), PGDip: Distance Higher Education (*cum laude*) (FPD)
Lecturers	Mrs A Edwards NDip Rad (D) (PET), BTech Rad (D) (PET), MTech (Rad) (Research) (NMU) Mrs H Hodgson NDip (Rad) (D) *cum laude* (PET), BTech Rad (D) *cum laude* (PET) Mrs M Hutton-Willemse NDip (Rad) (D) (PET), BTech (Rad) (D) (NMMU), Cert: Mammography (CPUT), MA (H&W Mgt) (NMU) Mrs R Williams NDip (Rad) (D) (PET), BTech (Rad) (PET), MTech Rad (Research) (NMMU)

SCHOOL OF MEDICINE

Director of the School	Dr R Morar MBChB (UKZN), DHMEF (UCT), MMed Community Health (UCT), FCPHM (CMSA), CPCP(Coaching) (SU)
Administrator	Mr S King NDip (Cost & Management) (NMMU)
Senior Academic Administrator Medical Programme	Mrs M Connelly Adv Dip Business Studies (Management Practice) (NMU). NDip (Management) (NMU), Advancement Program into Psychology (UPE)

Clinical Heads of Department

Obstetrics and Gynaecology	Prof M Mabenge BSc (Physiology and Microbiology) (UWC), MBChB (MEDUNSA), Dip (Obstet) SA (CMSA), MMed Obstetrics and Gynaecology (UP), FCOG(SA) Obstetrics and Gynaecology (CMSA), Dip (Labour Law) (NMMU), MA (H&W Mgt)) (NMMU), Cert Gynae Oncology (CMSA), M Phil (Gynae Oncology) (CMSA), LLM (Labour Law) (NMU), Graduate Certificate in Ministry (AIIAS, Phillipines)
Paediatrics and Child Health	Prof S Mda MBChB (Natal Uni), MMed Paediatrics (MEDUNSA), PhD (Nutrition and Infectious Diseases) (Wageningen University)
Internal Medicine	Prof A Goolam Mahomed MBBCH (Wits), FCP(SA), FCCP
Public Health	Prof S Moodley MBChB (UCT), Diploma in Mental Health (CMSA), PG Dip in Tropical Medicine and Health (UP), FCPHM (CMSA), MMed (Public Health Medicine) (UP), PG Dip in Health Systems Management (UP), PhD Public Health (UP)
Perioperative Care	Dr L Boretti BSc (UPE), BSc Hons (Physical Chemistry) (UPE), MSc (Physical/Analytical Chemistry), PhD (Physical/Analytical Chemistry), MBBCh (Wits), FA (WSU)
Family Medicine	Prof K Naidoo MBChB (Univ of Natal), DA (CMSA), DipObs (CMSA), M.Fam.Med (Univ of Natal), MCFP (CMSA), PhD (UKZN)
Imaging Diagnostics and Therapeutics (Radiology)	Dr H Gongxeka MBChB (MEDUNSA), MMed Rad D (Univ of Pretoria)

Department of Human Biology and Integrated Pathology

Head of Department	Dr ZN Tshabalala BSc Medical Sciences (UP), BSc Macro-Anatomy (Hons) (*cum laude*) (UP), MSc (Anatomy) (*cum laude*) (UP), PhD (Anatomy) (UP), PGDip in HPE (UCT)
Departmental Secretary	Vacant
Senior Lecturers	Dr S Nagiah BSc (Biomedical Science) UKZN, BMedSc Hons (Medical Biochemistry) UKZN, MMedSc UKZN, PhD (Medical Biochemistry) UKZN Dr S Zulu B Med Sc (UKZN), B Med Sc (Hons) (Physiology) (UKZN), M Med Sc (Physiology) (UKZN), PhD (Physiology) (UKZN) Dr S Singh MBChB (UN), Dip Bus Man (Varsity College), FC (Anat) Path (CMSA) Dr M van Huyssteen BPharm (UPE) MSc (UPE) PhD (NMMU), PGDip HE T&L (UWC
Senior Lecturers	Mr W Grootboom BPharm (UPE), MSc (Med) in Pharmacy (UL), PGDip Health Economics (UCT)
Lecturers	Mr J Naidoo B Med Sc (Hons) (Anatomy) (*cum laude*) (UKZN), M Med Sc (Anatomy) (UKZN) Mr P Mabena BSc (Hons) (Physiology) (WSU), MSc Med (Physiology) (WITS) Ms T Madide BSc (Microbiology and

	Biochemistry) (UKZN), BSc Hons (Medical Biochemistry) (UKZN), MMedSc (Med Biochem) (UKZN) Ms T Ngoetsana BSc ML (UL), BSc Hons (Physiology)(UL), MSc (Physiology) (Wits) Ms M Mahasha BHSc Hons (Wits), MSc Med (Anatomical Sci) (Wits) Ms A Sebelebele BSc (Hons) Medicinal Sciences (SMU), MSc Med (Anat) (SMU)
Department of Medical Practice	
Head of Department	Dr S Volkwyn MBBCh (Witwatersrand) MMed-Family Medicine (Stellenbosch University)
Departmental Secretary	Ms K Nomda BA (WSU), BA Honours (WSU)
Senior Lecturers	Dr YI Kooverjee MBBCh (Wits), DMH (SA), PGDGP (FPD), MPhil (Applied Ethics) (SU) Dr J Cairncross MBChB (SU), MHPE (UFS), MMed Family Medicine (UFS), FCFP (CMSA) Dr Y Phillips MBChB (Stellenbosch University) Dr N Rall Dip (Nursing Education) (NWU), BCur (NMMU), MCur (Advanced Midwifery) (NMMU), DNurs (Nursing) (NMU) Dr K Ramashia MBChB (UCT)
Lecturers	Mrs R Ackerdien SoTLC (NMMU), BA General (English and Psychology Majors) (NMMU), BA Hons (Applied Language Studies) (NMMU), MA (Applied Language Studies) (NMMU) Mrs C Booysen Master of Nursing (NMU), Post Graduate Degree (Nursing Education and Administration) (NWU), Advanced Diploma (Community Nursing Science) (NWU), Diploma in Nursing (Eastern Cape College of Nursing), Certificate in Clinical Laboratory Management (NMU) Mr K Dikgomo BA(HMS) (UP), BMedSc Hons (Biokinetics) (UCT), MPhil (Health Innovation) (UCT) Mr T Sempe Certificate in Dispensing (SMU), Dip Nurs Science (cum laude) (ECCN), BA Cur *(cum laude*) UNISA), PG Dip Clin HIV Management (UFH), MPH (UFH)
Community Platform Coordinator	Vacant
Clinical Rotations Administrator	Ms M Mfana BTech Public Management (NMMU)
Clinical Skills Administration Assistant	Ms L Futshane Dip Mgt (NMMU), BTech Management (NMMU)
Clinical Skills Laboratory Assistant	Ms C du Plessis
E-Technologist	Mr M Domingo BTech IT (NMU)
Integrated Services Unit	
MBChB Programme Coordinator	Prof E de Vries MBChB (Stellenbosch University), MFamMed (MEDUNSA), FCFP (SA) (Colleges of Medicine South Africa), PhD (Health Sci Ed) (UCT)
MBChB Curriculum Coordinator	Dr E du Toit MBBCh (Wits), MPH (UCT), Dip PEC (SA), DA (CMSA), PGDip HPE (UCT)
MBChB Administrator	Ms C Castelyn

Programme Administrator	Mrs Z Mpompa BA (Vista), BA (Hons) (HIV) (UNISA), PG Dip (H&W Mgt) (NMU)
Senior ICT Technician	Mr F Lessing NDip IT: Support Services (NMU)
Senior Instructional Designer	Mr R Khan BEd (UJ), BEd Hons (UJ), PGDBM (MANCOSA), MEd (UJ)
E-Technologists	Mrs ZD Rishworth NDip IT Software Dev (NMU), HC in Banking (UNISA)
Student Success Coaches	Mrs C Chetty Dip (N Cert) (OB-EDTP) (Khanisela College), Dip (HRM and Training), BA Hons (Industrial and Organisational Psychology) (NMU), MA (Psychology: Research) (NMU) Vacant
Logistics Coordinator	Mr A Mgolodela NDip (Logistics Management) (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	Mrs N Mkosana 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	Mr BS Mokgothu B.Soc Sc, B Soc. Sc Hons (UFS), PGDip Management (NWU), MBA (NWU), LLB (UNISA)
Faculty Academic Administration Consultants	Ms N Azem NDip (Office Mgt & Tech) (NMMU), NDip (HRM) (NMMU), BTech (Mgt) (NMMU) Mr S Debooi (LLB) (Mandela Uni) Ms H Mzingelwa NDip (HRM) (NMMU), BTech (HRM) (NMMU), PGDip (Labour Law Practice) (Mandela Uni)
Postgraduate Academic Administration Consultant	Ms N Kuze SED (Secondary Education Dip) Vista, Adv Dip (Management)

SCHOOL OF GOVERNMENTAL AND SOCIAL SCIENCES

Director of School (Acting)	Prof N Mkhize MA(History) (RU), PhD (Sociology) (UCT)
Secretary	Vacant

Department of History and Political Studies

Head of Department	Prof NB 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	Prof NB Breakfast BAdmin (Political Studies), BA Honours (Political Science), MA (Political Studies), PhD (NMMU)

Lecturers	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)
	Dr O Mtimka BA (Rhodes), MPhil SAPPE (NMMU), PhD (Mandela Uni)
	Mr G Poggi BA (Stellenbosch) BAHons (NMMU), MA (NMMU)
	Mr TF Terblanche BA, BAHons, MA (NMMU)
Associate Lecturer	Ms DA Mokoena BA (Wits), Hons Politics (Wits) MA Politics (Wits) African Political Economy (UNISA/TMALI)
Programme Co-ordinator	Vacant
Honorary Professor	Prof G Prevost (University of Minnesota)

Department of Philosophy

Head of Department (Acting)	Mr K Maiyane BA PolSc (UP), BA Hons (UP), MA Philos(UP)
Associate Professor	Prof I Konik BA (Hons) Philos (NMMU), MA Philos (NMMU), DPhil Philos (NMMU)
Secretary	Ms Z Tom BA (UWC), BAHons (NMU), MA Sociology (NMU)
Senior Lecturer	Vacant
Lecturers	Mr M Dyantyi BA (Wits), BA Hons (Wits), MA (University of Kansas), MA (Creative Writing) (RU)
	Dr K Maiyane BA PolSc (UP), BA Hons Philos (UP), MA Philos (UP), DPhil Philos (UP)
	Mr L Tebeli BA Philosophy (St Joseph's Theological Institute), BA Theology (St Joseph's Theological Institute), BA Honours Philos (UKZN) Postgraduate Diploma Theology (St Joseph's Theological Institute), MA Philos *(cum laude)* (UKZN)

Department of Public Management and Leadership

Head of Department and Senior Lecturer	Dr BS Ngcamuza B Paed in Arts, LLM (UKZN), MCom (UKZN), DTech (DUT), PhD (UKZN)

Secretary	Vacant
Professor	Prof R S Masango Sec Teacher's Dip (Butterworth College of Education), BAdmin, BAdminHons, MAdmin, DAdmin (UNISA)
Associate Professors	Prof K Asmah-Andoh BAHons UG, Legon, MPA (UPE), DPhil (NMMU)
	Prof E E Draai BAHons (RGU-Scotland), MPA (US), DPhil (NMMU)
Programme Co-ordinator (MPA)	Vacant
Senior Lecturers	Dr A Jakoet-Salie BSocSci (UCT), BSocSci (Hons) (UCT), MPhil MA(Pub Admin) (*cum laude*) (NMMU), DPhil (Pub Admin) (Mandela Uni)
	Dr S Pillay BAdmin (NMMU), MPhil (Pub Admin) (NMMU), DPhil (Pub Admin) (NMMU)
Lecturer	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), MA in Public Administration (NMMU), Doctor of Administration: Public Administration (University of Fort Hare)
	Ms MP Ramaru BAdmin(NMMU), BA Honours in Public Administration(Mandela Uni), MPhil Public Administration (Mandela Uni)

Department of Sociology and Anthropology

Head of Department	Dr DM Davids BA (UWC), BA Hons (UWC), MA (UWC), PhD (UWC)
Secretary	Vacant
Associate Professors	Prof DL Bogopa MA Anthropology (UDW), MA Development Studies (NMMU) PhD (NMMU)
Senior Lecturers	Dr DM Davids BA (UWC), BAHons (UWC), MA (UWC), PhD (UWC)
	Dr T Sipungu BA (RU), LLB, MA, PhD (RU)
	Dr M Ngubane BSS (UKZN), BA Hons (UFS), MA (UFS), PhD (UWC)
Lecturers	Dr GS Dlamini BA (Wits), BAHona (Wits), MA (Wits), PhD (Wits)
	Ms B Kritzinger BA (NMMU), BAHons (NMMU), MA (NMMU)
	Dr S Sait BA (NMMU), BA Hons Dev Studies (UFH), BA Hons Psychology, MA (UFH)
	Ms Q Noveve BA (UWC), BA Hons Dev Studies, BA Hons Pschology, MA (UFH)
	Mr S Mashego B IKS, M IKS (NWU)
	Ms N Phuza BSc (Rhodes), BAHons (NMMU), MA (*cum laude*) (Mandela Uni)
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	Vacant Mrs F Samaai

Department of Linguistics and Applied Linguistics

Head of Department	Mr D Blignaut (Acting) DipEd (Dower), BA (UPE), BEdHons (UNISA), MA (NMMU)
Secretary	Ms Z Nyati NDip Public Administration (NMU), Adv Dip Public Management (NMU)
Senior Lecturers	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)
	Dr S Rudman BA (UFS), HDE (UN), MPhil (US), PhD (UFS)
Lecturers	Mr D Blignaut DipEd (Dower), BA (UPE), BEdHons (UNISA), MA (NMMU)
	Ms N Mazaleni Bed (University of Fort Hare), BA Hons *(cum laude)* (Wits), MA *(cum laude)* (Wits)
	Dr F Munir PGCE *(cum laude)* (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 J Sibeko, nGap Lecturer in Digital Humanities, BA(NWU), BAHons (NWU), MA (NWU), PGCE (UNISA), PhD (NWU) Ms C van der Merwe BA, BAHons, MA (UWC)
Associate Lecturers	Ms A Rajah BA in English Literature and Applied Language Studies (NMU), BAHons in Applied Language Studies *(cum laude)* (NMU), MA Applied Language Studies (NMU)
	Mr L Chauke, BA(UJ), BAHons Applied Linguistics (UJ), MA (UNISA)
	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)

Department of Media and Communication

Head of Department and Associate Professor	Prof S Moodley BA *(cum laude),* BAHons, MA *(cum laude),* PhD (UKZN)

Professors	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)
Associate Professor	Prof J Wozniak BAHons (German) (UP), BAHons (French) (UPE), MA (UCT), PhD (UCT), MDPD (NMMU)
Principal Lecturer	Vacant
Senior Lecturers	Dr J Vermaak-Griessel BA MCC (UPE), MA (Media Studies) (NMMU), DPhil (NMMU)
Lecturers	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)
	Ms M de Wet BA (UPE), BAHons, MA (NMMU)

SCHOOL OF VISUAL AND PERFORMING ARTS

Director	Prof P Binsbergen BA (Fine Art) *(cum laude)*, MA (Visual Art), PhD (Humanities) (UP)
Secretary	Vacant

Music and Performing Arts Department

Head of Department	Prof R Bower (NMMU), MMus (NMMU), DPhil (NMMU), LTCL, UPLM
Secretary	Ms N Bosman Dip Exec Asst (IAC)
Professor	Prof AC de Villiers BMus (UPE), BMusHons (UNISA), MPhil (UPE), Ded (UPE), PG HDE, (UPE), LRSM
Adjunct Professors	Prof G Campaner
	Prof A Bjørhei
Senior Lecturers	Dr E Bothma BMus (UOFS), MMus (UOFS), DMus (NMMU), UPLM
	Dr R Bower BMus (NMMU), MMus (NMMU), DPhil (NMMU), LTCL, UPLM
	Mr D Bester BMus, MMus (US), MMus (Artesis Plantijn University)
	Mr J Edwards BMus (UKZN), MMus (UKZN)
	Dr G Holtzman BMus (UCT), PhD (University of Pennsylvania)
Lecturers	Dr E Cloete BMus, MMus, DPhil (NMMU)
	Dr G Foster BMus (UCT), MMus (Univ North Texas), PhD (UFS)
	Mr N Mthimkhulu PDO, PGO (UCT), PD, MMus (SMU, Tx Dallas)
	Ms M Hellenberg, BMus (UCT)
	Mr G Williams BMus (NMMU)
Administrative Assistant	Ms T Cunliffe

Department of Visual Arts

Head of Department	Vacant
Academic Secretary	Ms BA Gxido BTech Management (NMMU)
Administrative Assistant	Vacant
Associate Professors	Prof P Binsbergen BA (Fine Art) *(cum laude)*, MA (Visual Art), PhD (Humanities) (UP)
	Prof VPE Nyoni BAFA (UN), MAFA (UKZN)
Senior Lecturers	Mr G M Meyer Dip (Gemology) (Asian Inst. of Gemological Sciences, Thailand), BTech (Pho) (PET), MA (Portsmouth)
	Ms A Wentzel NDip (FA) (*cum laude*) (PET), BTech (FA) (*cum laude*) (PET), MTech (FA) (NMMU)
Lecturers	Ms R J Collett BA (FA) (US), MA (FA) (US)
	Mr T James NH Dip (FDT) (PET)
	Ms M Janse van Rensburg NDip (FD) (NMMU), BTech (FD) (NMMU), MTech (FD) (NMU)
	Mrs J Luyt NH Dip (TD) (PET)
	Mr S Ngcai NDip(FA), BTech (FA) *(cum laude)* (WSU) MFA (VUT)
	Mr S Vhuhwavho NDip (TD) (TUT), BTech (TD) (TUT), PG Dip

	(TUT)
	Ms J L Staple BAVA (FA) *(cum laude)* (US) MAVA (FA) *(cum laude)* (US)
	Ms M Scholtz NDip (GD) (NMMU), BTech (GD) (NMMU), MA (GD) (NMU)
	Dr S Swana BA (Communications Management) (Vega), BTech (GD) (TUT), MTech (GD) *cum laude* (TUT), Dart & Design (CD) (TUT)
Associate Lecturers	Mr K Abdulla NDip (FA), Btech (FA)
	Ms R Adriaan BTech (FD) (NMMU)
	Mr N C Botchway NDip (GD) (PET), BTech (GD) (PET)
	Mr J Van der Walt NDip (FA) (NMMU), BTech (FA) (NMMU) *cum laude,* MTech (FA) (NMMU)
	Ms R van Wyk NDip (Pho) (NMMU), BTech (Pho) (NMMU)
Technician	Ms B Makabeni NDip (Phot) (VUT), BVA Hon (Pho) (NMU)
	Mr P Mlenze BVA (NMU), BVA Hon (FD) (NMU)
	Mr B van Wyk NDip (FA) (NMMU), BTech (FA) (NMMU)

Registered Entities

Centre

Centre for Philosophy in Africa

Unit

Raymond Mhlaba Research Unit for Public Administration and Leadership

FACULTY OF LAW

OFFICE OF THE DEAN

Executive Dean	Dr L Biggs BCom (Law), LLB (UPE), LLM (Labour Law) (*cum laude*), LLD (NMMU), Attorney of the High Court of South Africa (non-practicing)
Deputy Dean	Adv L Coetzee BJuris, LLB (UPE), LLM (UNISA), Advocate of the High Court of South Africa (non-practicing)
Executive Secretary: Executive Dean	Ms M Noyi ND Office Management, ND HRM, Adv Diploma in Technical and Vocational Training (NMU)
Secretaries	Mrs CT Pieterse LLB (UNISA) Mrs N Sompondo BSW (NMMU) Ms Q Kalimashe BSc (Geology & Chemistry) NMU, BSc Honours in Geology (NMU) Mrs R Redcliffe CSS
	Mrs A Visser, Human Resources Diploma (College SA)

FACULTY ACADEMIC ADMINISTRATION

South Campus

Senior Faculty Academic Administration Manager	Ms NJ Kato BTech (Com Admin) (PET), BTech (HRM) (NMMU)
Faculty Academic Administration Manager	Vacant
Faculty Academic Administration Consultant	Mr Hurchelle-Lee Nel, BA (UWC)

Faculty Academic Administration Postgraduate Consultant	Ms N Tshijila NDip Office Management and Technology, BTech Management (WSU)

SCHOOL FOR LEGAL PRACTICE: LEGAL EDUCATION AND DEVELOPMENT (LEAD)

Director	Ms D David BProc, LLB (Natal), LLM (UNISA), Attorney of the High Court of South Africa (non-practicing)
Co-ordinator/Administrator	Ms A Strydom

DEPARTMENT OF CRIMINAL AND PROCEDURAL LAW

Head of Department	Dr M Welgemoed BJuris, LLB (*cum laude*) (UPE), LLM *cum laude* (NMMU), LLD (Nelson Mandela University), Attorney of the High Court of South Africa (practicing), Mediator
Professor	Prof D Erasmus BJuris (*cum laude*), LLB (*cum laude*) (UPE), LLD (UFS), Attorney of the High Court of South Africa (practicing and with right of appearance in the High Court)
Associate Professor	Prof L Ndimurwimo LLB (Tanzania), LLM (NMMU), LLD (NWU)
Adjunct Professors	Prof H W Lerm BProc, LLB, LLM (Vista), LLD (UP), Attorney of the High Court of South Africa (practicing and with right of appearance in the High Court), Non-Executive President of the South African Medico-Legal Association (SAMLA), Mediator. Prof T Ngcukaitobi, BProc LLB (Unitra), LLM (Rhodes), LLM (London School of Economics Advocate of the High Court (practicing Senior Counsel)
Director: Law Clinic	Ms M Smith BA (Soc. Sci), LLB (UCT), Attorney of the Hight Court of South Africa (practicing and with right of appearance in the High Court), Mediator
Senior Lecturer	Dr E Gumboh LLB HONS (Malawi), LLM (*cum laude*), PHD (UCT)
Lecturers	Dr A Christoffels-Du Plessis LLB (NMMU), LLM (UNISA), LLD NMU, Advocate of the High Court of South Africa (non-practicing) Ms D L David BProc, LLB (Natal), LLM (UNISA), Attorney of the High Court of South Africa (non-practicing) Mr M Ntontela LLB (NMMU), PG Dip in Drafting and Interpretation of Contracts (UJ), PG Dip in Labour Law Practice (*cum laude*), LLM (NMU), Attorney of the High Court of South Africa (practicing and with right of appearance in the High Court)
Research Associates	Dr NK Upadhyay BA (IMS Law College Noida); LLM (National University of Juridical Sciences, Kolkata); PhD (National University of Juridical Sciences, Kolkata), Postdoc (Reggio Calabria University, Italy)

	Dr NS Nautiyal BA, LLB (CCS University, India); LLM (Indian Law Institute, Delhi, India); PhD (Uttranchal University, India); Post Doc (Michr Itely)
Professional Associate	Adv M Beneke LLB (UPE), LLM (UPE), Advocate of the High Court of South Africa (practicing Senior Counsel)

DEPARTMENT OF MERCANTILE LAW

Head of Department	Mr SP Newman BCom, LLB, LLM cum laude (UPE), LLM (International Trade Law) (Stell), Diploma in Legislative Drafting (Vista University)
Emeritus Professor	Prof H J Delport BA, LLB, LLD (UP)
Associate Professor	Prof A M Tait BJuris (UPE), LLB (Stell), MBL (UNISA), LLM (UPE), LLD (NMMU)
Adjunct Professors	Prof E C Nel BJuris, LLB (UNISA), LLD (NMMU), Diploma in Human Rights Law (UP and Lund University Sweeden), PG Dip in Financial Planning (UFS) Prof S Snail Ka Mtuze LLB (UP), LLM (UNISA) Attorney of the High Court of South Africa (practicing) Prof J A van der Walt BJuris, BAHons (UPE), LLB (UNISA)
Research Associates	Dr N Foca BHonsPA (Stell), MPA (UP), LLM *cum laude* (Mandela Uni), PG Dip Labour Law (NMU), LLD (NMU) Dr JK Gathongo LLB (NMMU) LLM (NMMU) LLD (NMU) Mr S Hlwatika LLB (NMU); LLM (NMU); PG Diploma Labour Law (NMU) Dr MJ Maluleke BA (UNISA), PTDip (Dept of Education & Training), LLM (NMMU), MBA (Regenesys), LLD (NMU) Mr JL Van Tonder LLB (NMMU); LLM Mercantile Law (NMMU); PG Comp Law (Kings College); Competition Law (UP)
Senior Lecturers	Adv L Coetzee BJuris, LLB (UPE), LLM (UNISA) Advocate of the High Court of South Africa (non-practicing) Mr SP Newman BCom, LLB, LLM cum laude (UPE), LLM (International Trade Law) (Stell), Diploma in Legislative Drafting (Vista University)
Lecturers	Ms T Hokwana LLB (NMMU), LLM (NMU), Attorney of the High Court of South Africa (non-practicing) Ms S Kahla LLB (Wits), LLM (UFS) Ms J Maholo LLB, LLM, Certificate in Compliance Management (UJ) Ms D Mnisi LLB (NMMU), LLM (NMU), Attorney of the High Court of South Africa (practicing)

	Mr T Qotoyi BED (Unitra), LLB (UNISA), MA (UPE), LLM (NMMU)
	Mr G J Richards BJuris, LLB (UPE), LLM (UNISA), Attorney of the High Court of South Africa (non-practicing)

DEPARTMENT OF PRIVATE LAW

Head of Department	Dr R Denson BA (Law) (RU), LLB (Vista), LLM (UPE), LLD (NMU), Advocate of the High Court of South Africa (non-practicing), Mediator
Professor	Prof E Knoetze BJuris, LLB, LLM (UPE), LLD (UWC)
Emeritus Professor	Prof C van Loggerenberg BJuris, LLB (UPE),DJuris (Leiden) Prof A Mukheibir BMus (UPE), HDE (UNISA), BA (Hons) (UNISA), BJuris, LLB (UPE), DJuris (Amsterdam), PG Dip in Labour Law (NMU)
Honorary Professor	Prof P J Badenhorst BCL, LLB (UP), LLM (Wits), LLM (Yale), LLD (UP)
Visiting Professor	Prof S Akintola LLB (Obafemi Awolowo University) LLM (Obafemi Awolowo University) LLM (Georgetown University DC) PhD (University of Southampton)
Lecturers	Mr E Christoffels BA, HDE (UWC), LLB (Vista), LLM (NMU), Attorney of the High Court of South Africa (non-practicing)
Research Associate	Dr G van der Walt BJuris, LLB (UPE), LLM (UNISA), LLD (Nelson Mandela University), Mediator

DEPARTMENT OF PUBLIC LAW

Head of Department	Dr T Wagenaar BA (HMS), BA Hons (HMS) (UPE), LLB, LLM (c*um laude)* (NMMU), LLD (NMU)
Professor	Prof JC Botha BA, LLB (RU), LLD (NMMU), Attorney of the High Court of South Africa (non-practicing) Prof PHG Vrancken LED (Brussels), LLM (UCT), LLD (UCT)
Emeritus Professor	Prof HJ van As, BJuris (UNISA), LLB (Vista), LLD (US), NDip Pol (TSA)
Honorary Professors	Prof E Franckx LLB (*magna cum laude*) (Vrije Universiteit Brussel), MA (*cum laude*) (Ghent KUL VUB), LLM (Georgia), LLD (*summa cum laude*) (VUB) Prof A Govindjee BA, LLB (RU), LLM (Labour Law) (*cum laude*) (UPE), LLD (NMMU), Judge Eastern Cape Division Prof M Olivier BA (Law) (*cum laude*), LLB (*cum laude*) (Pret), LLD (UNISA)
Associate Professor	Prof A Spies LLB, LLM (UP), PhD (Wits), Attorney of the High Court of South Africa (non-practicing)
Adjunct Professors	Prof M du Plessis BJuris (*cum laude*) (UNISA), LLB (*cum laude*) (UNP), LLM (Cambridge University), PhD (UKZN) Prof E Egede Barrister & Solicitor of the Supreme Court of Nigeria, LLB (Hons)(Benin), BL, LLM (Lagos), PhD (Caerdydd) Prof GG Goosen Judge of the High Court, BA, LLB (UCT) Prof P de Clercq BA (Social Sciences) Tilburg University, LLM Development Sociology, Tilburg University

Senior Lecturers	Dr T Wagenaar BA (HMS), BA Hons (HMS) (UPE), LLB, LLM (c*um laude)* (NMMU), LLD (NMU)
Lecturers	Ms G Mokone LLB (UFS), LLM (*cum laude*) (UFS) Mr O van Dyk LLB; LLM (*cum laude*) (UFS) Ms R Matlala, LLB (NWU), LLM (NWU)
Research Associates	Mr D Abrahams BJuris, LLB; LLM (UPE), LLM (Geneva, Switzerland) Prof SE Adelman BA (Wits), LLM (Harvard University), LLD (Warwick University) Mr PJ Snijman BA, LLB, MPhil (SU), LLM (UCT) Dr O Tope LLB (OAU), LLM (UI), LLD (NMU) Dr E Wanjala LLB (Moi University), LLM (UZ), LLD (NMU) Dr L Greeff (LLB (UP), LLM (UNE), LLD (UNISA) Dr A Karomo LLB (NMU); LLM (NMU); LLD (NMU) Dr T Osuntogun LLB (Obafemi Awolowo Uni); LLM (Uni of Ibadan); LLD (NMU)
Professional Associate	Adv E Crouse Advocate of the High Court; BJuris (UPE) LLB (SU); Advocate of the High Court of South Africa (practicing Senior Counsel)

REGISTERED ENTITIES

Centre for Law in Action (CLA)
Mr M De Lange

Labour and Social Security Law Unit

Director: Mr T Qotoyi BED (Unitra), LLB (UNISA), MA (UPE), LLM (NMMU)
Deputy Director: Mr H Ntontela LLB (NMMU), PG Dip in Drafting and Interpretation of Contracts (UJ), PG Dip in Labour Law Practice (*cum laude*), LLM (NMU), Attorney of the High Court of South Africa (practicing)

Refugee Rights Centre
Director Mr L Harmse DE3 (Diploma in Education), BA, LLB Attorney of the High Court of South Africa (practicing)

SARChI Chair in Law of the Sea and Development in Africa
Prof P H G Vrancken LED (Brussels), LLM (UCT), LLD (UCT)

FACULTY OF SCIENCE

Office of the Dean

Executive Dean	Prof C Grobler Dip Bio Med Tech, HDip Bio Med Tech, (VUT), MTech Bio Med Tech (CUT), DTech Bio Med Tech (DUT)
Secretary	Ms D Ntintili
Deputy Dean	Prof ZR Tshentu BScHons UPE), MSc (UPE), PhD (NMMU)

Faculty Academic Administration

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

Summerstrand South Campus

Manager: Faculty Academic Administration	Mr S Khuzwayo BCom (UKZN)
Faculty Academic Administration Consultants	Ms F Heilbron Ms F Ngubo
Post Graduate Faculty Academic Administration Consultant	Ms T Penrith

George Campus

Faculty Academic Administration Consultant	Mrs E Labuschagne NDip (Com Admin) (TechPTA)

SCHOOL OF BIOMOLECULAR AND CHEMICAL SCIENCES

Director of School	Vacant

Department of Biochemistry and Microbiology

Head of Department	Dr B M Somai BSc (UDW), BScHons (UDW), MSc (UDW), PhD (Clemson Univ, South Carolina)
Secretary	Ms R Hiles Dip (Mgt) (NMMU), BTech (Mgt) (NMMU), MPhil (Conflict Transformation and Management) (Mandela Uni)

Summerstrand South Campus

Associate Professors	Prof C L Frost BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
	Prof V Oosthuizen BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
	Prof M van de Venter BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
Senior Lecturers	Dr S Govender BSc (UDW), BScHons (UDW), MSc (UDW), PhD (US)
	Dr B M Somai BSc (UDW), BScHons (UDW), MSc (UDW), PhD (Clemson Univ, South Carolina)
Lecturer	Mr A Kwathisi BSc (Venda), BScHons,MSc, PhD (Venda)
Associate Lecturer	Mr S Mazibuko BSc, BScHons (NMU)

Summerstrand South Campus

Research Associate	Prof R Naude PhD (UPE)
Honorary Professor	Prof L Graf Doctor Degree (Eötvös Lorand Univ.), PhD, DSc (Hungarian Academy of Sciences)
Laboratory Technicians	Dr S Pelo Dip (UJ), BTech, MTech, DTech (UJ)
	Ms J Madubedube MTech in Biomedical Science (CPUT), BScHons (RU)
	Mrs W Wilde BScHons (RU)
	Mr K Oosthuizen BSc, BScHons (US), MSc (NMU)
Laboratory Assistants	Ms L Geseba
	Mr L Mabulu

Department of Human Physiology

Head of Department (Acting)	Prof H Davids BSc, BScHons, MSc, PhD (UPE)
Secretary	Ms R Hiles Dip (Mgt) (NMMU), BTech (Mgt) (NMMU), MPhil (Conflict Transformation and Management (Mandela Uni)
Lecturers	Dr S Hadebe BSc (UKZN), BSc (Hons) (UKZN), PhD (UKZN)
	Ms A Prahaladh BSc, BScHons, MSc (US)
	Mr S Zono BSc, BScHons, MSc (WSU)
Research Associate	Dr E Fredericks BSc (UWC), BSc (Hons) (US), MBChB (US), FCP (UCT), MMed (UCT), Gastro(SA), PhD (NMMU)
	Prof G Dealtry BSc Hons (Newcastle), MSc (Birmingham), PhD (Essex)
	Dr M Pereira BSc (UPE), BSc (Hons) (UPE), MSc (NMMU), PhD (NMMU)
Laboratory Technician	Mrs M Fensham BSc, BScHons, HDE (UPE)
	Dr A Siboto PhD (UKZN)
Laboratory Assistant	Ms P Dikiso

Department of Chemistry

Head of Department	Dr A S Ogunlaja BScHons, MSc (University of Ilorin) PhD (Rhodes)
Secretaries	Ms S Tenge BTech (HR) (NMMU)
	Ms C Phillips

Summerstrand North Campus

SARChI Chair	Prof P Watts BSc(Bris), PhD(Bris), CSci, CChem, FRSC
Senior Lecturers	Dr A S Ogunlaja BScHons, MSc (University of Ilorin) PhD (Rhodes)
	Dr Shawn Gouws Diploma Chemical Process Technology (PET, DTech)
	Dr BG Hlangothi BSc, MSc (Vista), PhD (UJ)

Lecturer	Ms A Noah MTech (Chem) (PET)
Laboratory Technicians	Mr S Bosman
Laboratory Assistants	Ms P Nkonzo
	Ms N Zweni

Summerstrand South Campus

Professor of Inorganic Chemistry	Vacant
Professor of Organic Chemistry	Vacant
Professor of Physical Chemistry	Vacant
Professor	Prof ZR Tshentu BScHons UPE), MSc (UPE), PhD (NMMU)
Associate Professors	Prof B Barton PhD (UPE)
	Prof E Ferg DTech (Chem) (PET)
	Prof SP Hlangothi MSc (UniN), PhD (NMMU)
Senior Lecturers	Dr R Betz PhD (Ludwig-Maximilians University; Munich)
	Mr S Gerber MSc (US)
	Dr N Mama PhD (NMMU)
	Dr N Vorster PhD (UPE)
	Dr D Grooff PhD (NWU)
	Dr A Abrahams PhD (NMMU)
	Dr G Rubidge DTech (Chem) (PET)
	Dr BG Hlangothi BSc, MSc (Vista), PhD (UJ)
Lectures	Dr S Dorfling (NMMU)
	Dr Z Tywabi-Ngeva PhD (DUT)
	Dr MV Khumalo (TUT)
Laboratory Technicians	Dr R Neglur PhD (NMMU)
	Mr AA Maclean Dip (Chem), MTech (Chem)
	Mrs KA Muller MSc (UFS)
	Mr HJ Schalekamp MSc (UPE)
	Mr FM Olivier
	Mr JE Thomas
Laboratory Assistants	Mr ES Bashman
	Ms C Balintulo
	Ms B Mletshe
	Mr S Mangwana
	Ms A Maqoko

Department of Textile Science

Honorary Professor and Head of Department	Prof L Hunter BScHons (UCT), MSc (UPE), PhD (UPE), CText ATI FTI, occupying the Philip Frame Chair of Textile Technology
Honorary Professor	Prof RD Anandjiwala BScText (Gujarat), BText (Baroda), MTech (India Inst of Technology), PhD (Leeds), CText FTI

SCHOOL OF COMPUTING SCIENCES, MATHEMATICS, PHYSICS AND STATISTICS

Department of Computing Sciences

Head of Department (Associated Professor)	Prof J H Greyling BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE), MSAICSIT

Secretary	Ms T Kriel Dip HRM *(cum laude)* (Mandela Uni) Dip Financial Accounting (Varsity College), Dip Office Administration (Varsity College), Cert Payroll Administration (Damelin)
Summerstrand South Campus	
Emeritus Professor	Prof A P Calitz BA (UPE), BCom (UPE), BScHons (UPE), MSc (UPE), PhD (UPE), DBA (NMMU), PMIITPSA, ACM, IEEE, MSAICSIT, Fellow of IITPSA
	Prof JL Wesson BCom, BComHons (UPE),PhD (UPE), MIITPSA, MSAICSIT
Professor	Prof B Scholtz BSc (UPE), BScHons (UPE), MSc (NMMU), PhD (NMMU), MIITPSA
Associate Professor	Prof MC du Plessis BSc (UPE), BScHons (NMMU), MSc (NMMU), PhD (UP) Prof D Vogts BSc (UPE), BScHons (UPE), MSc (UPE), PhD (NMMU)
Senior Lecturers	Dr L Barnard BCom (UPE), NHDip (IT) (PET), MTech (IT) (PET), PhD (UPE), MSAICSIT, MIITPSA
Lectures	Mrs J Nel NDip (IT) (PET), BTech (IT) (PET), BScHons (UPE)
	Mrs M Taljaard HDE (UNISA), BSc (UOFS), BScHons (UPE), MSc (UPE),
	Ms N Tansley NDip (Comp Data Proc) (PET), BTech (IT) (PET), MTech (NMMU)
	Mr D Taole BSc (NWU), BScHons, MSc (NWU)
	Dr S Beets BSc (NMMU), BSc Hons, MSc, PhD (NMMU)
Associate Lecturer	Ms L Fani BCom, BCom Hons (Mandela Uni)
Technical – Network Administrator	Mr J Rademakers NDip (Comp Data Proc) (PET), BTech (IT) (PET)
Technical – Network Administrator	Mr J Johnson NDip IT (Supp.Serv) (NMMU), BTech (IT) (Comm Net) (NMMU), PDBA *(cum laude)* (Mandela Uni)

Technical Laboratory Coordinator	Mrs H Irvine BCom (NMMU), BComHons (NMMU), MSCE (NT 4), MSCE (2000), MSCA (2000), MCT, A+ Technician, Network+ Technician, Microsoft Office User Specialist on Microsoft Excel & Microsoft Word
Technical - Lab Assistant	Ms K Malgas
Administrative Coordinator	Mrs N Esau-Jantjies BA (Political Science & Public Administration), BA Hons (Public Administration) (NMMU), Cert Labour law (Mandela Uni)
Administrative Assistant	Ms IT Teyise
Administrative Assistant	Ms EL Franke

2nd Avenue Campus

Lecturers	Mr N Jafta BSc (IS) (NMMU), BTech IT (Software Development) (Mandela Uni), MBA (Mandela Uni)
	Mr M Twani NDip (IT) (NMMU) BTech (IT) (NMMU) MSc (Mandela Uni)

George Campus

Lecturer	Mrs N Ramantswana NDip (Forestry) (NMMU) BTech (Forestry), MSc Forestry (Mandela Uni)

Department of Mathematics

Head of Department	Dr M Walton BCom, BComHons MCom (UPE), PhD (NMMU)
Secretary	Ms C Esterhuizen
Administrative Assistant	Ms V Xako

Summerstrand Campus

Associate Professor	Prof AR Appadu BScHons, PhD (University of Mauritius)
Senior Lecturers	Dr S Juglal BPaed (Arts) (UDW), BAHons (Maths), MSc (Maths) (UPE), PhD (Maths) (NMMU)
	Dr JE Maritz BSc Ed (UWC), BScHons, MSc (UPE), PhD (UKZN)
	Dr CJ Pretorius BSc, BScHons, MSc (NMMU), PhD (Mandela Uni)
	Prof M Weigt BSc, BScHons, MSc (US), PhD (UCT)
	Dr G Goosen BSc (NMMU), BScHons (NMMU), MSc (SU), PhD (SU)
Lecturers	Ms T Holtzhausen BSc, BScHons, MSc (NMMU)
	Dr M Makhuvha BSc (UNIVEN), BScHons (US), MSc (UNIVEN)
	Dr W Mbava BSc, BScHons, MSc (UZ), PhD (NMMU)
	Mr CO Parsons BSc, BScHons, MSc (UPE)
	Mr QN Petersen BSc, BScHons, MSc (UPE)
	Mr H Smith BSc, BScHons, MSc (UPE)
	Dr BJ Sokopo BSc, BScHons, MSc (NMMU), PhD (Mandela Uni)
	Mr TE Thelejane BSc, BScHons, MSc (Unitra)
	Dr SJ Wagner-Welsh BCom, BSc, BScHons, MSc (UPE), PhD (NMMU)
	Mr P Zembe BSc, BScHons, MSc (NMMU)

Associate Lecturers	Mr M Conley BSc Ed (UWC), BScHons (UPE)
	Mr SP Mzulwini BSc (NMMU), BScHons, MSc (Mandela Uni)

Department of Physics

Head of Department	Prof A Venter MSc, PhD (UPE)
Secretary	Ms C Neveling BTech (PRM), NDip (OPS MAN) (NMMU)

Summerstrand South Campus

Emeritus Professors	Prof JH Neethling BSc, BScHons, MSc, PhD (UPE), MAcad
	Prof JAA Engelbrecht PhD (UPE), Macad PrSciNat
Professors	Prof JR Botha BSc, BScHons, MSc, PhD (UPE)
	Prof EE van Dyk PhD (UPE), PrNatSci, PrPhys
Associate Professors	Prof JE Olivier MSc, PhD (NMMU)
	Prof A Venter MSc, PhD (UPE)
Senior Lecturer	Dr FJ Vorster MSc (UPE), PhD (NMMU)
	Dr D Waswa BSc, MSc (Moi University), PhD (NMMU)
Lecturers	Mr MC Bacela BScHons (Physics) (Vista), MEd (Physics Education Research) (Mandela Uni)
	Mr I Coopersamy HDE (Vista), BScHons (US), MEd (Vista), QA (City & Guilds, London)
	Dr NG Hashe PhD (NMMU)
	Mr J Jonker MSc (UCT)
	Dr EG Minnaar BSc (NMMU), BScHons (NMMU), MSc (NMMU), PhD (Mandela Uni)
	Mr RP Roodt BSc, BSc Hons, MSc (Mandela Uni)
Senior Technician	Mr ME Claassen
Laboratory Technicians	Mr H Liu MSc (UFS), BPharm (Mandela Uni)
	Mr JB Wessels NDip (Elec Eng) (PE Tech)
Laboratory Assistant	Mr W Grauman

Summerstrand North Campus

Lecturer	Vacant
Laboratory Assistant	Vacant

Department of Statistics

Head of Department	Dr CM Clohessy BSc, BScHons, MSc, PhD (NMMU)
Secretary	Mrs R Le Roux
Administrative Co-ordinator	Ms A Nkahla

Summerstrand South Campus

Professor	Prof GD Sharp BScHons (RU), MSc (UPE), PhD (RU)
Senior Lecturers	Dr C Clohessy BSc, BScHons, MSc, PhD (NMMU)
	Dr J Hugo MSc (UOFS), PhD (UFS)
Lecturers	Mr A Gqwaka BSc, BScHons (NMMU), MSc (Mandela Uni)
	Dr L Kepe HDE (RU), MSc (US), PhD (Mandela Uni)
	Dr S Mangisa BSc, BScHons, MSc (NMMU), PhD (Mandela Uni)

	Ms L Sepato BSc, BScHons, MCom (NWU)
	Dr Stéfan Janse van Rensburg BCom, BComHons, MCom (NMMU), PhD (Mandela Uni)
	Mr N Ngcobo BSc, BScHons, MSc (UKZN)
	Ms E Bromley-Gans BSc, BScHons, MSc (NMMU)

SCHOOL OF ENVIRONMENTAL SCIENCES

Director of School	Dr D R du Preez BSc (Wits), BScHons (Wits), MSc (UPE), PhD (UPE)

Department of Agriculture and Game Management

Head of Department (Acting)	Ms L Kant (Acting) NDip GRM, BTech GRM (NMMU), PDBA (Mandela Uni)
Secretary	Ms J C Koen

Summerstrand North Campus

Lecturers	Ms P Cingo BSc (WSU), BScHons (Wits), MSc (Wits)
	Ms J Ferreira NDip GRM, BTech GRM, MTech GRM (NMMU)
	Ms L Kant NDip GRM, BTech GRM (NMMU), PDBA (Mandela Uni)
	Dr M Khapayi NDip (Agric) (NMMU), BTech (Agric) (NMMU), MTech (Agric) (NMMU), DTech (Agric) (Mandela Uni)
	Dr T M Pittaway NDip (Agric) (PET), BTech (Agric) (PET), MTech (Agric) (PET), DTech (Agric) (NMMU)

Department of Botany

Head of Department	Dr P Steyn PhD (UPE), PrSciNat
Secretary	Ms J Hadwen

Summerstrand South Campus

Professors	Prof JB Adams BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat
Associate Professor	Prof AJ Potts BSc (UCT), BScHons (Wits), MSc (UPE), PhD (UPE)
Senior Lecturers	Dr PT Gama BSc (Shaw Un), MSc (NCSU), PhD (NMMU)
	Dr M Rauwane PhD
	Dr P Steyn PhD (UPE), PrScinat
Lecturer	Ms P Lithauer HDE (UPE), BSc (UPE), BScHons (UPE), M Agric (US)

Department of Geosciences

Head of Department	Dr A H de Wit MA (UFS), Masters in Environmental Management (UFS), DPhil (UPE)
Secretary	Mrs Z Goldman

Summerstrand South Campus

Professors	Prof M J de Wit PhD (Cantab)
	Prof V Kakembo MSc (RU), PhD (RU)
Associate Professors	Prof M Doucouré (Managing Director – AEON), Doctorate (Univ. Paris-7/France), Engineer (INH/Algiers)

Senior Lecturers	Dr G Mahed Bsc (UWC), MSc (UWC), PhD (NMMU)
	Dr P Q Siyongwana BA (Unitra), BEd (Unitra), BAHons (UNISA), MA (UPE), PhD (UPE)
Lecturers	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)
Senior Technician	Vacant
Laboratory Technician	Mr W Deysel
Missionvale Campus	
Lecturers	Ms D Ah Goo BAHons (RU), HDE (PG) (UPE), MA (NMMU)
	Ms S Slamang BScHons (NMMU)
Department of Zoology	
Head of Department (Acting)	Mr MJ Potgieter BSc, BScHons, MSc (NMMU)
Secretary	Ms Y Belani-Jonga Office Management and Technology, BTech Management (NMMU)
Summerstrand South Campus	
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	Prof NA Strydom BSc, BScHons, MSc (UPE), PhD (RU)
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	Dr GM Rishworth BSc, BScHons, MSc (NMMU), PhD (Mandela Uni)
Lecturer	Mr MJ Potgieter BSc, BScHons, MSc (NMMU)
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Laboratory Technicians	Ms B Peters NDip (Anal Chem), BSc (UCT), BScHons (RU), MSc (SU)
	Mr M Mpinga BSc (WSU), BScHons (UKZN), MSc (Mandela Uni)
Laboratory Assistants	Mr C Bloemetjie
	Mr S Levack
	Ms N Mabula

SCHOOL OF NATURAL RESOURCE SCIENCE AND MANAGEMENT

George Campus	
Director of School (Acting)	Prof J H Louw (Acting) PG Dipl. Terrain Evaluation (PU for CHE), BScHons Forestry (US), MSc (Forestry) (US), PhD (Wits)
Administrative Assistants	Ms K Jagernath (Secretarial: Office Mgt)
	Ms S Roets (Secretarial: Office Mgt)

DEPARTMENT OF FORESTRY

Forestry Programme	
Head of Department	Mr C F Pool NDip (Forestry) (PET), Cert (Labour Rel)

	(UP), Dip (Ter Ed) (UNISA), BTech (Forestry) (PET), MTech (Forestry) (NMMU)
Associate Professors	Prof K Little BScHons (Geography) (UN), HDE (UN), PhD Botany (UN)
	Prof J H Louw (Acting) PG Dipl. Terrain Evaluation (PU for CHE), BScHons Forestry (US), MSc (Forestry) (US), PhD (Wits)
Senior Lecturer and Programme Leader	Mr M Ramantswana NDip, BTech (Forestry), MTech (Forestry) (NMMU), PhD (Forest Science) (UP)
Lecturer	Ms T Mapeto NDip (Forestry) (Zimbabwe College of Forestry), BTech (Forestry) (NMMU), MTech (Forestry) (NMMU), PhD (Nature Conservation) (Mandela Uni)
	Mr S J van Zyl NDip (Forestry) (NMMU), BTech (Forestry), MTech (Forestry) (NMMU)
	Ms S Msweli NDip, BTech (Nature Conservation), MSc (Nature Conservation) (Mandela Uni)
Wood Technology Programme	
Lecturer and Programme Leader	Mr R Müller BSc (Wood Science) (US), BEng (Mech) (US), MSc (Wood Science) (US)
Lecturer	Vacant
Bachelor of Science Honours in Natural Resource Management Programme (Forestry)	
Lecturer and Programme Leader	Mr SJ van Zyl NDip (Forestry) (NMMU), BTech (Forestry), MTech (Forestry) (NMMU)

DEPARTMENT OF AGRICULTURAL MANAGEMENT

Agricultural Management Programme

Head of Department and Senior Lecturer	Mrs L du Preez BSc (Agric) (UFS), BSc (Agric) Hons, MSc, MBA (UFS)
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), BSc Hons (Agric) (UFS), MSc (Agric) (UFS), MBA (UFS)
	Mr A Gresse BSc (Agri: Animal Science) (UP), MSc (Agri: Animal Science) (UP)

DEPARTMENT OF NATURE CONSERVATION

Nature Conservation Programmes

Head of Department	Dr A Coetzee BSc (Biodiv & Eco) (US), BSc Hons Botany, (US), PhD (Botany) (US)
Associate Professor	Prof A Venter Dip (Nature Cons) (TSA), BTech (Nature Cons) (PET), MTech (Nature Cons) (NMMU), PhD (UKZN)
Senior Lecturer	Dr AG Schmidt BSc (UN), BScHons (Wildlife Mgt) (UP), MSc (Wildlife Mgt) (UP), PhD (Zoology) (NMMU)
	Dr RR Malgas BSc (Archaeol & Env & Geo Sc) (UCT), BSc (Hons) (Archaeol & Env & Geo Sc)

	(UCT), MSc (Botany) (UCT), PhD (Conservation Ecology) (US)
	Dr T Kuiper BSc (Math Stat & Zoo) (RU), BSc (Hons) (Zoo) (RU), Msc (Biodiv Cons) (Oxford), PhD (Conservation Science) (Oxford)
Lecturers	Mr W Matthee Dip (Nature Cons) (NMMU), BTech (Nature Cons) (NMMU), MSc (Botany) (NMMU)
	Dr JG Sekonya BEnvM (UNIVEN), MPhil (Env, Soc and Sust), PhD (Env & Geo, Sciences) (UCT)
	Dr A Coetzee BSc (Biodiv & Eco) (US), BSc (Hons) (Botany) (US), PhD (Botany) (US)

Registered Entities

Telkom Centre of Excellence Smart Unit

Head	Prof J L Wesson BCom (UPE), BComHons (UPE), MCom (UPE), PhD (UPE), MIITPSA, MICSIT
Vice-Head	Dr D Vogts BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
Administrative Assistant	Mrs D E van der Walt Dip (Education) (PECE), Cert in Org and Work Study (Tech Pta)

Centre of Expertise in Forecasting

Director	Prof I N Litvine MSc (Kiev State Shevchenko Univ), PhD (Kiev State Shevchenko Univ)

Centre for African Conservation Ecology

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Deputy Director	Vacant
Staff	Prof E Campbell BSc (US), BScHons, MSc, PhD (UPE)
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	Dr A G Schmidt BSc (UN), MSc (UP), PhD (Mandela Uni)
	Dr S L Wilson BSc, BScHons, MSc, PhD (UPE)
Administrator	Vacant

Centre for High Resolution Transmission Electron Microscopy

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	Mr W E Goosen MSc (NMMU)
	Dr A Janse van Vuuren PhD (NMMU)
	Ms M Kolver NDip (FIS) (NMMU)
	Prof ME Lee MSc (UPE)
	Dr G Marx PhD (Mandela Uni)
	Mr NW Mfuma NDip (Mech Eng) (Vaal)
	Prof JH Neethling PhD (UPE)
	Dr S Ngongo PhD (NMU)
	Dr NS Nyembe PhD (NMU)
	Dr JH O'Connell PhD (NMMU)
	Dr VNT Vilane PhD (UCT)
Research Associate	Prof JAA Engelbrecht PhD (UPE), MAcad, PrSciNat

Institute for Coastal and Marine Research (CMR)

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	Dr M Gouws DTech (Chemistry) (NMMU)
	Mr P Grant MSc (Applied Science: Chemistry) (UP)
	Ms L Hamilton NDip Analytical Chemistry (PET)
	Mr D Hislop NDip Telecommunications
	Dr C Kampman PhD (Chemistry) (NMMU)
	Ms P Nyabasa BSc (Life Sciences) (UNISA)
	Mr P Van Zyl HC (Agriculture) (Glen College)

Sustainability Research Unit (George and Summerstrand South)

Head: George Campus	Prof H Fritz, CNRS (Mandela Uni), MSc Population Biology (UPMC Paris), PhD Ecology (UPMC, Paris)
Administrative Assistant: George Campus	Mrs J Ackermann (Mandela Uni)
Research Associates (George Campus)	Dr C Guerbois PhD (MNHN Paris)
	Dr V Rougeron PhD (Univ. Montpellier)
	Dr F Prugnolle (Uni. Montpellier)
	Adj Prof D Roux PhD (UJ)
	Dr I Smit PhD (Wits)
Research Associates	Dr J Nel PhD (UCT)
	Dr P Novellie DSc (UP)
	Prof J Adams PhD (UPE)
	Dr J Dabrowski PhD (UP)
	Dr JM Dabrowski PhD (UCT)
	Prof O Pays-Volard PhD (Univ. Toulouse) *
	Dr P-C Renaud PhD (Univ. Toulouse) *
	Dr M Valeix PhD (UPMC Paris) *
	Dr E Dube PhD (Fort Hare)
Mandela Uni Members of SRU	Dr T Mapeto PhD (Mandela Uni) *
	Dr Rhoda Malgas PhD (Stellenbosch)*
	Dr Tim Kuiper PhD (Oxford)*
	Prof P Vrancken LED (Brussels), LLM, LLD (UCT)
Emeritus Professors	Prof C Fabricius PhD (UCT)
	Prof R Fincham PhD (Rhodes)

Research Fellow	Dr S Cullinam-Cook PhD (UJ)
Post-doctoral Fellow	

ACADEMIC SUPPORT STAFF

ENGAGEMENT AND TRANSFORMATION

Engagement Office

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Senior Manager: Engagement Information and Development	Dr B du Plooy NDip (PRM) (PET), BA, BAHons *(cum laude)*, MA *(cum laude)*, DLitt et Phil (UNISA)
Manager: Career Services	Ms T Dissel NDip (Log Mgt) (NMMU)
Administrative Assistant	Mr P J Steyn
Senior Manager: Continuing Education	Mrs Y M August Dip (GN, Mid, Psych, CHN) – Charlotte Searle Nursing College in Association with UNISA, PG Dip NE (US), MBA (NMMU)
Senior Short Course Co-ordinator	Ms F Qangule ND Commercial Administration (PE Technikon), BA Hons (Group Dynamics) (NMU)
Short Course Co-ordinator	Mrs N M Domingo NDip (PRM) (Varsity College, PE), BTech (PRM)(NMMU)
Senior Co-ordinator: Career Services	Mrs AN Jooste NDip(PRM), BTech (PRM)(NMMU)
Co-ordinator: Career Services	Ms NL Gqirana NDip (PRM), BTech (PRM), BAHons (Corporate Communication) (NMMU)
Senior Manager: Hubs of Convergence	Mrs O Soga BA Development Studies, PGDip (Maritime Studies), MA Development Studies (NMU)

Transformation

Director	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)

Centre for Advancement of Non-Racialism and Democracy

Director	Prof BR Mngomezulu BPaed (UNIZULU), SSTD (UNIZULU), BA Hon (History) (UWC), BA Hon (Political Science) (UWC), MA (UWC), MA (UNISA), MA (Rice University, Texas, (USA), PhD (Rice University, Texas, USA).
Senior Researcher and Associate Professor	Prof C van der Westhuizen BA (RAU) MPhil (UPE) DPhil (UCT)
Senior Manager: Advocacy, Education and Training	Mr S Stuurman BA, PGDIS, MA (Rhodes University
Administrator	Ms BP Scott BA, BAHons (UPE)

Centre for Woman and Gender Studies

Director	Dr B Magoqwana BSocSc, BSocScH, MSocSc, PhD (RU)
Senior Professor and NRF SARCHI Chair on African Feminist Imagination	Prof PD Gqola BA (English Literature) (UCT), BAHons, MA (UCT), MA (*cum laude)*, Colonial and Postcolonial Literature), (University of Warwick), DPhil (*magna cum laude*) (Ludwig-Maxmilians-Universität München, Germany)

Administrative Assistant	Ms W Adams
Research Associate	Dr N Motsemme BA (UCT); BAHons (UCT), MA (Sussex University, UK), DLitt et Phil (UNISA)
Visiting Professor	Prof Z Matebeni BA (NMU), BAHons, MA(UP), PhD (Wits)
Student Assistants	Ms N Manye BA, BAHons (Mandela Uni) Ms A Mxalisa BA, BAHons, MA (Mandela Uni) Mr S Tau BA, BAHons (Mandela Uni) Ms Y Jubase BA (Mandela Uni) Ms V Gwam BA (Mandela Uni) Ms T Buthelezi BAHons (Mandela Uni)

Critical Studies in Higher Education Transformation

Chair	Prof A Keet BA, HDE, BEd, MEd (UWC), PhD (Edu Mang, Law and Policy) (UP)
Senior Manager	Dr JB du Preez BA MCC (NMMU), BA Hons Eng Lit (NMMU), MA Eng Lit, PhD Lit Studies(Rhodes)
Honorary Professors	Prof J Enders PhD University of Kassel) Lord PG Hain BSc (University of London), MPhil (University of Sussex) Prof T Manuh LLB (University of Ghana), LLM (University of Dar es Salaam), PhD (Indiana University) 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 M Singh BA (UNISA), Bed (Natal), Med, Ded (UNISA) 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 L Bank BA, MA, PhD (UCT) Prof DZ Belluigi BFA, MFA, Med (Rhodes) PhD (Kingston University) Prof N Duncan BA, BAHons, (UWC), MClinPsych (Montpellier), PhD (UWC) 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 SM Khoo BA (UCL), MA (NUL, Galway), PhD (QU, Belfast) Prof P Lalu BA, BA Hons (UDW), MA (UWC), PhD (University of Minnesota)

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)
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Prof FL Tibbitts BA (Harvard-Radcliffe), MPP (Harvard Kennedy School), MEd (Harvard GSE), DPhil (Political Science) (Otto-von-Guericke-Universität Magdeburg)
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Prof SN Nyeck BA (Swarthmore College, USA), PhD (Political Science) (UCLA)
Prof L Powell BA (UCT), BAHons (UWC), MPhil (UCT), PhD (University of Nottingham)
Dr Y Seleti BA.Ed, MA (University of Zambia), PhD (Dalhousie University)
Dr M Williams BCom, BCom Hons (Vista), MBA (PU for CHE), PhD (NMU)

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Dr JC Botha BA Hons (UNISA), MA (Stellenbosch), DEd (UNISA)
Dr M Cele Bed (UKZN), MPhil (Stellenbosch), PhD (UWC)
Dr CS Dumangane BA (Binghamton University), JD (American University), MSc, PhD (Cardiff University)
Prof MW Hughey BA (University of North Carolina at Greensboro), MEd (Ohio University), PhD (Sociology) (University of Virginia)
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)
Mr L Staphorst BA MCC (NMMU), BAHons Afrikaans Lit, BAHons Afrikaans Lit, BAHons Linguistics, MA Linguistics (NMU), MA Philosophy (UWC), MSc African Studies (University of Oxford)

Professional Associates

Mr L Buku BA, PGDip (Media Mang) (Rhodes), PGDip (EMSDI) (UP), MA (UFH)

Centre for Integrated Post-School Education and Training

Director	Vacant
FET Researcher	Vacant
Administrative Assistant	Mrs A Jeftha

HIV/AIDS Research Unit

Director	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)
Secretary	Ms A van der Merwe BA (UOFS)
Senior Researcher	Vacant

Research Chair- Youth Unemployment, Employability and Empowerment

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

LEARNING AND TEACHING COLLABORATIVE FOR SUCCESS (LT COLLAB)

Dean of Learning and Teaching	Dr P Kota-Nyati BA(Vista), BAHons, MA Couns Psych (UPE), DPhil (Mandela Uni)
Executive Secretary	Ms V Bosch Advanced Diploma Business Studies, HR (Mandela Uni)
Director	Ms T Jones BPsych, BAHons (UPE), MA (Psych) (RU), MA (Ind Rel) (NMMU)
Secretary	Vacant
Administrative Coordinator	Mr S Milborrow BA, BA Hons, MA (Afrikaans & Dutch) (NMU)
Senior Researcher: Student Success	Ms CL Davies BA,BAHons, MA (Psych) (UPE)
Senior Researcher: Student Success	Vacant
Student Success Coach	Ms V Ndita BPsych (Counselling) (NMMU)
Student Success Coach	Dr EJ Oakes BA, BAHons, MA (Couns) (UPE), DPhil (Psychology) (Mandela Uni)
Student Success Coach	Ms U L Silo BA, BAHons, MA (Psych) (UWC)
Student Success Coach	Mrs K Hurter BPsych (Couns) (UPE), MA (Couns) (NMMU)
Student Success Coach	Ms T-A Jones BPsych, BAHons (UPE), MA (Psych) (RU), MA (Ind Rel) (NMMU)
Student Success Coach	Ms M van Rooyen (Saaiman) B Psych (Couns) (NMMU)
Student Success Coach	Vacant
Student Success Coach (George Campus)	Ms Z Mdiya BSocSci (Psych & Organisational Psych) (UCT), BSocSciHons (Psych) (UKZN), MSocSci (Counselling Psych) (UFH)

Senior Learning Developer (Supplemental Instruction	Ms R Plaatjes BAEd (UPE), MPhil (Christian Studies) (NMMU)
Learning Developer (Supplemental Instruction)	Mr F de Vega BA, BAHons (UPE), BAHons (Psych) (NMMU)
Senior Learning Developer	Mrs M Brophy BAHons (SW) (UPE), MSW (NMMU)
Learning Developer	Ms S Greeff BA (UPE), BAHons (UNISA), MEd (NMMU)
Associate Lecturer Academic and Life Skills Management (South Campus)	Ms G Coetzee de Vos BA, HDE (UPE), BEdHons (Potch), MEd (NMMU)
Associate Lecturer Academic and Life Skills Management (North Campus)	Mr M Keyter Psych Hons (UNISA)
Associate Lecturer Academic and Life Skills Management (2nd Avenue)	Ms L Smith BAHons (UPE)
Associate Lecturer Academic and Life Skills Management (George Campus)	Dr P Kitching BPsych, MA (Psych), PhD Psych (NMMU)
	Mr S Moripe Bed, BEdHons, Med (UP)
	Academic Literacies Writing Practitioner (2nd Avenue Campus)
	Mr G Fransman BA, BAHons, MA (UWC)
Academic Literacies Practitioner (South Campus)	Ms L Mostert BA, BAHons (UPE), PGCHE, MA (NMMU)
Academic Literacies Practitioner (George Campus)	Vacant
Academic Literacies Practitioner (Missionvale)	Mr A Mhlahlo Cert (UCT), BSocSc (UCT), BAHons (UWC), PgDip (Stell), MPhil (Stell), MA (Rhodes)
Co-ordinator: First Year Success	Ms ZSP Magele Dip Public Relations Management (Mandela Uni)
Practitioner: First Year Success	Mr S Mazondwa NDip Journalism (NMU), Adv Dip Public Relations (WSU)

Teaching Excellence

Teaching Development Unit

Director	Dr MN Toni Senior Primary Teachers Diploma (SPTD) (Cape College of Education), BPrimEd (UPE), BEd (UPE), MEd (UPE), DEd (NMMU)
Secretary	Ms KA Grobler NDip Office Adm(PET)
Senior Academic Developer: George Campus	Dr C Champion Secondary Teachers Diploma (Griffiths Mxenge College), Further Dip Education Management (RAU), BEconomics, BComHons (UFH), MEd (NMMU), DBA in Higher Education Management (University of Bath)
Academic Developer: Foundations of Learning and Teaching	Ms MP Mohlakoana BA Psychology and Communication Sciences, BA Hons Psychology, PGCE (UNISA),
Academic Developer: Curriculum and Learning Design	BAHons (UPE), MA (English) (NMMU), PGDTE (UNISA), PG Dip in HE Academic Development (Rhodes)
Academic Developer: Language and Academic Literacies	Vacant
Administrative Assistant: Teaching Evaluations	Ms N Nzenze Secondary Teaching Diploma (Griffiths Mxenge College)
Ms A Olsen BA (Psych),	

	Ms V Ndayi BA (Media, Communication and Culture), BAHons (Corporate Communication) (NMMU), MA (Media Studies) (Mandela Uni)
Academic Developer: George campus	Dr J Alexander Dip Ed (Hewat College), Higher Dip Ed (Hewat College), BEd (UCT), MEd (UCT), DEd (CPUT)

Quality Advancement Unit

Director	Dr MR Sibuqashe, STD (Technical) (Algoa College), BTech: Education Management (Pretoria Technikon), MTech: Education (TUT), PhD: Education (Mandela Uni)
Quality and Academic Planning Co-ordinator	Ms XP Faku NCertificate (Information Technology and Computer Science) (PE College), NDip (Human Resources Management) (Mandela Uni), Advanced Dip (Human Resources Management) (Business Studies) (Mandela Uni), BCom Hons (Labour Relations) (Human Resources) (Mandela Uni)

Senior Quality Consultant	Vacant
Quality Consultant	Vacant

Academic Planning Unit

Director	Vacant
Senior Manager	

Digital Learning Experience Design and Innovation

Director (Acting)	Mr ML Swanepoel BTech (Graphic Design) (PET), MTech (Entrepreneurship)(NMMU)
Secretary	Ms S Sheldon Dip (HRM) (Damelin)
Senior Learning Experience Designer	Mrs E Waring BTech (GD) (NMMU)
Learning Experience Designer: Design	Mr B Meyer NDip (GD) (NMMU), BA (GD) (CPUT)
Learning Experience Designer:Technology	Ms K Terblanche NDip (FIS) (NMMU), PDBA (NMMU)
Photographer	Mrs L Bower NDip (Photopgraphy) (PET), BTech (Photography)(Mandela Uni)
Learning Technologist	Mr A Thuo BCom (Economics & Stats), Masters in Dev Studies (Mandela Uni)

Emthonjeni Student Wellness

Director	Ms N Ntlokwana BEd, BAHons (Vista), MA (Couns Psych) (NMMU)
George Campus	
Senior Psychologist	Vacant
Psychologist	Vacant
Administrative Officer	Ms I Joshua, BA General (UNISA)
North Campus	
Senior Psychologist	Ms M Paledi BA Psych (UJ), BAHons (Psych) (WITS), MA Psych (WITS)
Psychologist	Ms B Hempe BA (UP), BSocSc Hons Gen Psych (UKZN), MA Community-Based Psych (WITS)
Registered Counsellor	Ms S Dlamini BPsych, PGDip Maritime Studies (Mandela Uni)
Administrative Assistant	Ms R Mosia BA (MCC), BAHons Corporate Comms (NMMU)
Second Avenue Campus	
Senior Psychologist (Acting)	Ms L Rulashe-George BA SW (UFH), BAHons (Psych) (UFH), MA (CounsPsych) (UPE)
Psychologist	Ms N Ndlovu BPsych (NMMU), MA (Couns Psych) (UP)
Administrative Assistant	Ms SL Graham NDip (PET)
South Campus	
Senior Psychologist	Dr GP Mitchell BPsych, BAHons (Psych) (UPE), STB (Angelicum), MA (Clin Psych) (NMMU), PhD (Mandela Uni)
Psychologists	Ms S Bikwe BAHons (Psych) (Mandela Uni), MA Couns Psych (Rhodes)
	Mr A Vawda BA, BAHons (Psych), MA (Couns Psych) (NMMU)
	Vacant
Registered Counsellor	Ms L Dingiswayo BPsych (NMMU)
Research Psychologist	Dr DL Gradidge BA, BAHons (Psych) (UPE), PhD (Mandela Uni)
Secretary	Ms MH Sharp NDip (PET), BTech (NMMU)
Missionvale Campus	
Senior Psychologist	Ms S Pietersen BA (Psych), BA Hons (Psych), MA (Couns Psych) (NMMU)
Administrative Assistant	Ms L van Wyngaardt ND Mgt (NMMU), BA Psychology (Mandela Uni)

RESEARCH INNOVATION AND INTERNATIONALISATION

Innovation Office

Director	Vacant
Departmental Secretary (Acting)	Ms Y Mwanda
Technology Transfer Manager	Vacant
Business Development Manager	Vacant

Research Development

Director	Dr P Mensah BScHons (Chemistry), MSc (Chemistry), PhD (Chemistry) (UCT)
Secretary	Mrs A Denakie
Research Manager	Mr I Khan BSc (NMMU)
Ethics Manager	Ms S Shezi
Internal Scholarships Coordinator	Vacant
Postgraduate Administrative Officer	Ms T Mnonopi BA (Psych), BAHons (Group Dynamics) (NMMU)

Research Support and Management

Director	Dr P Mathapo
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	Vacant
Research Officers	Vacant Mrs C van Leeve NDip (IT) (UNISA)
Assistant Research Officer	Ms ME Maqhubu BA, BA Hons (Social Anthropology) (WITS)

Mandela International Office

Senior Director	Prof J Peter BAHons, Education (HED), MM, DPhil (UP)
Personal Assistant	Ms A Xanti
Manager: International Student Finance	Vacant
Manager: International Partnerships	Vacant
Study Abroad and Exchange Co-ordinator	Vacant
Public Relations, Events and International Visitors Co-ordinator	Vacant
International Student Administrator	Vacant
Postgraduate International Student Administrator	Vacant
Information Centre Co-ordinator	Vacant
International Student Accounts Finance Officer	Ms J Bezuidenhout BTech (CMA) (NMMU), MTech (CMA) (Mandela Uni)
International Student Accounts Finance	Vacant

International Student Administrator	Vacant
Data Capturer	Vacant
Marketing and External Communications Co-ordinator	Vacant
Short Programme Co-ordinator	Vacant
Outgoing Study Abroad Co-ordinator and Assistant Short Programme Co-ordinator	Mr J van Rensburg BCom (Acc) (NMMU)

English Programme Co-ordinator	Vacant
Digital Media Co-ordinator	Vacant

Library and Information Services

Director	Mr L Reid NDip (IT) (UNISA), PGDip (Arch) (UFH), LEAP (NMMU), MMDP (NWU), MLIS (UFH)
Secretary	Vacant
Financial Officer	Ms Z Ajam NDip (PET)
South Campus	
Deputy Director: Bibliographic Services	Ms N Bell, BTech (LIS) (UNISA), HONS BINF (UNISA), PGDip (Arch) (UNISA), MIT (UP)
Senior Librarian: ERM	Ms R Abrahams NDip (Admin Mgt: Finance), BINF (UNISA), BINF Honours (UNISA)
Senior Librarian: Cataloguing	Ms P Nongxa-Tokoyi ND: LIS (CapeTech), HONS BINF (UNISA)
Librarians: Cataloguing	Ms N Mqotsi (B.Bibl) Bachelor in Library and Information Science Post Graduate Diploma in Archive and Records Management Ms S Nyendwana Bachelor of Library and Information Science (UFH), Bachelor of Library and Information Science (Hons) (UFH) Ms S Mtshoniswa Bachelor of Library and Information Science Ms P Tube BTech (LIS) (UNISA), HONS LIS (UKZN)
Librarian: Pre-Cataloguing	Ms V Bussy BA (Translation) (RU), Public Relations and Communications (PET)
Librarians: ERM	Mr B Bido BTech (IT) Ms C Seanago Bachelor of Library and Information Science (Univ of Limpopo) Bachelor of Library and Information Science (Hons) (UKZN)
Senior Librarian: Acquisitions	Mr L Matabeni Bachelor of Library and Information Science (UFH), Bachelor of Library and Information Science Hons (UFH)
Librarian: Monograph Acquisitions	Mr K Mnyazi Bcom Accounting (UFH), Bcom Honours in Taxation (UFH), Advanced Diploma in Accounting Sciences (UNISA)
Assistant Librarian: Orders Monographs	Ms S Share
Assistant Librarian: Serials Orders	Ms K van der Westhuizen
Library Assistant: Receipts Monographs	Ms N K Penny
Library Attendants: Processing	Mr M Ndabeni Ms N Mantewu
Deputy Director: Circulation Services	Ms Z N Makrwede Primary Teacher's Cert, Dip (Sec Educ), BA (Ed), PG Dip (Library Studies) (UNITRA), M (LIS) (Natal)
Senior Librarian: Circulation	Ms M M du Plessis NDip (LIS), BTech LIS (PET)
Librarian: ILL	Ms L C Ngabase NDip (LIS) (PET), Programme in Business Management (UNISA)
Assistant Librarian: ILL	Ms Z Bob BAHons (UPE)
Library Assistant: IBL	Ms S Magopeni
Librarian: Customer Services	Ms B B B Ntsiko Cert (Ess of Strat Mgt) (RU), NDip

	(LIS) (PET), MA (Dev Studies) (NMMU)
Library Assistants: Circulation	Vacant
	Ms X G Mafana
	Ms H Spamer Educ Dip (BOK)
	Mr J V Buchner
Library Assistants: After hours	Mr F Hendricks
	Ms N Maqhosha Advanced diploma in Business Studies: Tourism Management (Mandela Uni)
	Ms R Peters
	Ms E Plaatjies
	Mr W Scheepers
Library Assistant: Photocopier, Cash Officer	Ms X Martin NDip (HR) (NMMU)
Library Assistants: Multimedia	Mr V Khumalo
Co-ordinator: Shelving	Ms N Sontsonga BBibl (Fort Hare)
Shelver/Messenger	Vacant
Shelvers	Mr M Dywili BA in Media, Communication and Culture (Mandela Uni)
	Ms Ntantiso
	Vacant
Deputy Director: Information & Training	Vacant
Senior Librarian: Information and Faculty Librarian Science	Ms D Gerber NDip (LIS), BTech (LIS) (PET), HON INF (UNISA
Senior Librarian: Training & Faculty Librarian: Education	Mr M Tame B.Bbl (UNISA)
Faculty Librarian: Humanities	Ms J Esau BTech (LIS) (PET), BBibl (UWC), BINF HONS (UNISA)
Faculty Librarian: Business & Economic Sciences	Mr G V Mhlontlo BTech (LIS) (PET)
Faculty Librarian: Health Sciences	Ms N Bavuma NDip (LIS) (PET), Cert (Archiv Studies) (UNISA)
Faculty Librarian: Law	Ms S Nyaningwe NDip (Educ), BEdHons (UPE), MEd (NMMU), B Info (UNISA); B. Bibl.Hons (UKZN)
Librarian: Training	Ms H van der Sandt BBibl (US)
Information Librarian	Ms F Blignaut NDip Library and Info Services (PET)
Training Librarian	Ms A Joubert Higher Cert (LIS) (PET)
Assistant Librarian Information Services	Mr I J Samuels
Library Assistants: After hours	Vacant
	Mr M Makananisa BTech Public Management (Mandela Uni)
	L Valentine
Deputy Director: Library Information Systems and Digital Applications	Vacant
Senior Librarian: Systems	Ms M D Minnaar BA (UCT), HDL (Natal)

Web Administrator	Ms B Ramollo NDip (IT) (SD) (NMMU)
Business School	
Librarian: Business School	Ms TM Solundwana BA (Information Science & Industrial Psych) (UNISA), Bachelor of Information Science Honours (UNISA)
Second Avenue Campus	
Branch Librarian	Vacant
Senior Librarian: Circulation	Vacant
Information Librarian	Vacant
Library Assistants: Circulation	Ms S N Faku NDip HR Management (Mandela Uni), Advance Diploma in TVET (Mandela Uni)
	Mr C Marais NDip HR Management (NMMU)
	Ms L Mlumbi
Library Assistant: After hours	Mr Z Nombande Dip Management (NMMU), BTech in Management (NMMU)
George Campus	
Branch Librarian	Vacant
Librarian	Ms L N Magoso LIS Hons (UKZN), Arts and Archival Science Hons (UNISA), BINF(UNISA) Higher Cert. ARM (UNISA)
Assistant Librarian	Mr W Kesa BBIbl (UFH), LIS Hons (UFH)
Library Assistants: After hours	Ms J Alexander
	Vacant
North Campus	
Branch Librarian	Ms C Mlahleki BTech LIS (PET), BTech Quality (NMMU)
Faculty Librarian: Engineering, the Built Environment & Information Technology	Ms F Nombande Sen Teachers Dip(Griffiths Mxenge Training College) BA (UPE), HON INF (UNISA)
Information Librarian	Ms P Kuse NDip (HR) (NMMU), BINF-Bachelor of Information Sciences (UNISA)
Library Assistants: Circulation	Ms A J W Matroos
	Ms B Tshetsha NDip (HR) (NMMU)
	Ms R van Niekerk
Library Assistant: Multimedia	Ms S Kolver
Shelver	Ms C Sopangiso
Missionvale Campus	
Branch Librarian	Ms N Mtshizana BBIBL (UNITRA), BBIBL Honours (UWC), PDP for Library & Information professional (UP)
Faculty Librarian: Extended Programmes	Ms M Breda NDip, BTech (PET), BAHons Info Science (UNISA)
Librarian: Information	Ms K P Ngcuka NDip (LIS) (PET)
Library Assistants: Circulation	Ms F Jacobs NDip Management (NMMU)
	Ms A Kriga
	Mr E B Reid
Shelver	Vacant
Library Assistants: After hours	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

Senior Director	Prof HJ Nel BA (*cum laude)*, BAHons, MA (*cum laude*), DPhil (UPE)
Portfolio Operations Manager	Vacant

Strategy Intelligence and Data Analytics (SIDA)

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

Institutional Research and Reporting

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

ADMINISTRATIVE AND SUPPORT STAFF

INTERNAL AUDIT

Senior Director	Dr 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), DPhil (Accounting) (Mandela Uni)
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	Mr L Lokwe: NDip Public Management and Administration, B Tech Public Management (NMMU), MBA (TUT), MSc Information Systems Management (Roehampton University-London)
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 APMGInternational; ITIL Foundation Certification APMGInternational; 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	Vacant

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 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

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

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

Information Systems and Development

Director: Information Systems and Development	Ms F Kula National Diploma: Information Technology (DUT), BTech: Information Technology, Software Development (TUT), Executive Leadership Certificate (NWU)
Deputy Director: Senior Specialist: Business Analyst	Mr G J Saunders BCom (Rat), BComHons, MCom (UPE), MIITPSA

Blended Learning Support Systems

Senior System Engineer: Blended Learning	Mr S Meyer NDip (Elec Eng) (PET), BTech (IT), MTech (IT) (NMMU)
Systems Engineer: Blended Learning	Mr F Abrahams

Business Analysts

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

Business Applications and Development

Deputy Director: ERP/MIS Development	Mrs D Els BScHons (RU), MTech (IT) (NMMU)
Analyst/Programmers	Mr S Bhengu (IT) Mrs A du Preez BTech (IT) Mr C Madyosi (IT)

Web Systems & Development

System Engineer: Web Systems and Development	Mr R Sitshetshe NDip (IT) (CPUT), BTech (Quality) (CPUT)

COMMUNICATION AND MARKETING

Senior Director	Dr L Jacobs BA Communications (Fort Hare), BA Hons Communication (Fort Hare), Masters in Journalism and Media Studies *(cum laude)* (Rhodes), PhD in Journalism and Media Studies (Rhodes)
Executive Secretary	Mrs S Adams BHMS (NMMU), Office Administration (Damelin), Business Management Programme

	(Mandela Uni Business School) Professional Member Certified Office Manager (OPSA)
Director Communication and Marketing	Ms P Gower BA (Natal University), BJournalism Hons (Wits), Postgraduate Diploma in Marketing Management (MM), Masters in Science Communication (Stellenbosch)
Secretary	Ms K Williams NDip Public Management, BTech Public Management (Mandela Uni)
Communication	
Deputy Director: Communication and Marketing	Mr S Mbuku ND Public Relations Management (CPUT), PGD in Management (UCT), Master of Philosophy in Strategic Communication (UP)
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 Ngwendu BA (Media, Communication and Culture) (NMMU)
Events	
Campus Events Manager	Vacant
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)
Student Recruitment Specialist: School Leaver Market	Mr PB Botha NDip (Journ) (NMMU) Adv Dip (PR) *(cum laude)* (Mandela Uni)
Student Recruitment Specialist: School Leaver Market (Rural)	Mr N Mlonzi NDip (Marketing), BTech (Marketing)(CPUT),Cert(Financial Management) (BCC TVET), Postgraduate Diploma in Business Administration (PDBA) (Mandela Uni)
Student Recruitment Specialist: School Leaver Market	Ms L V Solomons BA, HDE, BAHons (UWC)
Student Recruitment Marketing Collateral Specialist	Mr BA Piater NDip (PR) *(cum laude)*, BTech (PR) (*cum laude*) (NMMU)
Student Recruitment Events Specialist	Ms N Mrara ND (Public Relations), BTech (Public Relations) (*cum laude*), BAHons Corporate Communication (Mandela Uni)
Mature and Postgraduate Students Specialist	Mr AJ Kock NDip PE College (TVET), NDip (Mkt Mng) (PET) PG Dip (Sport Management) (CIES/FIFA/NMU)
Marketing	
Deputy Director: Branding	Mrs A Olivier NDip (PR) (PET), BTech (PR) (NMMU)
Senior Marketing Communication Practitioner: Branding	Mrs M Bothma NDip (PR) (PET)

Arts, Culture and Heritage

Deputy Director: Arts, Culture and Heritage	Ms G Baillie MFA (Rhodes University)
Cultural Coordinator	Mrs M du Preez
Institutional Archives and Exhibitions Centre Curator	Ms C Grobler Dip (Bib) (Stel)
Arts, Culture and Heritage Officer	Ms N Mahlangu BA (MCC) (Mandela Uni) NDip (Journ) (Mandela Uni)
Choir Conductor	Mr R Gilmer Dip.Mus.Ed (*cum laude*) (NMMU), PGCE (Stadio), B.Mus Performance (Mandela Uni), M.Mus Performance (Mandela Uni)

Digital Communication and Marketing

Deputy Director: Digital Communication and Marketing	Mr L Gwarubana ND Information Technology, Advanced Diploma Information Resources Management, PGD Business Analysis
Digital Communication Consultant	Vacant
Social Media Consultant	Mrs K Julie NDip (Graphic Design) (NMMU)
Web Content Editors	Mr A Beba NDip (Software Dev) (DCC)
	Ms T Rayners NDip (IT Support Services) (NMMU)

INFRASTRUCTURE SERVICES AND SPACE OPTIMISATION

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

Maintenance Services

Director: Maintenance Services	Vacant
Departmental Secretary	Ms B Van Rensburg
Work order Manager	Vacant
Maintenance Administration	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(Mandela Uni)
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 Nduvane 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 D Lesch ND in Police Administration
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	Ms L Xango NDip Food and Nutrition (WSU)
Bookkeeper/Administrator	Ms L Jones Nat Diploma Marketing and Sales
Meal Management System Administrator	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 Managers	
South 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 (Mandela Uni)
Works Coordinator	Vacant
Events	
Manager	Vacant
Catering and Events Coordinator	Vacant
Shared Services	
Director: Shared Services	Mr M Mahlathini BCom (Acc) (UNITRA), MCPM (GW), PM (Hons) (USQ)
Learning and Development Consultant	Ms T Rayi BA (Psychology) (Mandela Uni), MAP (Wits Business School), Dip (HRM)
Administration Assistant	Ms T Henderson PGDip (Employment Relationship Management); BTech (HRM) (Mandela Uni))
Data Analyst	Ms Y Lupindo BCom (Information Systems and Management) (Rhodes University)
Postal Services	
Senior Manager	Vacant
Supervisor: North Campus Postal Hub	Mr SQ Erasmus
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 Mr B Kramer Mrs PO Mdila Mrs NS Plaatjie

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

Horticulture Services

Senior Manager Horticulture	Vacant
Horticultural Services: Senior Horticulturist	Mrs N Jaxa
Junior Horticulturist	Mr C Breedt ND (Forestry) (PET)
Nature Reserve Ranger	Ms E Storm (BTech Horticulture; Honors Horticulture)
George Campus Horticulturist Ms J Clark	

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), LLM (Private Law) (Stell), PGD (Labour Law Prac) (NMMU)
Secretary	Ms E Esau

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

Missionvale, Bird Street and Second Avenue Campuses

Senior Director	Ms S Masiza Adv Cert Sourcing and Supply Chain Management (UNISA) Adv Cert Quality Management (Singapore), ND in 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)

Manager: Operations Missionvale, Bird Street and Second Avenue Campuses	
Manager: Marketing and Communication Liaison	Ms K Manzini BSocSci (UCT)
Information/Receptionist	Ms B Christians
Maintenance Officer: Buildings	Mr M O'Neill
Maintenance Artisan Maintenance Services	Mr S Tyeshani

FINANCE DIVISION

Executive Director: Finance	Mr M R Monaghan Com (UPE), BComHons (UNISA), Professional Accountant (SA)
Personal Assistant	Mrs D Harris ND (Bus Man) (Tech (Free State), MDP (UFS Business School)

Management Accounting Department and Analytics

Senior Director: Management Accounting	Mr S Geqeza BCom Accounting (NMMU), BCom Honours (Accounting) (UNISA), MBA (MANCOSA) CA (SA)
Financial Assistant: Management Accounting	Mr SK Perrow NDip (Mgt) (NMMU)
Deputy Director: Management Accountant: PASS	Mr W C Leander BCom (UWC), BComHons (UNISA), Professional Accountant (SA)
Deputy Director: Management Accountant: Learning and Teaching	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 Roshan Allison NMP (USB), Business Communication Skills Programme (NMMU), VIP Payroll, Prince 2
Director: Corporate Finance	Ms N Titima BCom Hons(University of Natal), CA(SA)
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 Systems Manager	Ms F van der Merwe BCom (UPE)

Accountant Trust and Ad Hoc Payments	Mr K Mnyazi
Assistants Accountant Ad Hoc Payments	Ms M Slabbert NDip (CMA) (PET) Ms N C Xotyeni BCom (UPE), MPhil (NMMU) Ms S Mhambi NDip (FIS) (PET)
Assistant Accountant Accounts Payable	Ms NB Lottering (NDip Taxation) (Border Tech)
Senior Creditors Officer-Foreign Exchange	Ms N Prinsloo (Financial Accounting)
Senior Creditors Officer	Ms E Claasen Ms T Heunis BTech (Management) (NMMU) Mr H Jogee Ms S Van Heerden Ms M Wippenaar
Financial Officers: Creditor Reconciliations	Mr F Bruce Ms C Davids Vacant
Financial Officers: Ad-Hoc Payments	Ms B Barnard Ms S Jordaan Vacant
Financial Officer: GL Journals	Ms R de Doncker Ms M Gongxeka
Financial Officer: Business School	Ms M Vuma
Financial Officers: Research and Projects	Mrs A Botha BA (UPE) Ms R Kirby Ms C B Mkuhlu NDip (CMA) (UJ)
Senior Bank Reconciliation Officer	Ms A Chamberlain
Bank Reconciliation Officers	Ms Y Shumpa Vacant Ms D Minnie
Deputy Director: Payroll	Mr A Ramji NDip (Fin Acc) (TSA), Adv Cert Tax (RAU)
Senior Salary Officers	Vacant Ms S Teubes
Salary Officers	Vacant Ms C Moodaley Ms N Netnou Ms C Sixaso HR (Management) (Mandela Uni)
Supply Chain Management	
Director	Mr X Ben-Mazwi MCIPS (UK), CMILT (UK) MSc Procurement Logistics and Supply Chain Management (University of Salford)
Manager Procurement	Vacant
Senior Buyer	Ms Z Tutuse BCom Honours: Business Management (Mandela Uni) BCom Supply Chain and Operations Management (UNISA)
Buyers	Vacant Ms C Jewnarain NDip (Ed) (Rand Afrikaans University) Ms W Kleinbooi BTech: Logistics (Mandela Uni) & NDip Purchasing (PETech) Mr A Muller NDip (Anal Chem), BTech (Log) (Mandela Uni) Ms F Sifanele NDip: ND: Tourism Management (ML Sultan Technikon), Advanced Programme: Sourcing and Supply Chain Management (Unisa) Ms R Somiah
Stores	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 (Mandela Uni) Mr S Mtakati
Revenue Management	
Director	Mr M Mantshongo ND (Accounting) (WSU), BCom Acc (UFH), Hons Fin Acc (UNISA), Hons Monitoring and Evaluation (WITS), MA in Management (Monitoring and Evaluation) (WITS)
Revenue Management Admin Officer:	Ms N Xaluva ND HRM (Mandela Uni), Adv Dip HR (Mandela Uni), PGDip in Employment Relationship (Mandela Uni)
Deputy Director: Student Accounts	Mr S Boniwe ND Int Aud (PE Tech), BTech Logistics (Mandela Uni), MBA (Mandela Uni), Adv Business Program (Mandela Uni)
Manager: Debt Recovery	Ms R van Wyk ND (Mgt) (NMMU)
Head: Student Accounts	Ms M van Wyk
Systems Administrator: Student Accounts	Vacant
Financial Officers: Student Accounts	Ms M Bouw Dip (Bookkeeping) (Varsity College) Ms S Mashaya: BComm Accounting (Mandela Uni); Adv Dip in Accounting Sciences (UNISA) Ms E Lambrechs ND (Home Econ) (Wits Tech) Ms N Motoboli NDip (Com Adm) (PET), NDip (CMA) (NMMU) Ms KM Khoboli ND Accountancy (Mandela Uni)
Senior Financial Aid Officers; Financial Aid Financial Officers: Student Accounts	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 ND in Cost and Management, BComm Accounting Sciences,
Financial Officers: Debt Recovery	Ms Y Hamilton Ms SB Sijadu ND CMA (WSU) and BTech CMA (WSU)
Deputy Director: Financial Aid	Mr W Muller ND (Pub Admin), NHD (Pub Mgt) (PET), Cert (Adv Mgt) (PET), Cert (Adv Mgt) (US)
Manager: Financial Aid	Vacant
Senior: Financial Officers: Financial Aid	Mr F Abdulla BCom (Mandela Uni) Ms L Nombewu BCompt Management Accounting (UNISA), PG Dip (Proj Man) (Regent)
Financial Officers: Financial Aid	Ms N Gayiya ND Com Admin (NMMU), BA Hons Development (Development Studies) (Mandela Uni) Ms A Dolo BCom Business Management (Hons) (Mandela Uni) Ms JA Botha ND Exec Secr (PE Technikon) Ms Y Ferreira BTech (Management) (Mandela Uni) Ms N Thorne Financial Management (TVET) Ms F Jiba Ms R Arends ND HRM (Varsity College) Ms A Booysen
Financial Officers: Accounts Receivable	Ms C Ball ND (Management)

	Ms S Gin BCom Gen (SIPA)
	Ms A Hendricks BCom (General)
Cashier Supervisor	Mr J Cain NDip (Mgt), BTech (Mgt) (NMMU)
Cashiers	Ms S Ajam NC Banking (Bankseta)
	Ms N Ntsekisa
	Ms L Shauza NDip (HR) (NMMU)
	Ms L Sishuba NDip (Mgt) (NMMU)

HUMAN RESOURCES

Executive Director: Human Resources	Dr N Sishuba MSc Public Policy Mngt, (London Unversity, UK), MBA (South Eastern Louisiana University, USA), MAdmin (UFH); Project Mgt (Damelin), PhD
Personal Assistant	Ms M Shiyani

Senior Director: People and Institutional Capability

People & Institutional Capability Executive Secretary

Organisational Development Specialist

Dr A Anderson Higher Diploma in Education IV Secondary

First Grade (Physics, Biology, Mathematics) (Hewat Training College), BA (Honours) (Group Dynamics) *cum laude* (UPE)

MA (Sociology) (*cum laude)* (UPE), DPhil (UPE)

Mr O Bazi

Mr S Manzini ND Human Resources Management (UJ), Advance Diploma in People Performance Management (UJ), BCom Human Resources Management (UJ)

Organisational Development Specialists	Mr R Madhoo ND Personnel Management (Peninsula Technikon), National Higher Diploma Personnel Management (Peninsula Technikon), BTech Human Resources Man (Cape Technology), Management Advancement Programmes (WITS), PG Diploma in Higher Education (Vaal University of Technology), PG Diploma Employee Relations and Human Resources Management (Nelson Mandela University)
Director: Employee Relations	Mr L. Ramoroka BA (Ed) (UNW), IR Skills Development Program (UP), Post Graduate Diploma in Labour Law (UWC)
Employee Relations Specialists	Ms C Marx LLB (NMMU), Postgraduate Diploma Labour Law (NMMU)
	Ms R Syce
Deputy Director: HR Development	Mr S Tsebela
Employee Relations and HR Co-ordinator	Ms T Peerbhai
HRD Co-ordinator	Mrs L Redcliffe BTech (HRM) (NMMU)
HRCM Co-ordinators	Ms T Pyne
	Vacant
HR Admin Assistant	Mr A K Andrews BComHons (LR and HR) (*cum laude*) (NMU)
HR Equity Manager	Mrs V J Madwayi NDip (HRM), BTech (HRM) (PET)
Deputy Director: Human Capital Management	Mr L Ntiyantiya

HR Service Partners	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)
Deputy Director: HRMIS	Ms I Tserpelis BA (UPE), BAHons (UNISA)
Senior Business Analyst: HRMIS	Vacant
HRMIS Analyst and Web Administrator	Mr B McGuire
HRMIS Administration Supervisor	Ms B Nell
HR Administrators	Vacant
	Vacant
	Ms L Kondile BA (NMMU), BCom Hons (LR and HR) (Mandela Uni)
Leave Consultant	Ms E Vosloo NDip (HRM), BTech (HRM) (NMMU)
Director: Remuneration and Benefits	Mrs B Sampson GRP BA (Psych) (NMMU), PG Dip (Financial Planning) (NMMU)
Remuneration Specialist	Mrs U Leeson BTech (HR), GRP
Remuneration Coordinators	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), Dispencing.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 Ngalo ND Office Management (NMMU), PG Maritime Studies, MA Development Studies (Mandela Uni)

Student Access and Enrolment

Senior Manager: Access and Enrolment	Ms Z Mbuli BA (UNISA)
Manager Access and Enrolment Officers	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	Vacant
	Ms E du Preez BA (Psych) (NMMU)
	Mr SG Mabulu BTech (Pub Admin) (PET)
	Ms NP Mwanda
	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	Ms Z Slabber BA (UPE), BAHons (UPE)
Manager: Undergraduate Assessments	Mrs N Fumba Dip (Bus Man) (UFH), NDip (Com Adm) (PET)
Manager Postgraduate Assessments and Graduation	Ms W Mohamed NDip (HRM), BTech (HRM) (NMMU)
Assessment Consultants	Ms J Bosman
	Mr JR de Lange
	Mrs M Kemp
	Mr V Mjuza NDip (CMA) (NMMU)
	Science, MA Development Studies (NMMU)
	Vacant
	Ms A Tessner
	Mr MS Tukela BCom (Law) (NMMU)
	Vacant
	Vacant
	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	Ms N Bobi

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 (Mandela Uni)

George Campus

Faculty Academic Administration Consultants	Ms E Labuschagne NDip (Com Admin) (Tech PTA) Ms N Nokhepheyi NDip (OMT). BTech (OMT) (CPUT)

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	Vacant
Postgraduate Academic Administration Consultant	Vacant

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) (Mandela Uni)

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

Faculty of Humanities

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

South Campus

Manager: Faculty Academic Administration	Mr BS Mokgothu B.Soc.Sc Hons (UFS), PG Dip Management (NWU), MBA (NWU), LLB (UNISA)
Faculty Academic Administration Consultants	Ms N Azem NDip (Off Mgt & Tech), BTech (Mgt), NDip (HRM) (NMMU) Mr S Debooi LLB (NMU) Ms H Mzingelwa HR Dip (NMMU), BTech HR (NMU), PG Dip (Labour Law Practice) (NMU)
Postgraduate Academic Administration Consultant	Ms N Kuze SED (Secondary Education Dip) (VISTA), Adv Dip (Management) (UWC)
Faculty of Law	
Senior Manager: Faculty Academic Administration	Ms L Roodt BCom (NMMU)
South Campus	
Manager: Faculty Academic Administration	*Vacant*
Faculty Academic Administration Consultant	
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	Mr M Mtshubungu HC Operations Management in Project Management (DUT), ND Sport Management (DUT), Postgraduate Diploma in Business Administration (DUT) Bachelor of Technology in Business Administration (UNISA) Bachelor of Technology in Sport Management (DUT) MCom Business Management (UNISA)
Timetabling Coordinators	Ms MC Mkontwana NDip (Com Adm) (PET) Ms V Amosi BCom (Marketing and Business Management) (Damelin) Ms ML Palmer BA (Human Resource Management) (NMMU), BA Honours Public Administration (NMU) Mr PL Runeli Higher Certificate in Office Administration (IIE Rosebank College), BA in Public Administration (Mancosa), Bachelor of Public Administration Honours (Mancosa), MPhil Maritime Studies (NMU) Ms J Williams NDip Human Resource Management (NMMU), BTech Human Resource Management (NMMU)

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

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 DF Alexander NDip (PA), NH Dip (PMA) (PET), MPA (UPE)
Faculty Academic Administration Manager	Ms E Labuschagne NDip (Com Admin) (Tech PTA)
Faculty Academic Administration Consultant	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 (Mandela Uni)
Assessment Consultant	Ms P Mbilase NDip Business Management (Russell Road College), Bachelor of Business Administration (Mancosa)

Institutional Governance

Deputy Director	Mr M Khomo Bachelor of Social Science (Law and Public Policy & Administration) (UCT), Bachelor of Social Science Honours (Public Policy & Administration) (UCT)
Administrative Coordinator	Ms Z Maqoko ND: Public Management; BTech (Public Management) (NMMU), MA Development Studies (NMU)

Committee Secretariat Services

Manager	Mrs E Bardien NDip (HR Man) (NMMU)
Committee Officers	Mr X Basson
	Mrs C Browne NCert (Off Mgt & Tech) (NMMU)
	Ms S Ketile
	Mrs R Seale
	Mrs U Spies NDip (Com Adm) (PET)

Records and Information Administration Section

Manager	Ms C Green NDip (EDP) (PET), NH Dip (Computing) (PET)
Records and Information Administration Coordinator	Ms L Classen

Legal Services

Senior Director	Vacant
Secretary	Ms NO Maswana NDip (PRM) (NMMU), BTech (PRM) (NMMU), BAHons (Group Dynamics) (NMMU)
Contracts Administrator	Ms E Makhubele
Student Disciplinary Hearings Officer	Vacant
Legal Advisors	Mrs LA Groener LLB (UPE)
	Vacant
	Mrs P Mokgwetsi LLB (UPE)

Institutional Risk and Advisory

Deputy Director	Mr B Dyantyi

STRATEGIC RESOURCE MOBILISATION AND ADVANCEMENT

Senior Director: Strategic Resource Mobilisation and Advancement	Dr D Webb BA (UCT), BA Honours (University of South Africa), MA (Rhodes University), DLitt et. Phil (University of Fort Hare)
Director: Bursaries and Scholarships	Dr S Sowazi BA, HED, Dip Appl Ling (UFH), BA Hons, PG Dip Dev Management, PG Dip Management in Philanthropy (Wits), BCom Hons (RAU), Masters in Management (University of Twente, Netherlands), Doctor of Business Administration (Bath University, UK)
Director: Capital Resource Mobilisation and Special Projects	Vacant
Manager: Bursaries and Scholarships	Ms B Yaya BA (PRM), Dip (Mkt and Bus Mgt), BAHons (Corporate Communications)
New Business Coordinator	Ms S Gerber BComHons (Bus Mgt) (NMMU)
Professional Services Officer	Ms Y Matshoba, BAHonours (Public Administration)
Office Coordinator	Ms J Bezuidenhout BTech (Mgt) (NMMU)
Special Projects	Dr OSW Franks BSc MechEng, MInd Admin (UCT Hons (B&A)(US), PhD (Engineering Science)(USF USA), Pr Eng

Alumni Relations

Director and Alumni Association Secretary	Mr P Geswindt BComEd (UPE), BCom Hons (UNISA), PGDE, MA (NMMU)
President of Alumni Association	Mr L Nare BA (NMMU), PGDip Bus Admin (GIBS), MBA (GIBS)
Alumni Relations Co-ordinator	Ms S Petersen BA (Psych), BAHons (NMMU)
Alumni Administrative Officer	Ms L Hendricks NDip (Journ), BTech (Journ) (NMMU)
Alumni Relations Officer: Intelligence and Engagement Support	Ms U Makanda BA (MCC) (Mandela Uni)

University Shop

Shop Manager	Ms A Madlavu BTech (Marketing Management) (WSU), PG Dip (Enterprise Management) (Rhodes), BAdmin (Regenesys)
Senior shop Assistant	Ms W Scheepers

STUDENT LIFE AND DEVELOPMENT

Dean of Students	Dr S Mchunu B Paed (UNIZULU), BA Hons (Natal), MA (Education) (University of Newcastle, UK), MCom (Organisational and Management Systems), PhD (UKZN)
Personal Assistant	Ms Siphosethu Sandi

Campus Health Services

Deputy Director (Acting)	Sr. E. Lewis Masters Public Health (UJ Cum Laude), PGCE (Varsity College), B.Cur (UPE), Certificate in Occupational health (NMMU), RCHN,RGN,RM.
North Campus	
Primary Health Care Nurses	Mr M Mbangi BCur (General, Community, Psychiatry & Midwifery) (UPE), RGN, RM, RCHN, RPN Sr M Reid BCur (General, Community, Psychiatry & Midwifery) (NMMU), RGN, RM, RCHN, RPN, B. Social Science (UFH)
Health Secretary	Ms N Pangwa BA, Office Mgt and Tech (UNISA)
HIV Counsellor	Ms S Jeneker BA (Community and Health Psychology), BAHons (Social Behaviour Studies in HIV/AIDS) (UNISA) Registered at CCSA
Second Avenue	
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	Mrs NS Mafanya NDIp (Off Mgt & Tech), BAA, BTech (Mgt) (NMMU)
South Campus	
Primary Health Care Nurses	Sr WD Padayachee Dip Gen Nurs, Mid, CHN and Psych (Sarleh Dollie CPT); RGN, RM, RCHN, RPN. Cert in Occ Health and Audiometry
Health Secretary South	Ms PF Van Neel Post Basic Pharmacist Assistant (NMMU), Secretarial Diploma, Public Management (UNISA)
HIV Counsellor	Mrs N Williams BPsych Hons (NMMU), HCert (Mgt) (FPD) Post Grad Dip: Health and Wealthfare Management (NMMU) HPSCA Registered
Missionvale Campus	
Primary Health Care Nurse	Sr Z Baartman Diploma in Nursing (Lilitha College of Nursing), RGN, RCHN, RPN, RM, BA Nursing Science (Adm&Ed), Master in Nursing (Stellenbosch Uni)
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	Dr NE Delubom BAEd (Unitra), BEd, PGDE, MEd (Special Needs and Support Services) (Vista) PhD Special Needs and Support Services) (WSU)
Manager	Mr A Nqikashe BA (NMMU), MA (Dev Studies) (NMMU)
Administrative Assistant	Mrs T Van Aardt BA (Psych) (NMMU) Bed Foundation phase (UNISA)
Student Access Coordinator	Mrs S Nare (BPsych) (NMMU)
Information Access Officer	Ms S Gunusa BAdmin & BA Honours (NMMU), MPhil Human Rights (UFH)
Driver: Specialised Vehicle	Mr M Malgas

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 Develoment Studies (Mandela Uni)
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 AC 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)
Deputy Director	Dr S Ramoshaba NDip Law (UJ), Diploma in Criminal Justice and Forensic Auditing (Rand Afrikaanse Universiteit), BA (University of North), BA Hons (Public Management & Governance) (UJ), BA Hons (Geography) University of North Higher Education Diploma (University of North), MA Public Management and Governance (UJ) DLITT ET PHIL (UJ)
Secretary	Vacant
Senior Manager: Student Life & Development	Ms S Nhlangwini National Certificate (Journ) (PET) BA (UFH), BA Hons (Group Dyn) (NMMU)
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 Nhlangwini NCert (Journ) (PET), BA (UFH), BAHons (Group Dyn) (NMMU)
Senior Manager: Finance & Operations	Ms A Nanga BCom General Accounting (NMMU) Advanced Diploma Accounting Sciences (UNISA)
Student Life Officer	Ms A Mlatsha MA (NMU), BCur Hons (NMMU), NDip Nursing Education (NMMU)
Financial Administrator	Ms S Solomon National Certificate (Financial Accounting) Damelin Bus School)
Manager: Admissions, Records and Customer Relations	Ms V Nomgqokwana NDip (HRM) (NMMU)

Residence Managers	
Sarah Baartman	Ms SL Mtshake BA (NMMU), PGCE (NMMU), BEdHons (UPS), PDBA (Mandela Uni Business School)
Lilian Ngoyi	Vacant
Solomon Mahlangu	Mr M Goromondo Cert (Pub Rel) (Damelin Bus School), Dip (Practical English) (Cambridge TUT College), Dip (Education) (Unitra)
Senior Manager: Residence Admissions Records and Customer Relations	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	Ms S Silayi Bachelor of Social Work (NMMU), N4 Financial Management (PE TVET College)
Yolanda Guma	Ms C Ntseoane NDip (HRM) (Mandela Uni), Assessor Cert (Khanisela College), Adv Dip TVET (NMU)
Charlotte Maxeke	Ms L Beckett NDip (Off Mgt & Tech), BAHons (Group Dyn) (NMMU)
Hector Pieterson	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)
Phase 2 Block M,N,P	Ms T Blauw BA Pschology (UPE), BA Hons (Group Dym) (NMMU), MA Development Studies (NMMU)
Phase 2 Block Q, R, S	Mr KI Mdlalose Bachelor of Social Work (UKZN), Bachelor of Social Science Honours, Public Policy (UKZN)
Phase 3 Block 1,2,3	Vacant
Phase 3 Block 4,5,6	Vacant
George Campus-Indlovukazi Office	Ms K Mvango BA Social Sciences Hons(Pysc) PGDip (HIV& Management), MA (HIV & Management)
George Campus-Umdoni Office	Mr A Masebeni NDip Marketing (NMMU) Adv Dip Business Studies (Management Practice) (NMMU)
George Campus-Sindiso Magaqa	Ms S Mketo PGDER, Adv BS, NDip M, HC Veld M (Mandela Uni)
George Campus Administration Assistant	Mr TT Barnes NDip Management (NMMU)
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 M Ntuli PhD (UKZN),MBA (Durham University England), B-Tech (DUT), ND (MUT), Project Management Higher Cert. (MANCOSA), Project Management Cert. (TUT), Research & Innovation Cert (University of Tampere, Finland), Leadership Development Programme (UKZN), Diversity Management Programme (Lubalethu), Monitoring & Evaluation Programme (UKZN), Effective Coaching Programme (Wits)
Secretary	Ms A Penkese NDip (HRM) (Mandela Uni)
South Campus	
Manager: Student Life & Events	Ms K Snyman BA Ed (Vista) BAEdHons, BAHons (Corporate Communication) (NMMU)
Senior Manager: Leadership, Training Senior	Ms K M Elliott BA, HDE, FDE (UPE), MA (NMMU)
Manager: Research and Student Leadership Development *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	Vacant
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 *(cum laude)* (UWC), PhD (Edu Mang, Law and Policy) (UP)

Housed
Nelson Mandela University, Bird Street Campus, Felsted Building, Ground Floor.

About *Cri*SHET
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 Mr A Young
MTech (Mech Eng), Pr Tech Eng, MSAIMechE

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) (Mandela Uni)

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, 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)

Chief Operating Officer: Mr M de Lange MBA (NMU)

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 at the Bird Street Campus, Dulcie September 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)

Chief Operating Officer: Mr M de Lange MBA (NMU)

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 Bird Street Campus, Dulcie September Building in Cuyler Street.

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: Dr C Steyn (Acting)
BSc (UPE), HED (UPE), BEd Hons (NWU), MEd PhD (NMU)

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 Secondary schools.

SOUTHERN AFRICA CISCO ACADEMY SUPPORT CENTRE (SACASC)

Manager: Vacant

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 Dr Bastien Linol
PhD (Nelson Mandela University)
Research Associate Prof Peter Vale
Research Adm Mrs Emily Bosire

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 transdisciplinary programmes and research chairs between Departments and Faculties of Nelson Mandela University between Science and Humanities.

- ***Research and Development***
  Research at AEON-ESSRI is focused on:

  "iPhakade" – 'Observe the present and consider the past to ponder the future' Under this motto, 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 progammes of national and international interest, and all multidisciplinary in character, include:

  1. Skills development program

  The primary objective is to produce graduates who can compete globally and become African leaders in their fields. A core component is thus strengthening foundational field skills, including training to make direct observation, measurement, mapping, and sampling. To address this, AEON students participate in annual field schools and laboratory activities. In all cases, they will collect and analyse their own research data.

  2. Water quality monitoring and geo-health in Africa

  The major goal of this programme is to improve geo-health linked to water quality monitoring in selected areas of Africa (South Africa, Ghana, and Kenya). As climate change exacerbates water pollution and creates conditions more conducive to cholera, typhoid, and to the growth of malaria mosquito larvae in stagnant waters, the goal is to involve local communities, especially women and schoolchildren, in water monitoring through citizen science. Unlike conventional research methods, the approach involves scientists working together with local communities to characterize the water sources.

3. Stable isotope and noble gas isotope geochemistry

Another major programme is to establish a laboratory for isotope geochemistry at Nelson Mandela University. This will enhance local technical capacity for research in environmental and ocean sciences, facilitating transdisciplinary collaboration through specialized techniques that apply across various fields. It will also elevate the quality of education by providing hands-on training in stable isotope and noble gas mass spectrometry.

4. Terrestrial and marine geophysics

AEON's geophysical research programme is focused on collecting new data on land and at sea, particularly across the Eastern Cape, which is an exceptional natural laboratory in the southwest Indian Ocean. The aim is to help establish baseline data with findings that meaningfully contribute to fundamental knowledge: in tectonics, climate, and marine habitats, while also pioneering Marine Geosciences, which is wanted for future coastal and marine development.

5. Resource valuation and sustainability

In addition to exploring for natural resources, including petroleum, shale gas, groundwater, uranium, and diamonds, this programme investigates lesser known economic and environmental impacts of sea-level changes, greenhouse gases, soil erosion, and geologic hydrogen. It is essentially based on field work and assisted by Geographic Information Systems, and laboratory experiments.6. Africa Alive Corridors

Twenty designated corridors explore the geo-biological and cultural heritage of the continent, from deep time to the Anthropocene. Each corridor uses a specific lens through which to tell some of the rich stories embedded within it. This facilitates learning and knowledge exchange across numerous disciplines. It will also help communicating the stories to a broader audience.

INSTITUTE FOR COASTAL AND MARINE RESEARCH (CMR)

Director	Dr DM Schael PGDip-M&E (Stell), BSc (University of Wisconsin, USA), MSc (NCSU, USA), PhD (UCT)
Deputy Director	Professor Janine B Adams BSc, BScHons (UPE), MSc (UPE), PhD (UPE)
Deputy Director	Professor PHG Vrancken LED (Brussels), LLM, LLD (UCT)

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 (Interim) Mr Chris Allen
B.Bdg.A; MSc (BE) PM; ICIOB

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 Prof EJ Olivier
BSc (NMMU), BScHons, MSc, MBA, PhD (NMMU)

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 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 Prof 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 focused on the South African coastline 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 SRU vision is to be a catalyst of change towards more harmonious relationships between society and the biosphere - a Good Anthropocene. We are a trans-disciplinary hub for new thinking where scholars, decision makers and practitioners gather to deliberate social ecological problems and re-frame them as opportunities, which the SRU helps to address through research. The SRU has an inclusive, humanizing culture providing the space for motivated students and academics to grow and thrive. We consider ourselves to be bridging agents, connectors and communicators, agents of change who gather multiple evidence and then facilitate the translation of science into social understanding. In our quest for a good Anthropocene, the SRU's focus is to gather and communicate evidence to promote better understanding of the challenges facing society and the natural environment. We strive to adaptively address these challenges using trans-disciplinary complex systems frameworks and participatory learning and action. We build credibility and relevance by listening, asking the right questions, providing reliable information and learning with our stakeholders through action on the ground.
The SRU goals are to 1) develop integrated information systems and models, based on good science, to enable more sustainable management of social-ecological systems; 2) provide scientific information about the causes, impacts, consequences and good ecosystem management practices related to climate change; 3) develop and implement strategies to promote sustainability in urban

development, tourism, agriculture, forestry, fisheries and biodiversity conservation; 4) offer training courses to raise awareness and build capacity; 5) promote the health and well-being of society and the ecosystems we are part of.

International Priority Programme:

International research Lab REHABS "Reconciling Ecological and Human Adaptations for Biosphere Sustainability". This programme is attached to the SRU, it is a joint international research unit between CNRS (France) and NMU, with University of Lyon and University of Angers as French universities involved, and SANParks as an associate institution. The IRL REHABS aims to strengthen research at the interface between ecosystem management, biodiversity conservation and sustainability, by focusing on exploring joint ecological and social mechanisms for ensuring a biosphere-based sustainability (sensu Folke et al. 2016). Through its creation and positioning on the George Campus, the IRL-REHABS is the critical bridge between SRU and the Natural Resource Science & Management Cluster, and thus builds up critical mass in Research, Post-graduate Supervision and International Partnerships on the George campus.

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 A Werner BA (Comm), MA (Potch), DTech (HRM) (NMU)

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 STUDENT WELLNESS (ESW)

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 STRATEGY

Mission
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 PROJECTS

Objectives 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, Culture and Heritage seeks to provide an environment in which students can exercise their artistic, cultural and identity expressions while also engaging critically with societal issues through the Creative and Cultural Sectors.

Activities include: RezSing-Up, Isisusa Music Festival, Poetry, Dance and Drama Performances, Visual Art, Music Concerts for the external and internal University communities.

The Department also organises a variety of projects, concerts and events for the community with national 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

1.1 Whereas 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* (2001), the Report from the Council on Higher Education, (2001), the Report from the Gerwel Committee on The *Position of Afrikaans in the University System (2002),* the Ndebele Report on *Development of Indigenous Languages as Mediums of Instruction in Higher Educa*tion (2003), the *White Paper for Post-School Education and Training* (2013), and *National Language Policy Framework for Public Universities* (2020);

1.2 Whereas 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 students' intellectual potential;

1.3 Whereas in the context of a University with a vision to be a "dynamic, African University recognised for its leadership in generating cutting-edge knowledge for a sustainable future" and that seeks to "offer a diverse range of life-changing educational experiences for a better world" this Policy is developed to pursue the vision and mission of the University;

1.4 Therefore, in acknowledging the linguistic diversity of the University communities, and the dominance of indigenous African languages, the Language Policy recognises multilingualism as a unique feature of a University located in Africa, and seeks to draw from it in its business of knowledge generation. This is important in our context where, historically, social injustices were waged around language.

2. PURPOSE

Generally, the linguistic composition of our student body comprises about 80% speakers of indigenous African languages, and 20% Afrikaans and English speakers while the staff linguistic composition is the opposite. In 2024, 52% of students reported isiXhosa as their primary language.

Considering the important relationship between one's primary language and cognition, our pedagogies must adapt to our linguistic environment where students' primary languages, which they use as languages of learning in and outside of the classroom, are considered even while English, because of its historical privilege, is still used as medium of instruction. Therefore,

2.1 The purpose of the Language Policy at Nelson Mandela University is to provide a guide for the use, promotion, development, and management of languages with respect to all communication practices of our institution, i.e. learning and teaching, research and innovation, engagement and transformation, administration, and internal and external communication;

2.2 The intention is to accomplish this in a framework that enhances the benefits of multilingualism, recognizing the linguistic and cultural diversity of our University communities[1], and that leverages on that to advance academic success of our students, equity, equality and a transformative inclusive institutional culture;

2.3 The Language Policy acknowledges the historic position of English and its ability to strategically position the University, its staff and students within a global network of knowledge flows, and its power as a local and global lingua franca;

2.4 The historical position of English as the main language of academia in South Africa is beyond doubt, yet this dominance has a number of consequences. Firstly, as research shows, it means that it is much more difficult for students speaking languages other than English to gain access to the University and to be academically successful. Conceptual learning is enhanced by the use of primary languages. Secondly, maintaining the power of English necessarily results in the exclusion and marginalisation of speakers of other languages. Thirdly, the academic project is unable to benefit from the knowledges to be derived from using African languages as 'epistemic reservoirs' or 'sources of knowledge';

2.5 As such, the Language Policy proposes multilingual approaches to address these tensions inspired by the national and institutional goals of transformation, Africanisation and decolonisation that position the development of African languages as an inroad to expand our African repertoires and 'ways of knowing' to orient ourselves, our relationships with others, and the point from which we engage with the world;

2.6 The University will approach multilingualism in terms of its value for communication between speakers of diverse languages, as well as for the epistemic value it carries as it seeks to engage with languages as 'sources of knowledge', especially in cases where those languages have been de-intellectualised, as in the case of isiXhosa. These objectives will be carried into the various domains of language use of the University in the form of multilingual pedagogies, institutional research objectives, and institutional communication practices.

2.7 In summary the purpose is to:

2.7.1 guide the University on recognition and promotion of multilingualism in learning and teaching, research, engagement, and other communication practices;

2.7.2 advance institutional transformation by enhancing the status and roles of dominant and previously marginalised languages such as isiXhosa, in order to foster epistemic access and success, inclusion and social cohesion;

2.7.3 provide guidelines on the development of a Language Policy implementation plan, its monitoring and evaluation.

[1] In line with the engagement vocabulary the University endorses, the University recognises multiple communities which includes staff and students, as well as those outside the University.

2.8 Our approach is therefore to:

2.8.1 acknowledge and respond to provisions and intent of the South African Constitution, the Language Policy Framework for Public Universities, Nelson Mandela University's Vision 2030 and the Nelson Mandela University Institutional Transformation Plan (ITP) that seek to recognise and nurture the value of linguistic diversity/multilingualism, and respond to issues of social justice and inclusion for success in learning and the working environment;

2.8.2 recognise the historical positioning of English and its ability to sustain global networks of knowledge;

2.8.3 re-intellectualise previously marginalised language identified in the Policy, and develop it further for scientific use;

2.8.4 introduce and facilitate multilingual pedagogies as an approach to learning and teaching;

2.8.5 enable language translation and interpretation in the internal and external communication practices of the University located in Africa, and specifically the Eastern Cape;

2.8.6 spearhead the development of an isiXhosa literary archive based on the works of early African intellectuals with the aim of archiving their literary works to facilitate linguistic diversity of the academic canon.

3. ORGANISATIONAL SCOPE

3.1 This Policy, which seeks to enhance and deepen engagement with multilingualism, has University-wide application and applies to:

3.1.1 Teaching and Learning, Research and Innovation, Engagement, and Transformation;

3.1.2 External and internal communication, administration; and

3.1.3 Public events and ceremonies associated with the University.

4. INSTITUTIONAL CONSIDERATIONS

4.1 As a University "in service of society", the Policy recognises that our language practices, where English is the primary language of communication, may exclude the society we serve. The reality of monolingualism in favour of English stands in sharp contrast to the University's Vision 2030 and ITP which includes the University's strategic focus areas of an inclusive transformative institutional culture, humanising innovating learning and teaching, inclusive student and employee access for success, transformative engagement, impactful research, innovation, and internationalization;

4.2 Multilingualism, when it recognises the link between language and cognition, has the potential to play a significant role in humanising the classroom and workplace experience;

4.3 A multilingual humanising classroom experience, as a centerpiece of the University, has the potential to create ripple effects wherein all languages are seen as 'sources of knowledges' which influences other domains, like research and engagement;

4.4 Multilingualism, employed in a substantive manner, underpins all the foundational values that the University espouses such as ubuntu, excellence, integrity, respect for diversity, social justice and equality, and sustainable stewardship.

5. NATIONAL LEGISLATION AND INSTITUTIONAL CONSIDERATIONS[2]

- Constitution of the Republic of South Africa,1996 (Section 29(2))
- Higher Education Act 101 of 1997
- White Paper for Post-School Education and Training (2013)
- National Language Policy Framework for Public Universities (2020)
- Pan South African Language Board Act 59 of 1995;
- National Development Plan (NDP) 2030
- Nelson Mandela University Vision 2030
- Nelson Mandela University Institutional Transformation Plan

6. PRINCIPLES UNDERPINNING THE LANGUAGE POLICY

6.1 The Language Policy is embedded in the following principles:

6.1.1 recognising the inherent role of language in enhancing and optimising access and success in the teaching and learning, research process, and employee access and success in the workplace;

6.1.2 recognising the full potential of the use of the University's official languages in the divisions of Academic Administration, Human Resources and Student Development;

6.1.3 pioneering multilingualism and the re-intellectualisation of isiXhosa for scientific use and its contribution to the values of Nelson Mandela University concerning inclusion, diversity, social justice, respect and, ultimately, ubuntu;

6.1.4 exploring, in the context of 'humanising pedagogy', the role of primary language in liberating human potential;

6.1.5 recognising all languages as potential 'sources of knowledge'.

7. POLICY STATEMENT

The Nelson Mandela University Language Policy takes into account the languages of the geographical environment of the University, the histories of this region, and the student and staff body.

7.1 In recognition of multilingualism and its potential to enable cognition and transformation, the languages of learning and teaching, research and engagement, assessment, administration, and internal and

[2] This Policy also recognises the Report on the Ministerial Committee for Transformation and Social Cohesion and the Elimination of Discrimination in Public Higher Education Institutions (2008), the South African Human Rights Commission Report on Transformation at Public Universities in South Africa (2016), the Report from the Gerwel Committee on The Position of Afrikaans in the University System (2002), the Ndebele Report on Development of Indigenous Languages as Mediums of Instruction in Higher Education (2003)

external communication will be isiXhosa, Afrikaans, and English.[3] These languages will play different roles according to these University domains;

7.2 The University must promote the use of South African Sign Language in Learning and Teaching, and Engagement, where there is a need, as well as in public events and ceremonies;

7.3 Cognisant of the historical and political context of African languages, as outlined in the preamble, English will be the main medium of instruction (due to its historical positioning) except where other languages are subjects of study. IsiXhosa and Afrikaans will be languages of learning and teaching. English, as the medium of instruction, will be used together with isiXhosa and Afrikaans;

7.4 The languages of learning and teaching will be used to foster access to knowledge, recognition of different lived experiences, and the fostering of multilingualism;

7.5 Given the strong emphasis on multilingualism and its importance in enabling epistemic access and success, language planning in each Faculty should outline initiatives on how multilingualism is considered in assessments;

7.6 Given the systematic de-intellectualisation of indigenous African languages, the University undertakes to invest resources for re-intellectualisation of isiXhosa for scientific use. In this respect, a major initiative that the University seeks to undertake is to source texts in African languages in specific subject fields with the view to make these available as resources, and to fulfil the objective of positioning African languages as 'sources of knowledge';

7.7 All non-academic activities, including student life events, sports, residence life, and student governance, should demonstrate the multilingual nature of our university in keeping with its dedication to inclusivity, and the recognition of linguistic diversity. Communication in at least two of the University's official languages must be attempted, taking into account the participants and the context;

7.8 By the next revision date, the Policy envisages progress towards positioning isiXhosa as a scientific language, together with English and Afrikaans, thereby advancing the goal of a truly multilingual University as articulated in the body of the Policy text.

8. LANGUAGE IMPLEMENTATION PLAN, MONITORING AND EVALUATION

8.1 The Deputy Vice Chancellor: Learning and Teaching must coordinate development of the institutional Language Policy Implementation Plan, consistent with the institutional Language Policy;

8.2 The Language Policy Implementation Plan must consider tools to monitor the implementation of the Language Policy;

8.3 All Faculties, Divisions and Units must develop their own Language Implementation Plans in line with the Language Policy and the institutional Language Plan, which respond to language needs in their respective environments;

8.4 In Implementation Plans, Faculties, Divisions, and Units must consider use of multilingual resources, and use of multilingual strategies such as multilingual pedagogies, multilingual tutorials,

[3] The University bases its decision to use these three languages on the spatial location of the University, the composition of student demographics, and the mandate of the LPHE (2020) to develop a regional approach in developing African languages.

translanguaging and transknowledgeing, that consider students' diverse linguistic repertories, as strategies for the implementation of the Language Policy;

8.5 All Faculties, Divisions, and Units must appoint 'Language Champions' to form part of the institutional Language Working Group;

8.6 The Language Working Group must evolve into an Institutional Language Committee that reports to the Learning and Teaching Committee, and Arts, Culture, and Heritage Committee. The responsibility of this committee will be to coordinate the implementation of the Policy, its monitoring and evaluation;

8.7 In addition to the above, the function of the Language Working Group is to ensure the inclusion and promotion of multilingualism across academic, administrative, communication and other spheres of the University by aligning language practices in their environments with institutional language priorities as determined in the Language Policy, Implementation Plan, and own plans.

8.8 An entity, Multilingualism and African Languages Literary Archive Research Hub, must be established as a centre for the expression of the aspirations of the Language Policy, as well enhance scholarship around language policy implementation at Nelson Mandela University.

NELSON MANDELA UNIVERITY 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-Framework[5,6](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 qualifications[8] 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.

4 White 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 us 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%20-lo-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 enrols 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 rules[18] 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 processes[19].

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 requirements[20] as well as additional requirements for admission to specific programmes approved by Senate[21].
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 admission[22], the application of a policy and procedures for the recognition of prior learning[11], 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 streamed[23] 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

24 The *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 requested[25].
- 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 life[26]. 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.

[25] An 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 Committee.
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

27 A 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.

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. 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.

i. Faculty Postgraduate Studies Committee (FPGSC)

The FPGSC *inter alia:*

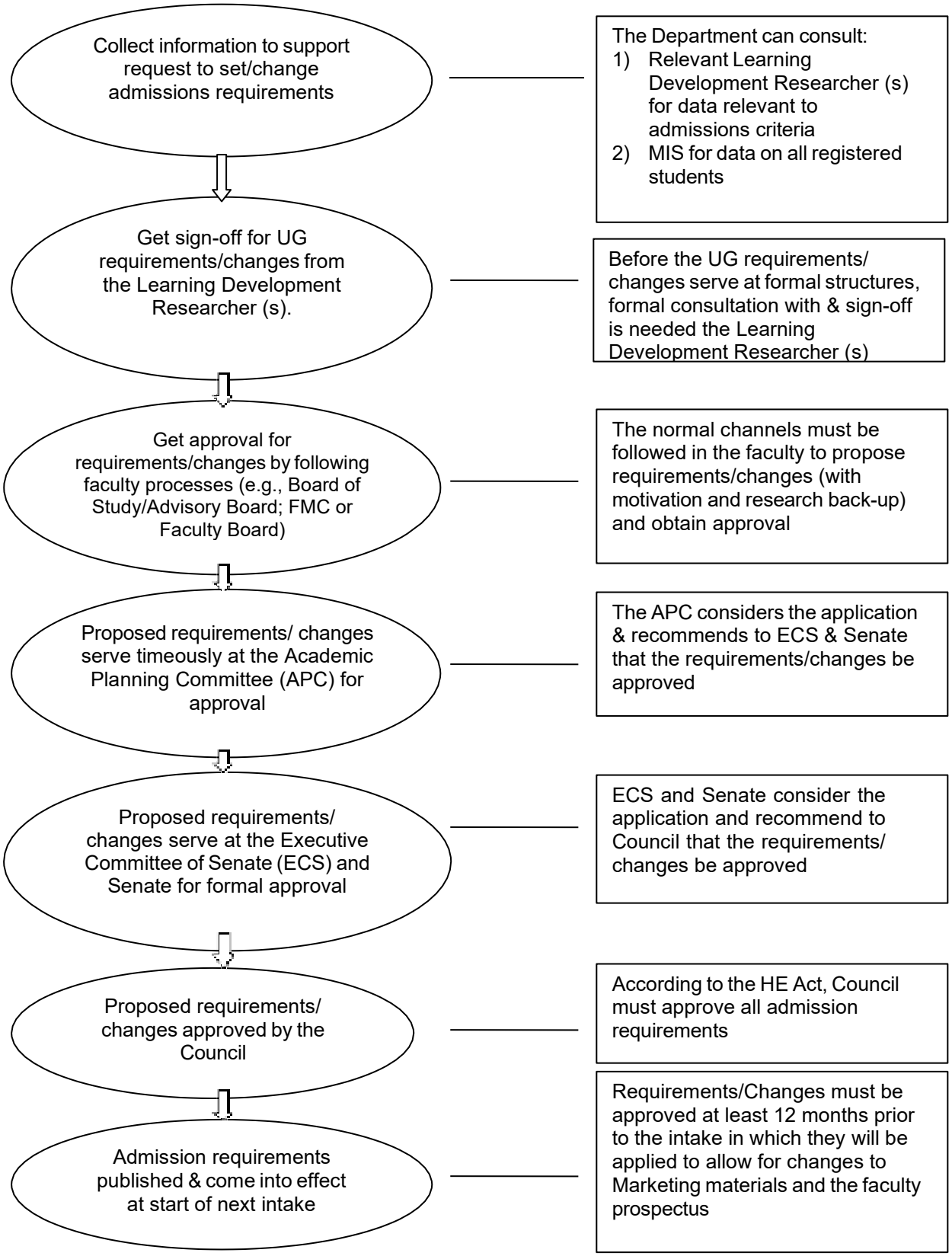
viii. Ratifies postgraduate admissions decisions based on the recommendation of HoDs.
ix. Considers and reaches decisions about postgraduate admissions appeals in an ethical and transparent way.

9. MONITORING IMPLEMENTATION OF, REVIEWING AND UPDATING THE ADMISSIONS POLICY

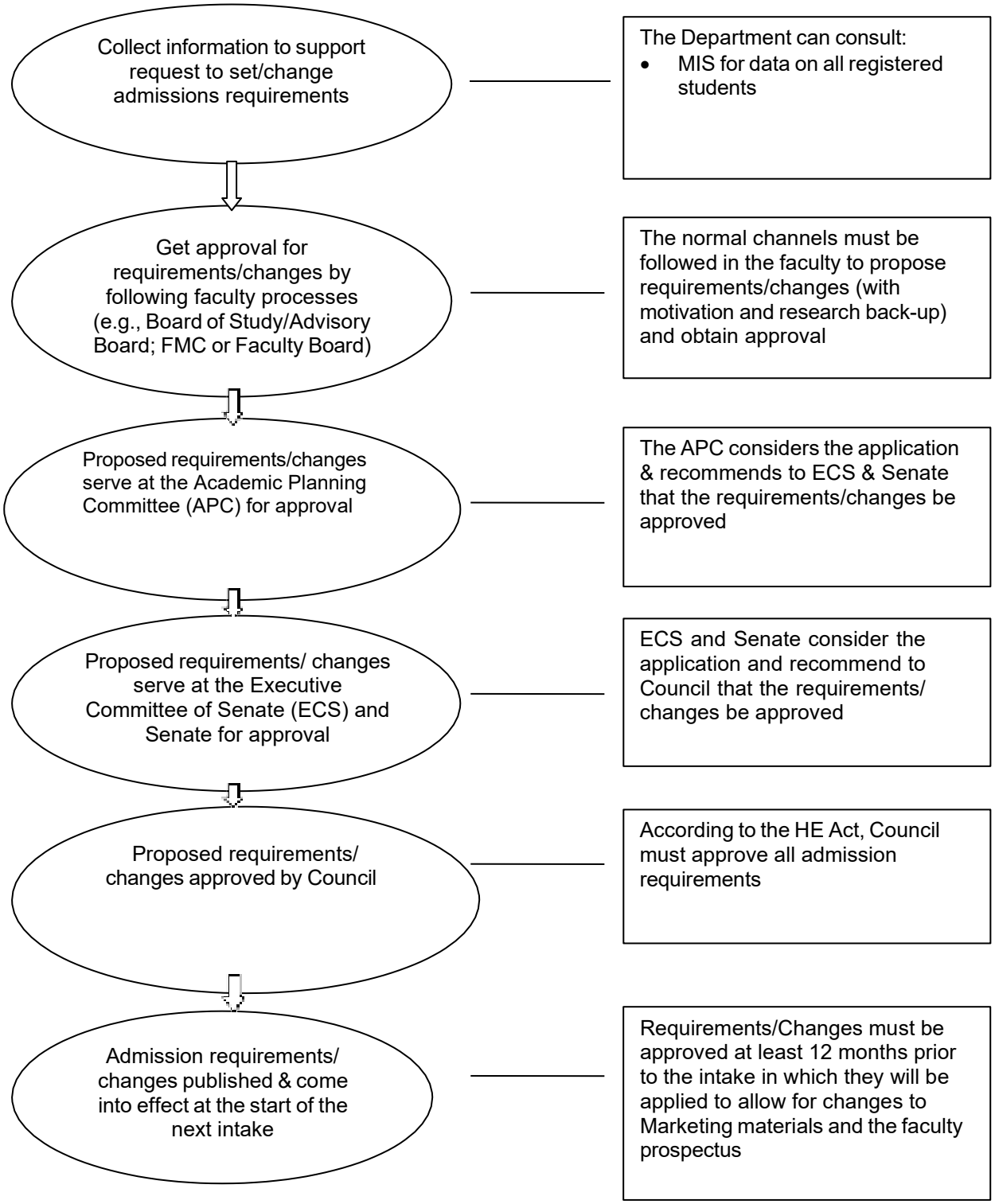
Nelson Mandela University's Senate has established an Admissions Committee and a Postgraduate Studies committee *inter alia* to:

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.

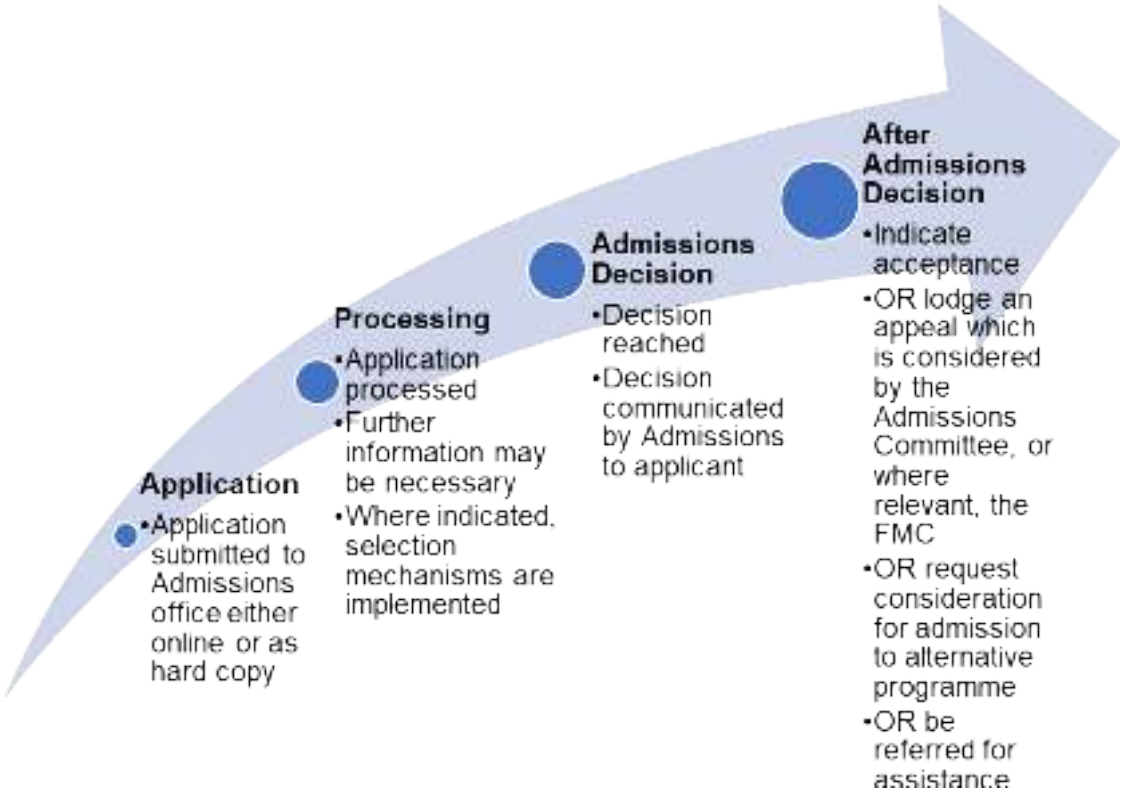
Appendix A
Setting/Changing Undergraduate Admissions Requirements: Process Followed



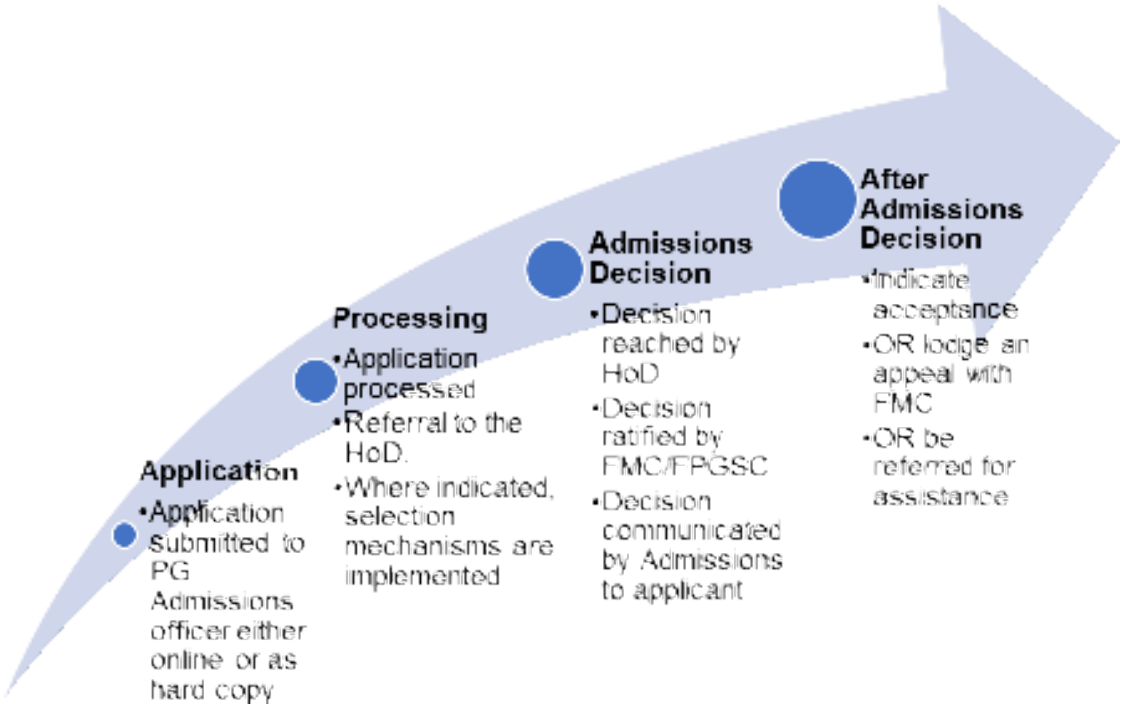
Appendix B
Setting/Changing Postgraduate Admissions Requirements: Process Followed



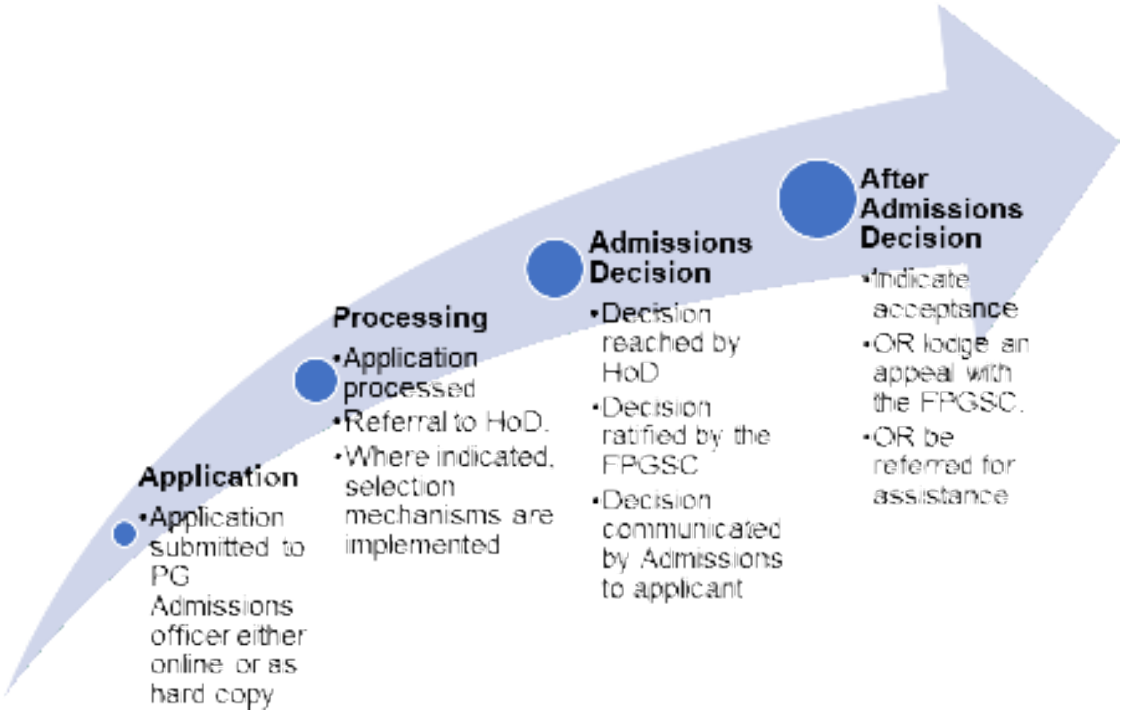
Appendix C
Flowchart of Undergraduate Admissions Process: Applicant's Perspective



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.

29 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 timeous 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 and 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 Committee[31], 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

30 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	

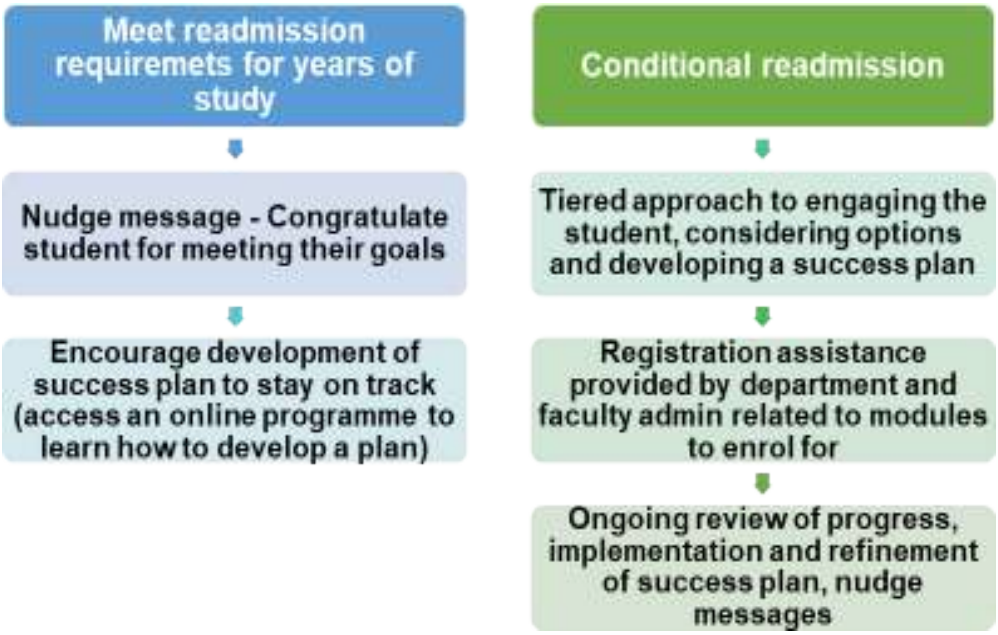
*(*Note: The credit values indicated serve as a guideline only)*

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
  - Faculty of Science
  - Faculty of Health Sciences
  - Faculty of Engineering, the Built Environment and Technology
  - Faculty of Law

  must obtain a minimum weighted average of at least 75% in the following faculties
  - Faculty of Humanities
  - Faculty of Education
  - 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 inTourism 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 Information Technology in User Support Services	1 year
Higher Certificate in Mechatronic Engineering	1 year
Higher Certificate in Renewable Energy Engineering	1 year
Higher Certificate in Human Settlement Development	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
Diploma in Architectural Technology	3 years
Diploma in Interior Design	3 years
Diploma in Building	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 Operations Management	2 years
Advanced Diploma in Quantity Surveying	1 year
Post Graduate Diploma in Cybersecurity	3 years
Bachelor of Architectural Studies	3 years
Bachelor of Human Settlement Development	4 years
Bachelor of Information Technology	3 years
Bachelor of Science in Construction Studies	3 years
Bachelor of Science in Construction Economics	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 Industrial Engineering	3 years
Bachelor of Engineering Technology in Marine Engineering	3 years
Bachelor of Architectural Studies Honours	1 year
Bachelor of Engineering Technology Honours in Civil Engineering	1 year
Bachelor of Engineering Technology Honours in Electrical Engineering	1 year
Bachelor of Engineering Technology Honours in Industrial Engineering	1 year
Bachelor of Engineering Technology Honours in 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 Human Settlement Development	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 Architecture in Construction Management	2 years
Doctor of Engineering	2 years
Doctor of Philosophy in Construction Economics	2 years
Doctor of Philosophy in (Mechanical Engineering)	2 years
Doctor of Philosophy in Engineering (Mechatronic Engineering)	2 years
Doctor of Philosophy in Information Technology	2 years
Doctor of Philosophy (Engineering)	2 years
Faculty of Health Sciences	
Higher Certificate in Emergency Medical Care (not offered in 2026)	1 year
Postgraduate Diploma in Midwifery	1 year
Postgraduate Diploma in Nursing Education	1 year
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
Doctor of Philosophy Nursing	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
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
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
Faculty of Science	
Diploma in Agricultural Management (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 Natural Resource Management	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

2026 GENERAL RULES

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 2025
	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.
	Changes in Rules
	The university may revise or add to its rules from time to time, and any such alteration or addition shall become binding upon the date of publication or upon such date as may be specified by the Council and the Senate, provided that no change in rules shall be interpreted so as to operate retrospectively to the prejudice of any currently registered student.
	Protection of Personal Information Act (POPIA)
	The Protection of Personal Information Act, 2013 (POPI Act) has been promulgated and implemented on 1 July 2020. All personal identifiable information provided by you shall be treated in accordance with this statute and only used for academic and academic administration purposes, as indicated in the University's Privacy Policy. By providing your information, you are giving consent for the use of all your personal identifiable information, provided to the University, for the aforesaid purposes.
	Statement on the University's intervention in the event of 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.
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, final assessments and summative assessments, case analysis; 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, case analysis 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 assessment (examination). Continuous assessment has formative opportunities for monitoring student progress and summative opportunities for capturing information about student achievement and performance over time;
G1.1.3	“**assessment/s**" are applicable to modules that are approved as continuous assessment. These modules are approved to have assessments scheduled during a set time period during the teaching cycles and during the mid-year or end-of-year assessment and re-assessment periods.
G.1.1.4	“**assessment criteria**” refers to criteria used to judge whether the required level (or standard) of performance has been achieved for a module;
G1.1.5	**“class/classes”** refers to a lecture, tutorial, laboratory session, field trip, practicum, supervisory session, and other contexts including online activities in which teaching is occurring;
G1.1.6	**“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;
G1.1.7	**"consolidated assessment timetable"** refers to the institutional timetable for all assessments during the year. This excludes the assessments scheduled during the official mid-year assessment period, the mid-year re-assessment period, the end-of-year assessment period and the end-of-year re-assessment period;
G1.1.8	**“co-requisite”** refers to a module that must be taken concurrently with another module;
G1.1.9	**“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;
G1.1.10	**“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;
G1.1.11	**“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;
G1.1.12	**"deferred assessments"** refers to the granting of an assessment when a student is prevented from writing the first assessment opportunity during the official mid-year or end-of-year assessment due to reasons beyond the control of the student.
G1.1.13	"**deferred final assessment"** refers to the granting of an assessment when a student is prevented from completing a normal final assessment due to reasons beyond the control of the student;
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 administering module assessments;

G1.1.16	**"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;
G1.1.17	**"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)
G1.1.18	**"end-of-year re-assessment period"** refers to the final re-assessment opportunity period at the end of an academic year (at the end of the fourth teaching cycle)
G1.1.19	**"enrolment"** refers to the process of registering as a student for a formal qualification or programme at the institution.
G1.1.20	**"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;
G1.1.21	**"exit level module"** refers to a module which has outcomes and level descriptors at the exit level of the qualification;
G1.1.22	**"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;
G1.1.23	"**final assessment**" is applicable to modules approved as examinable and are written during a set time period in a controlled environment as part of the mid-year or end-of-year assessment or re-assessment periods and are administered by the Assessment and Graduation Section;
G1.1.24	**"final assessment scripts"** include scripts for modules approved as examinable from the mid-year and end-of-year assessments, re-assessments, last outstanding and deferred assessments;
G1.1.24	**"family"** include the following persons: student's spouse or life partner, parents of life partner or student's parents, brother, sister, adopted parents, grandparent, child, adopted child, grandchild, or his/her legal spouse's parents
G1.1.26	"**final re-assessment**" refers to an additional assessment opportunity for modules that are classified as examinable for students who comply with the requirements for a final re-assessment;
G1.1.27	**"final results"** refers to moderated results which have been approved by the relevant Faculty structure inclusive of the last outstanding assessment and recorded on the student's record;
G1.1.28	**"first attempt"** refers to the first instance of a student either passing or failing a module;
G1.1.29	**"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.
G1.1.30	**"full-time student"** refers to a student who is registered for an approved full-time qualification or programme;
G1.1.31	"**last outstanding assessment**" refers to the granting of an assessment opportunity for students that require to pass only one semester or two term modules to complete a qualification/programme
G1.1.32	**"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;

G1.1.33	**“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**.**
G1.1.34	**“medical practitioner”** refers to medical doctor, registered clinical practitioner or registered traditional healer;
G1.1.35	**"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)
G1.1.36	**"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)
G1.1.37	**“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;
G1.1.38	**"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;
G1.1.39	**“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;
G1.1.40	"**occasional enrolment**" refers to the enrolment whereby a student has registered for one or more modules, but is not registered for a specific formal qualification or programme. It is the responsibility of the student to secure funding for the registration of occasional module registrations;
G1.1.41	**"online learning"** refers to the use of electronic educational technology in the process of learning and teaching, 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.
G1.1.42	**"online script/s"** refer to the digital information stored for assessments that were assessed utilizing digital platforms;
G1.1.43	**“part-time student”** refers to a student who is registered for an approved part-time qualification or programme;
G1.1.44	**“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;
G1.1.45	**“pipeline student”** refers to a student who is registered for a pipeline qualification or programme;
G1.1.46	**“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;
G1.1.47	**“pre-requisite”** refers to a requirement that must be met prior to a student being allowed to register for a specific module;
G1.1.48	**"programme"** refers to a coherent set of learning outcomes contained in modules leading to a programme;
G1.1.49	**“provisional results”** refers to unmoderated results which have not yet been approved by the relevant Faculty structure.

G1.1.50	**“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;
G1.1.51	**“re-assessment/s”** refers to an additional assessment opportunity of learning outcomes for a student who complies with the requirements for a re-assessment, for modules classified as continuous assessment;
G1.1.52	**"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;
G1.1.53	**"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 Policy on Master and Doctoral Degree;
G1.1.54	**“results”** refers to the overall percentage for a module and/or Pass/Fail indication, awarded by Examiners;
G1.1.55	**"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;
G1.1.56	“**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 recorded in the form of a result assigned by a lecturer for a module;
G1.1.57	**"syllabus"** of a module refers to a description of amongst others the learning outcomes and learning content dealt with in the module;
G1.1.58	**“test” i**s included in the term traditional assessment defined above and refers to an assessment in a controlled environment under supervision of an invigilator that is traditionally scheduled during the academic cycle to assess a portion of the required outcomes for a module;
G1.1.59	**"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;
G1.1.60	**"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 e.g. a treatise or research assignment in the final year of the LLB;
G1.1.61	**“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.
G1.1.62	**“work day”** refers to Mondays to Fridays and some Saturdays excluding public holidays;
G1.2	**Access: Admission**
G1.2.1	**Admission requirements:**
	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	**Admission methods:**
G1.2.2.1	An applicant must apply to be admitted to the University via the online official application system.

G1.2.2.2	The prescribed fee, for international students, together with relevant documentation, must accompany the application.
G1.2.3	**Acceptance of University Rules and Regulations:**
	By submitting the official application, students confirm their acceptance of the rules and regulations of the University, their liability to pay the 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	**Closing dates for applications for admission:**
	Applications for admission as a student received after the official closing dates published by the University in the Almanac, shall be regarded as "late" applications.
G1.2.5	**Certificate of good conduct and full academic record:**
	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	**Selection and notification of admission:**
	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	**Rescinding of admission offer:**
	The University reserves the right to rescind an admission 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	**Compliance with admission requirements:**
	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	**Change of qualification or programme for registered students:**
	A student will be limited to one opportunity to change between qualifications or programmes during his/her studies at the university.
G1.2.10	**Recognition of Prior Learning:**
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.
G1.2.10.2	RPL candidates will be guided and advised with respect to the presentation of evidence needed for the assessment.
G1.3	**Academic Progression and Re-admission of Students**
G1.3.1	The University has the legal authority to refuse the 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 is enrolled in.
G1.3.2	Academic progression and Re-admission rules applicable to a particular Faculty, qualification or programme are published by the University.
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	**Submission of original documents for first time entering students:**
	A student, who registers at the University for the first time, where applicable, must furnish proof (official documents) that he/she complies with the prescribed admission requirements.
G1.4.2	**Student contact details:**
G1.4.2.1	The university will allocate an official e-mail address to each student which will be used for all official communication with the student.
G1.4.2.2	Students must provide their correct contact details, which include four addresses (namely a postal, account, study and home address) and cell phone number.
G1.4.2.3	A student must notify the Student Systems, Records and Registration section in writing if, during the course of the academic year, any changes occur to a student's contact details.
G1.4.2.4	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	**Maximum number of credits that may be registered for per academic year:**
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	**Online registration:**
	A student must register online to pursue studies at the university. A student must pay all the required fees prior to registering online.
G1.4.5	**Responsibility for being correctly registered:**
	The student must check his/her proof of registration to ensure that he/she is correctly registered for the qualification or programme and modules after completing his or her online registration.
G1.4.6	**Compliance with qualification or programme requirements:**
G1.4.6.1	A student must ensure that the module(s) he/she is registered for will enable him/her to complete the qualification or programme within the prescribed period.
G1.4.6.2	Students who failed modules in the previous academic year(s) must first register for prescribed and failed modules of previous year/s of study, before they can select modules for the current year of study. The student may not exceed the maximum allowable credits for the academic year.
G1.4.7	**Annual renewal of registration:**
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 annually must re-apply for admission before they can continue with their studies.
G1.4.7.3	Registration must take place during the normal registration period as published in the University Almanac.
G1.4.7.4	Late registrations shall be accepted up to the predetermined date published in the University Almanac provided the student has participated in academic activities from the commencement of academic activities

G1.4.7.4	No person who owes the university any arrear fees shall be registered as a student.
G1.4.7.5	Students registering for experiential learning must comply with all the requirements stated under rule **G1.4.7**.
G1.4.8	**Registration of modules:**
G1.4.8.1	Students must 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 must register for a module before the module commence
G1.4.8.3	Late module registrations or module registration amendments shall be accepted up to the pre-determined date published in the University Almanac only if the student has participated in academic activities in 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, final assessments, etc.) for unregistered modules of a student.
G1.4.9	**Cancellation of Qualification, Programme or Module registrations:**
G1.4.9.1	Students must inform the Faculty Academic Administration section in writing of programme or module cancellations
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	**Change of qualification or programme for registered students:**
G1.4.10.1	A student must apply in writing for a change of qualification or programme, to the Faculty Academic Administration Section by the date published in the University Almanac. 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.
G1.4.10.3	The student must apply for recognition of credits already completed.
G1.4.10.4	The onus remains on the student to ensure that he/she complies with the admission requirements.
G1.4.10.5	The university reserves the right to withdraw an erroneous admission of a student.
G1.4.10.6	A student can apply once, during their studies at the university, for a qualification or programme change.
G1.4.11	**Offering of qualifications, programmes and modules:**
G1.4.11.1	Subject to the provisions of rule ***G1.4***, 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	Where a faculty determined that an elective will only be presented provided a specified minimum number of students register for an elective module in a year, the Faculty Management Committee may, after consideration of staffing resources and after consultation with the Head of Department concerned, decide that such an elective module will not be offered in that year provided that students registered for the elective module are notified that the module will not be offered before the commencement of the second week of lectures.
G1.4.12	**Special requisites for particular modules:**
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	**Cancellation of modules when requisite requirements are not met:**
	If it becomes clear that a student is participating in a module for which he/she has not met the pre-requisite requirement(s), the registration for the module will be cancelled.
G1.4.14	**Study Elsewhere:**
G1.4.14.1	Subject to rule ***G1.7***, 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.
G1.4.14.2	A student must apply in writing to study elsewhere to the Faculty Academic Administration Section before applying to register and another 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	**Concurrent registration:**
G1.4.15.1	No student may concurrently register for more than one qualification or program in an academic year at the University, except with the written permission of the Faculty Management Committee,
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	**Registration as an Occasional Student:**
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 in writing for permission from the relevant Head of Department.
G1.4.17	**Transfer of students' registration between campuses:**
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: Lectures**
G1.5.1	**Lecture timetables:**
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	**Module clash on lecture timetables:**
G1.5.2.1	The university schedules modules on the lecture timetable in terms of qualification/program/curriculum requirements, but cannot guarantee that the timetable will be clash-free:
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	A student must ensure that he/she is not registered for modules that clash on the timetable.
G1.5.2.4	Where a student registered for modules that clash on the lecture timetable, the student must amend his/her registration accordingly.
G1.5.3	**Class group attendance:**
G1.5.3.1	Where students are assigned to lecture/class groups, the student must ensure that he/she attends the lecture/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.
G1.5.4	**Class attendance for part-time and full-time students:**
	Students registered as full-time or part-time for their respective qualification or programme must attend lectures which may be scheduled during the day or the evening periods as published on the official lecture timetable.
G1.5.5	**Academic week:**
	Lectures, tutorials, practicals, 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	**Scheduling of formal classes during final assessment periods:**

G1.5.6.1	No formal lectures may be scheduled during the official assessment periods without prior approval from Executive Committee of Senate on recommendation of the Central Timetabling Committee. Additional support activities must be scheduled in terms of the final assessment and final re-assessment timetables to prevent clashes.
G1.5.6.2	The final assessment timetable (including re-assessment) must be considered when scheduling continuous assessments during the official final assessment periods.
G1.5.7	**Alteration of academic facility:**
	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	**Timetabling: Assessments and Final Assessments**
G1.6.1	**Final Assessment Timetable (Examinable modules)**
G1.6.1.1	Official notification of the assessment timetable for final assessments will be by means of the student's University email address as well as on the Student Portal.
G1.6.1.2	A provisional timetable for final assessments normally precedes the final assessment 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.
G1.6.1.3	A student must consult the final assessment timetable when it is published, because dates and/or times may have changed when compared to the provisional timetable.
G1.6.1.4	**Time and venue for Final assessments (Examinable modules)**
G1.6.1.4.1	The time and venue for the final assessment of a module shall be determined by the Assessment and Graduation Section in collaboration with the Central Timetabling Office and respective academic department, ~~-~~where applicable.
G1.6.2	**Assessment timetables (Continuous Assessment modules)**
G1.6.2.1	Official notification of the assessment timetable for assessments will be via the timetabling views on the Student Portal.
G1.6.2.2	A provisional assessment timetable normally precedes the published assessment timetable and the onus is on students to ensure that their modules do not clash and point out any clashes to the Central Timetabling Office.
G1.6.2.3	Every student must consult the published assessment timetable information because dates and/or times may have changed when compared to the provisional timetable.
G1.6.3	**Time and venue for assessments (Continuous Assessment modules)**
	The time and venue for assessment shall be determined by the Academic Department, in collaboration with the Central Timetabling Office where applicable.
G1.6.4	**Venue allocation for Assessments and Final Assessments**
G1.6.4.1	A student may only sit for his/her final assessment/assessment in the venue to which he/she has been allocated. Students who qualify for additional time may be requested to complete assessments and final assessments in venues specifically allocated for additional time assessments.
G1.6.5	**Assessments and Final Assessment on religious or cultural observance days:**

G1.6.5.1	Students who object on grounds of religious or cultural observance to writing assessments or final assessments on particular dates/times during the official assessment period may apply to not have the assessment scheduled on the dates/times in question.
G1.6.5.2	A student must apply in writing for permission to write a deferred assessment to the Assessment and Graduation office for mid-year-, mid-year re-assessment, final and final re-assessment.-
G1.6.5.3	For faculty-based assessments, applications must be submitted in writing to the respective academic department.
G1.6.5.4	The respective departments will endeavour to reasonably accommodate the students by not scheduling the affected assessments/ final assessments on the dates/times in question.
G1.6.5.5	If the academic department cannot accommodate the student's application, the students will be allowed to apply for a deferred assessment in terms of rule ***G1.12.***
G1.6.5.6	Any such application must be submitted on the prescribed form by the published date in the University Almanac.
G1.6.5.7	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.
G1.6.6	**Scheduling of deferred assessments or last outstanding assessments (Examinable modules)**
	Deferred assessments or last outstanding assessments are written at the same time as the re-assessment in that particular module.
G1.6.7	**Scheduling re-assessments for deferred assessments or last outstanding assessments (Examinable modules)**
G1.6.7.1	A student who upon writing a deferred assessment and is eligible for a re-assessment or last outstanding assessment shall write such assessment on a date/time to be determined by the Assessment and Graduation Section.
G1.6.7.2	The procedure described in rule ***G1.11*** is followed when notifying students of deferred assessments.
G1.7	**Recognition and Retention of Credits**
G1.7.1	**Approval of credits:**
	The relevant Head of Department where the modules reside 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.
G1.7.2	**Credits from other accredited institutions:**
	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 not more than 50% of the total credit value of the relevant qualification or programme at the University.
G1.7.3	**Credits from a completed qualification:**
	A student may be granted credits in respect of modules obtained towards a completed qualification or programme, provided that such credits shall not constitute more than 50% of the credits required for the new qualification or programme.

G1.7.4	**Credits from an incomplete qualification or programme at the University:**
G1.7.4.1	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.
G1.7.4.2	Rule ***G1.7.4.1*** 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.
G1.7.5	**Approval of exit level module credits:**
G1.7.5.1	A student must complete all the exit level modules at the University.
G1.7.5.2	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.
G1.7.5.3	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.
G1.7.6	**Applications for recognition of credits:**
G1.7.6.1	Applications for recognition of credits must be submitted before the commencement of study.
G1.7.6.2	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.
G1.7.6.3	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.
G1.7.7	**Applications for recognition of credits for graduation in particular year:**
	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.
G1.7.8	**Approval of credits after a break in studies:**
G1.7.8.1	Where a student has had a break in studies for a year or longer, such student must apply for re-admission. In some instances, the retention of credits may be subject to departmental or equivalent structure approval.
G1.7.8.2	Programmes that in terms of their approved offering are offered on alternate years will not require an application for re-admission or a request for the retention credits.
G1.8	**Articulation:**
G1.8.1	**Articulation between qualifications:**
G1.8.1.1	Articulation between qualifications or programmes are managed in terms of the official articulation policy of the University.
G1.8.2	**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 their National Senior Certificate (NSC) may be admitted to a cognate qualification or programme if:**

G1.8.2.1	The applicant's qualification (Higher Certificate, Advanced Certificate or Diploma) which must be registered on the HEQSF 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
G1.8.2.2	The applicant's achievements meet the University's minimum admission requirements for the respective qualification or programme.
G1.8.3	**Articulation on the basis of work completed towards the completion of the respective Higher Certificate, Advanced Certificate or Diploma:**
G1.8.3.1	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.
G1.8.4	**Module credit(s), obtained for a completed qualification or programme that is being articulated to.**
G1.8.4.1	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.
G1.8.4.2	Recognition of credits from a lower NQF level module to a higher NQF level module~~s~~ will not be allowed.
G1.9	**Academic Participation Requirements**
G1.9.1	**Setting of academic participation requirements:**
G1.9.1.1	A department may set academic participation requirements, in which case satisfactory attendance must be clearly defined.
G1.9.1.2	Students must be notified thereof in writing through the module guide at the commencement of each module.
G1.9.2	**Unsatisfactory academic participation:**
	Departments may refuse students from admission to an assessment or final assessment on the basis of unsatisfactory academic participation.
G1.10	**Assessment**
G1.10.1	**Assessment Manner:**
	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.
G1.10.2	**Notification of Assessment Manner:**
	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.
G1.10.3	**Assessments (Continuous Assessment Modules)**
	Assessments for continuous and alternative assessment modules must be concluded by the end of the mid-year or end-of-year assessment periods.

G1.10.4	**Re-Assessments (Continuous Assessment Modules)**
	Re-Assessments for continuous and alternative assessment modules must be concluded by the end of the mid-year re-assessment period and the end-of-year re-assessment period respectively. The final mark obtained for the re-assessment shall not exceed 50%.
G1.10.5	**Absence from Assessments (e.g. tests, practicals) (Continuous Assessment Modules)**
G1.10.4.1	Satisfactory documentary evidence, e.g. a medical certificate, is required for absence from all types of assessments subject to rule ***G1.10.4.3***.
G1.10.4.2	Such documentary evidence must be submitted to the relevant lecturer no later than three (3) working days after the assessment.
G1.10.4.3	The requirement for submitting satisfactory evidence for absence from a 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.
G1.10.4.4	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.
G1.10.4.5	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.
G1.10.4.6	The lecturer will endeavour to accommodate the students where possible.
G1.11	**Final Assessments (Examinable Modules)**
G1.11.1	**Determination of Class Mark:**
G1.11.1.1	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 assessment methods, e.g. tests, practical work, assignments, etc.
G1.11.1.2	A class mark is not transferable and is valid only for the specific registration period in which it has been achieved.
G1.11.2	**Admission to Final Assessments**
G1.11.2.1	The class mark could determine if a student is allowed to sit for the mid-year or end-of-year final assessments.
G1.11.2.2	Criteria for admissions to Final Assessments will be determined by the Faculty Management Committee and published in the module guide.
G1.11.2.3	Admission to Final assessments is subject to rule ***G1.8*** on academic participation requirements where applicable.
G1.11.3	**Notification of Admission to Final Assessments**
G1.11.3.1	Class marks will be published on the student portal and the onus is on the student to ascertain whether the student qualifies for a Final Assessment admission where applicable.
G1.11.4	**Writing of Final Assessments**
G1.11.4.1	When a student registers at the University, the student simultaneously registers for the final assessments in those modules for which he/she registers, provided that he/she meets the respective admission requirements where applicable.

G1.11.4.2	Notwithstanding ***G1.11.4.1*** above, an undergraduate study abroad student or a local student who officially participates in a study abroad programme, who qualifies for a final re-assessment, deferred assessment or last outstanding assessment in a module, but cannot write such at the University due to being abroad at the time of the assessment, may apply to sit for the assessment at any of the University's Partner Universities abroad or any other university abroad as determined by the relevant committee, as contemplated in rule ***G1.11.4.3*** below, at its discretion.
G1.11.4.3	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 re-assessment period.
G1.11.4.4	The prescribed fee for writing the final assessment is payable upon the relevant committee's approval of the application.
G1.11.4.5	Additional information regarding the application procedure, prescribed fees and conditions applicable to such final assessment is available on the University's website.
G1.11.4.6	Students should be seated 15 minutes before the session commences and nobody may leave the venue within the first hour or during the last 15 minutes of the session. No student will be admitted to the venue once the first half hour of the session has passed.
G1.11.4.7	A student will only be allowed to write the final assessment if the student is in possession of a valid student card or proof of registration and identity.
G1.11.4.8	If a student has misplaced or lost his/her student card on the day of the final assessment, he/she will only be permitted to write the final assessment 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 or valid South African driver's license.
G1.11.4.9	All students must abide by the assessment instructions as detailed in the answer books, as well as those rules read out by the Chief Invigilator prior to commencement of each session.
G1.11.4.10	Students, who as a result of acceptable reasons need additional time for the writing of assessments, must apply in writing to the Universal Accessibility and Disability Services not later than one calendar month after the commencement of lectures.
G1.11.5	**Writing of E-Assessments:**
G1.11.5.1	All standard provisions regarding final written assessments will apply equally to e-assessments hosted in University facilities.
G1.11.5.2	Unless otherwise specified, all e-assessments should be hosted only on Mandela University approved systems and technology as approved by ECS.
G1.11.5.3	Use of third-party software applications, portals, and other resources will be allowed only where they have been approved and meet the following criteria:
G1.11.5.3.1	Provide security of data as set out in the relevant Mandela University policy and as defined by the POPI Act;
G1.11.5.3.2	Do not generate additional costs or fees for students beyond standard Mandela University fees;
G1.11.5.4	**Integrity of e-assessments must be ensured through inter alia:**
G1.11.5.4.1	Sound e-assessment design that will minimise and impede opportunities for cheating;
G1.11.5.4.2	Online identity authentication and verification; or
G1.11.5.4.3	Electronic invigilating ensuring that the student completing the e-assessment is not receiving additional, outside or unauthorised assistance.

G1.11.5.5	**E-assessment invigilation:**
G1.11.5.5.1	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.
G1.11.5.5.2	Possible student transgressions will be flagged by the e-invigilation software or by a trained online invigilator.
G1.11.5.5.3	Video recording will be submitted as part of the evidence of an alleged transgression.
G1.11.5.5.4	Students who are accused of transgressing must complete and sign the prescribed declaration form within seven days after notification of the e-assessment transgression.
G1.11.5.5.5	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.
G1.11.5.5.6	The responsible invigilator will submit the form, and video or other evidence, as part of a written report to the Assessment and Graduation Section.
G1.11.5.5.7	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.
G1.11.5.6	**Irregularities during participation in e-assessment opportunities:**
G1.11.5.6.1	Transgressions in this category include all forms of plagiarism.
G1.11.5.6.2	Search engines and anti-plagiarism software may be used in the detection of suspected transgressions in this category.
G1.11.5.6.3	The location for and time to complete an e-assessments may be prescribed and where applicable extra time may be allowed.
G1.11.5.6.4	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.
G1.11.5.6.5	While a case is pending, answers will not be marked, and no result in the relevant subject will be made available to the student.
G1.11.5.6.6	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
G1.11.6	**Determination of Final Assessment Mark:**
G1.11.6.1	In cases where a module has more than one assessment paper the final assessment mark for that module consists of the weighted average of the marks obtained for each question paper.
G1.11.6.2	Departments may set sub minimum criteria for question papers.
G1.11.7	**Determination of Final Mark:**
G1.11.7.1	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
G1.11.7.2	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.

G1.11.8	**Subminimum pass requirement**
G1.11.8.1	A student must obtain a subminimum mark of 40% for the final assessment in order to pass a module.
G1.11.9	**Pass Requirements:**
G1.11.9.1	A student must obtain a final mark of at least 50% in order to pass a module.
G1.11.10	**Passing a module with Distinction:**
G1.11.10.1	A student passes a module with distinction if he/she attains a final mark of at least 75% in that module.
G1.11.11	**Passing of linked modules:**
G1.11.11.1	It is acknowledged that certain modules, while being stand-alone modules for which individual credit may be obtained in terms of rule ***G1.11.9.1*** 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:
G1.11.11.2	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 final assessment, must have been obtained for the first module.
G1.11.11.3	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 final assessment, must be obtained for each individual module.
G1.11.11.4	If all linked modules have not been passed in terms of rules ***G1.11.11.2*** and ***G1.11.11.3*** 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.
G1.11.11.5	The linking of modules and the consequent averaging of marks is only allowed in respect of the same academic year.
G1.11.11.6	A specific faculty rule may determine that the minimum final and subminimum marks referred to in rules ***G1.11.11.2*** and ***G1.11.11.3*** above shall be at least 45%.
G1.11.11.7	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.
G1.11.12	**Release of Provisional Unmoderated Final Assessment Results:**
G1.11.12.1	Provisional unmoderated results are released for the sole purpose of giving students advance notification of potential re-assessments or deferred assessments or last outstanding assessments on the dates as published in the Almanac.
G1.11.13	**Release of Final Assessment Results:**

G1.11.13.1	Provisional unmoderated marks must be published for students according to the dates published in the Almanac.
G1.11.13.2	Final moderated marks must be published for students according to the dates published in the Almanac.
G1.11.13.3	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.
G1.11.13.4	The Assessment and Graduation Section will publish a schedule for submission of module marks for each assessment period.
G1.11.13.5	The onus is on a student to obtain their final results when published. (Refer rule ***G1.17***)
G1.12	**Deferred Assessment (Examinable modules):**
G1.12.1	A student prevented from completing, a normal final assessment due to circumstances beyond the student's control may be granted permission by the Assessment and Graduation Section to sit for a deferred assessment.
G1.12.2	Such a student must submit a written application, supported by documentary evidence to the Assessment and Graduation Section before the first final assessment, but no later than three (3) working days after the date of the respective final assessment.
G1.12.3	**Deferred assessment due to illness:**
G1.12.3.1	In the case of illness, a medical certificate must be submitted with the application for permission to complete a deferred assessment.
G1.12.3.2	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 final assessment on the day of the assessment in question.
G1.12.3.3	The University also reserves the right to investigate the validity of a medical certificate and to make a final decision informed by the investigation.
G1.12.4	**Deferred assessment due to death in the family:**
G1.12.4.1	In the case of death in the family, a certified copy of the death certificate must be submitted with the application for permission to complete a deferred assessment.
G1.12.5	**Deferred assessment on religious grounds or cultural practices or observances:**
G1.12.5.1	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 with the application for permission to complete a deferred assessment.
G1.12.6	**Deferred assessment to take part in any recognised sport, cultural or other student activities at provincial level or higher:**
G1.12.6.1	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 the student's preparation for and/or writing of an end-of-module assessment.
G1.12.7	**Deferred assessment to take part in University approved activities:**
G1.12.7.1	Students participating in University approved activities may also be eligible to be granted a deferred assessment.

G1.12.8	**Deferred final assessment will not be allowed if a student:**
G1.12.8.1	Misreads/misinterprets the timetable;
G1.12.8.2	Acts on unofficial information;
G1.12.8.3	Arrives late for an end-of-module assessment;
G1.12.8.4	Is unable to identify themselves satisfactorily at the venue.
G1.12.8.5	Has completed a final assessment and afterwards applies for a deferred assessment on the basis of illness or other circumstances.
G1.12.9	**Failure to write deferred assessment:**
G1.12.9.1	If a student fails to complete a deferred assessment, the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee.
G1.12.9.2	An appeal to the Faculty Management Committee must be submitted within 3 days and must follow the procedure outlined in rule ***G1.12.2***.
G1.13	**Final Re-assessments (Examinable Modules)**
G1.13.1	Students who have failed the original final assessment in a module may qualify for a final re-assessment of any work (including portfolios) or final assessments in that module, provided that a final re-assessment shall not be granted in respect of modules offered in the academic recess periods.
G1.13.2	In order to qualify for a final re-assessment, a student must have obtained a final mark of at least 45% in the original final assessment, irrespective of the subminimum not having being met.
G1.13.3	Final re-assessments are normally conducted during a period preceding the commencement of the following academic cycle as scheduled in the General Prospectus.
G1.13.4	A final re-assessment 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 final re-assessment, but the final mark thus obtained may not exceed 50%.
G1.13.5	If a student fails to complete the final re-assessment, the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee.
G1.13.6	An appeal to the Faculty Management Committee must be submitted within 3 days and must follow the procedure outlined in rule ***G1.12***
G1.13.7	A fee per module will be debited to the student's account after the final re-assessment has been written.
G1.14	**Modules with no re-assessment opportunities:**
G1.14.1	In exceptional circumstances re-assessments may not be available for specific modules as approved by ECS and published in the Faculty Prospectus.
G1.15	**Last Outstanding Assessment (Examinable Modules)**

G1.15.1	A final year student or a student registered for an undergraduate one-year qualification or programme who after the completion of the normal semester final assessments, needs to pass only one outstanding module to complete a qualification or programme, and has not qualified for a final re-assessment in that module, shall nevertheless be granted a final re-assessment in that module.
G1.15.2	**For the consistent implementation of this rule, the following definitions and sub-rules must be applied:**
G1.15.2.1	A final year student is a registered student who has qualified to be categorised as such by virtue of the student's academic progress up to the end of the previous academic year.
G1.15.2.2	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.
G1.15.3	**The rule must be applied separately and independently in respect of the final results for the mid-year and end-of-year assessment periods:**
G1.15.3.1	After the final results are available for the mid-year assessment period: 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 final re-assessments during the mid-year re-assessment period. A student who has not registered for their outstanding second semester module(s), should there be any, shall not be eligible for a last outstanding assessment after the mid-year re-assessment period.
G1.15.3.2	After the final results are available for the end-of-year assessment period: the student must have passed all first semester and term 1 and 2 modules.
G1.15.3.3	If the only outstanding module, as defined in ***G1.15.3.2*** 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 nevertheless be granted for that module even if the subminimum in the examination was not met. 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.
G1.15.3.4	A last outstanding assessment does not constitute a separate new final assessment and is therefore subject to rule ***G1.12.4***.
G1.15.3.5	A student shall complete a last outstanding assessment in the period when final re-assessments are written.
G1.15.3.6	This rule shall not apply if a student has failed a final re-assessment or a last outstanding assessment in that module. A final re-assessment shall not be granted on a last outstanding assessment.
G1.15.3.7	If a student fails to complete a last outstanding assessment, 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***.
G1.15.3.8	A student registered for occasional studies in terms of rule ***G1.4.16*** shall not qualify for a last outstanding assessment.
G1.15.3.9	A final re-assessment does not constitute a separate new assessment. The final assessment criteria or ratios used in the original calculation of the final mark shall also apply to the final re-assessment, but the final mark thus obtained may not exceed 50%.

G1.15.3.10	Under normal circumstance a last outstanding assessment is not applicable for continuous assessment modules unless recommended by the respective Head of Department. The final mark obtained for the end of module last outstanding assessment may not exceed 50%.
G1.15.3.11	Capstone modules are excluded from this opportunity.
G1.15.3.12	No subsequent opportunities will be allowed should the student fail.
G1.16	**Notification of Final Assessment Results:**
G1.16.1	This includes results of, re-assessments, deferred assessments and last outstanding assessments.
G1.16.2	Results will only be released if the student account is not in arrears by any of the respective payment dates.
G1.16.3	The Assessment and Graduation Section is responsible for notifying a student of the official final results.
G1.16.4	The official results will indicate whether a student qualifies for a re-assessment, deferred assessment or last outstanding assessment.
G1.16.5	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.
G1.16.6	Notice of dates, times and venues for re-assessments/final re-assessments, deferred assessments and last outstanding assessments will be issued to students irrespective of fees owed to the university.
G1.16.7	Final results may also be made available via SMS to students' cell phone numbers.
G1.16.8	Printed final results will be made available upon request at no cost to the student via Student Systems, Records and Registration Section or the Assessment and Graduation Section.
G1.16.9	If there is any inconsistency between the information displayed on the various media platforms, the final results reflected on the ITS System (Student i-Enabler) shall be regarded as the official results.
G1.16.10	The onus is on the student to ascertain whether he/she qualifies for a re-assessment/final re-assessment, deferred assessment or last outstanding assessment and the time and place of such an assessment /examination.
G1.16.11	A student, who interprets the notification of the re-assessment, final re-assessment, deferred assessment or last outstanding assessment incorrectly, cannot claim another opportunity to be assessed.
G1.17	**Viewing of Final Assessment Scripts:**
G1.17.1	A student has the right to view their assessment/final assessment scripts and associated memoranda on application to the Assessment and Graduation Section for examinable modules and the respective department for continuous assessment modules.
G1.17.2	The timelines for submitting applications will be as indicated in the University Almanac.
G1.18	**Re-marking of final assessment scripts (Examinable Modules)**
G1.18.1	If a student is not satisfied with the marking of their final assessment script, the student 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 for examinable modules and payment of the prescribed fees where applicable as determined by the University.

G1.18.1	The timelines for the application process for the re-marking of a script shall be as published in the University Almanac.
G1.18.3	Applications for re-marking apply exclusively to examinable modules.
G1.18.4	Cancellation of a request for the re-mark for an examinable module 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 vice versa).
G1.18.5	The Head of Department concerned shall appoint a person other than the original examiner/moderator to re-mark the script.
G1.18.6	The outcome of the re-mark of a final assessment script for an examinable module, once approved by the relevant Head of Department, will become the official mark for that script.
G1.19	**Moderation of assessments:**
G1.19.1	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.
G1.19.2	Except with the 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.
G1.19.3	Except with the permission of Senate, all exit-level modules shall be subject to external moderation.
G1.19.4	The Faculty Management Committees in collaboration with the Assessment and Graduation Section 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.
G1.19.5	The Faculty Management Committees determine in collaboration with the Assessment and Graduation Section determines 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.
G1.19.6	The Assessment and Graduation Section will in collaboration with the Faculty Management Committee publish internal and external moderation procedures for assessments.
G1.20	**Submission of documentation for graduation purposes:**
G1.20.1	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 by the University in the Almanac, in order to graduate in that particular academic year, e.g. portfolios, log books, applications for module credits, etc.
G1.21	**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.
G1.22	**Awarding a Certificate / Diploma / Degree Cum Laude:**
G1.22.1	**Rule exclusion:**
G1.22.1.1	This rule excludes Advanced Diplomas, BTech, Postgraduate diplomas, Honours, Masters and Doctoral degrees
G1.22.2	**Unless Senate has approved a different faculty rule, as published in the respective Faculty Prospectus, in respect of rule *G1.22.2.4* below, a qualification or programme is awarded cum laude if the student:**

G1.22.2.1	Completed the qualification in the prescribed minimum period of study for the applicable full-time or part-time qualification or programme;
G1.22.2.2	Passed all the prescribed modules of the qualification or programme at the first attempt for each module;
G1.22.2.3	Obtained a weighted average mark of at least 75% across all the modules of the qualification or programme and
G1.22.2.4	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.
G1.22.2.5	In the absence of approved major modules as provided for in ***G1.22.2.4*** no weighted average for exit level modules will be required.
G1.22.2.6	The registration of the student in the final year of study for full-time or part-time will determine the minimum period of study.
G1.23	**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.
G1.24	**Issuing of qualification or programme certificates**
G1.24.1	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.
G1.24.2	Qualification or programme certificates are issued only once in paper format.
G1.24.3	Students who have graduated may apply for a digital replacement (duplicate) certificate of the original certificate.
G1.25	**Withdrawal and revocation of a qualification**
G1.25.1	**The University Council in consultation with Senate reserves the right to withdraw and revoke a qualification or programme that was awarded:**
G1.25.1.1	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
G1.25.1.2	As a result of fraudulent or dishonest act in connection with the obtaining of such qualification.
G1.25.2	**Prior to withdrawing and revoking the Qualification or programme, the Registrar must:**
G1.25.2.1	Notify the recipient of the qualification or programme concerned that a revocation and withdrawal is being considered;
G1.25.2.2	Provide the recipient with relevant information justifying the intended action;
G1.25.2.3	Provide the recipient with an opportunity to obtain assistance and to present their case and
G1.25.2.4	Consider the submissions and representations of the recipient.
G1.26	**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.

G1.27	**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 paragraph 85 of the Statute of the Nelson Mandela University.
G1.28	**Withdrawal and revocation of a honorary doctoral degree or award**
G1.28.1	The University Council in consultation with Senate reserves the right to withdraw and revoke an honorary doctoral degree or award that was awarded:
G1.28.1.1	On the basis of a material error on the part of the University or
G1.28.1.2	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.
G1.28.2	**Prior to withdrawing and revoking the doctoral degree or award, the University must:**
G1.28.2.1	Notify the recipient of the honorary degree concerned that a revocation and withdrawal is being considered;
G1.28.2.2	Provide the recipient with relevant information justifying the intended action;
G1.28.2.3	Provide the recipient with an opportunity to obtain assistance and to present their case and
G1.28.2.4	Consider the submissions and representations of the recipient.
G1.29	**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.
G1.30	**Transitional General Rules for Qualifications or Programmes:**
G1.30.1	**Effect of Amendment of Rules:**
	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.
G1.30.2	**Phasing out of pipeline programmes:**
G1.30.2.1	Unless Senate decides otherwise, pipeline qualifications or programmes shall be offered for two years longer than the minimum duration of the qualification or programme.
G1.30.2.2	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.
G1.30.2.3	Refer to the Faculty Prospectus for the phasing out detail for programmes and modules.

GENERAL RULES FOR ADVANCED DIPLOMAS AND BTECH DEGREES	
G2	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**
G2.2.1	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/diploma shall be subject to departmental approval.
G2.3	**Duration of Study**
G2.3.1	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 prospectus.
G2.4	**Repeating modules**
G2.4.1	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 students 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 their qualification or programme shall be granted a re-assessment in that module.
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	The Advanced Diploma and the BTech degree shall be awarded cum laude to students who:
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.
GENERAL RULES FOR POSTGRADUATE CERTIFICATES AND DIPLOMAS	
G3	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**
G.3.1	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**
G3.4.1	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.
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 their qualification or programme shall be granted a last outstanding 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	The Postgraduate Certificate and Diploma shall be awarded cum laude to students who:
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.
GENERAL RULES FOR HONOURS DEGREES	
G4	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.

G4.2	**Re-admission**
G4.2.1	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**
G4.3.1	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**
G4.4.1	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 their 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	The Honours degree shall be awarded cum laude to students who:

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.
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.
GENERAL RULES FOR MASTERS AND DOCTORAL DEGREES	
G5	Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications or programmes shall also apply to Masters 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 Masters 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 masters 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 masters 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 the student's research supervisor.
G5.3	**Module Credits**
G5.3.1	Applications for credits in respect of coursework masters studies will be considered by Head of Department for approval.

G5.4	**Enrolment: Registration and Continuing Registration:**
G5.4.1	Subject to rule ***G5.4.2***, The first registration of students for research Masters 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 ***G5.8*** and will pay fees on a pro rata basis.
G5.4.3	A student must renew their registration for the study on an annual basis, for the full period of study, until the student 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 University Almanac.
G5.4.6	If a student fails to renew their registration as a student, the registration of the student's research project shall lapse subject to rule ***G5.6.1.***
G5.4.7	The continued registration of a postgraduate student 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 by the University in the Almanac and submitting this for endorsement to the Head of Department / Director of School.
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 masters to a doctoral degree**
G5.5.1	In exceptional cases, where the scope and impact of a masters 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 supervisor's concurrence to have their 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 Masters.
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 masters 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 masters to a doctoral study will not be entitled to be awarded a masters degree and the transfer cannot be reversed.
G5.6.6	In instances where a students covert 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 Masters 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.
G5.6.2	Unless the Faculty Postgraduate Studies Committee decides otherwise, no student will be allowed to continue with their studies if a research project has not been registered within the prescribed minimum period as stipulated in the Policy on Master's and Doctoral Degrees.
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	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
G5.7.4	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.
G5.7.5	In exceptional cases, the Faculty 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.
G5.7.6	The period of approved abeyance is not constituted as an academic year.
G5.8	**Duration:**
G5.8.1	The minimum period of study for a postgraduate research qualification is as follows:
G5.8.1.1	Master's degree: One (1) academic year
G5.8.1.2	Doctoral degree: Two (2) academic years
G5.8.2	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:
G5.8.2.1	Masters by coursework and treatise: Three (3) academic years
G5.8.2.2	Masters by dissertation: Three (3) academic years
G5.8.2.3	Doctoral studies: Four (4) academic years
G5.8.3	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:
G5.8.3.1	Masters in Business Administration: Four (4) academic years
G5.8.3.2	Masters by coursework and treatise: Four (4) academic years

G5.8.3.3	Masters 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 their proposed date of completion of the programme.
G5.9.3	An application for extension of the maximum period of study is subject to the approval of:
G5.9.3.1	The Faculty Postgraduate Studies Committee for any period up to one academic 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.
G5.10	**Outcomes of the Research**
G5.10.1	A student must in their treatise/dissertation/thesis achieve the relevant outcomes articulated in the University's Policy on Master's and Doctoral Degrees, 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 their supervisor on a regular basis to report on the progress made with the student's research and to receive guidance from the supervisor.
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.
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 the 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 the own original work of the student 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.
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.
G5.12.1.1	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.
G5.12.1.2	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.
G5.12.1.3	The title of the treatise/dissertation/thesis, as well as the name of the student must appear on the cover page.
G5.12.1.4	The title page of the treatise/dissertation/thesis shall contain the following particulars:
G5.12.1.4.1	Full title;
G5.12.1.4.2	Full name of the student;
G5.12.1.4.3	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";
G5.12.1.4.4	Date of submission;
G5.12.1.4.5	Name of the supervisor and co-supervisor (if applicable);
G5.12.1.4.6	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	The citation must consist solely of information on academic achievements, and it should be divided into two sections, namely:
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	After the treatise/dissertation/thesis has been accepted and the student has made the required amendments, if applicable, the student must submit the following documents to the Assessment and Graduation Section:
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.
G5.14.2.4	If research is bound by a confidentiality agreement, the words 'research is subject to a confidentiality agreement', 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. Submission for the Summer Graduation must be submitted by the 2nd Friday in March for the Autumn graduation in April and for the Summer graduation by the 2nd Friday in November.
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	A manuscript shall:
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 Masters and Doctoral Degrees:**
G5.15.1	Constitution of the Assessment Panel:
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.
G5.15.3	**Appeals**
G5.15.3.1	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.
G5.15.3.2	The Executive Dean shall submit such appeal, together with the examiners' reports to the University's Postgraduate Studies Committee who must decide, at the next scheduled meeting, whether the appeal must be upheld or not.
G5.15.3.3	The Chairperson of the Postgraduate Studies Committee must notify both the Dean and the student in writing of the outcome.
G5.15.3.4	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 Policy on Master's and Doctoral Degrees).
G5.15.3.5	The decision of the arbiter is final and binding.
G5.15.3.6	Supervisor may not appeal on behalf of the student if the student is not satisfied with the outcome
G5.16	**Allocation of Final Mark for Research Project:**
G5.16.1	**The mark for a Masters treatise/dissertation is calculated as follows:**
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).

G5.16.1.3	In the event of a student who is not satisfied with the decision of Faculty Postgraduate Studies Committee regarding rejection of treatise/dissertation/thesis or mark allocated, 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.
G5.16.1.4	No mark below 50% will be considered as a pass.
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/thesis 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 Masters Degrees:**
G5.18.1	Unless Senate approves a different rule for a specific programme, a Coursework Masters 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 Masters 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.
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 the qualification or programme shall be granted a re-assessment in that module.

G5.21	**Awarding the Degree:**
G5.21.1	A candidate would be deemed to have met all requirements of a qualification when:
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	**Awarding the Degree Cum Laude:**
G5.22.1	A Coursework Masters student obtains the degree cum laude if he/she:
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	A Research degree student obtains the degree cum laude if he/she:
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 cum laude.
G5.23	**Use of doctoral title:**
G5.23.1	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 REGULATIONS

Preamble

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.

T TRAFFIC RULES

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:

(a) 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.

(b) Any complainant or witness required for the hearing shall be informed in writing at least three (3) working days before the hearing.

(c) The initiator shall lead evidence to support the allegation, examine witnesses and the accused, and address the Committee.

(d) 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 f rom the inherent sentencing discretion of the Disciplinary Committee.

- The Disciplinary Committee shall im pose 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 m 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 f inalising its decision on sanction, the Committee should always satisfy itself that the sanction, or com bination of sanctions, i t has decided to im pose is both:

  - Sufficient; and
  - No m ore than is necessary to achieve the purpose of sanction.

- Reasons

  The Committee must give reasons for i ts decisions on sanction. The reasons should clearly explain:
  - The interests and factors the Committee took into account in arriving at i ts 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 m eans that the sanction will only take effect if the student respondent commits a similar offence during the specified period.

OFFENCES AGAINST THE PERSON

OFFENCE 1st Offence = 1 2nd 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.	*CRIMEN INJURIA* / 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 1st Offence = 1 2nd 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 1st Offence = 1 2nd 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 1st Offence = 1 2nd Offence = 2		MISCONDUCT	WARNING/ SUSPENDED SENTENCE	SUSPENSION 6 MONTHS	SUSPENSION 1 YEAR	EXPULSION
	1.	THEFT				
1					X	
2						X
	2.	FRAUD				
1					X	
2						X
	3.	FORGERY / UTTERING				
1					X	
2						X

BEHAVIOURAL OFFENCES

OFFENCE 1st Offence = 1 2nd 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/abusive 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**

Change the World

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