NELSON MANDELA
UNIVERSITY

GENERAL PROSPECTUS 2018

The complete 2018 University Prospectus consists of the following parts:

- General Prospectus

- Student Account Guide

- Prospectuses of the respective faculties
  - Faculty of Arts
  - Faculty of Business and Economic Sciences
  - Faculty of Education
  - Faculty of Engineering, the Built Environment and Information Technology
  - Faculty of Health Sciences
  - Faculty of Law
  - Faculty of Science

Copies of separate parts of the prospectus are obtainable from:
The Registrar
PO Box 77000
Nelson Mandela University
PORT ELIZABETH
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 2018 academic year.

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

VISION, MISSION, VALUES, EDUCATIONAL PURPOSE AND PHILOSOPHY

VISION

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

MISSION

To offer a diverse range of life-changing educational experiences for a better world.
To achieve our vision and mission, we will ensure that:

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

VALUES

- **Diversity**
- **Excellence**
- **Ubuntu**
- **Social justice and equality**
- **Integrity**
- **Environmental stewardship**

EDUCATIONAL PURPOSE AND PHILOSOPHY

- We provide transformational leadership in the service of society through our teaching and learning, research and engagement activities.
  - To achieve this we are committed to developing the human potential of our staff and students in the full spectrum of its cognitive, economic, social, cultural, aesthetic and personal dimensions in the pursuit of democratic citizenship.
- We adopt a humanising pedagogical approach that respects and acknowledges diverse knowledge traditions and engages them in critical dialogue in order to nurture a participative approach to problem-posing and -solving, and the ability to contribute to a multi-cultural society.
- We inspire our stakeholders to be passionate about and respectful of an ecologically diverse and sustainable natural environment.
- We will be known for our people-centred, caring, values-driven organisational culture that will allow all members of the university community to contribute optimally to its life.

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ADDRESS OF THE UNIVERSITY

Admissions
The Admissions Section
PO Box 77000
Nelson Mandela University
PORT ELIZABETH
6031

Examinations & Graduation
The Examination Section
PO Box 77000
Nelson Mandela University
PORT ELIZABETH
6031

Finance
The Finance Department
PO Box 77000
Nelson Mandela University
PORT ELIZABETH
6031

General
The Registrar
PO Box 77000
Nelson Mandela University
PORT ELIZABETH
6031

Telephone numbers

PE Campuses:	+27 41 504-1111
Office for International Education	+27 41 504-2161
George Campuses:	+27 44 801-5111
Student enquiries	+27 41 504-9000

e-mail: info@mandela.ac.za
Website: http://www.mandela.ac.za

USEFUL TELEPHONE NUMBERS

	2nd Avenue	Summerstrand North	Summerstrand South	Missionvale	George
Admissions Enquiries			041-5041111		044-8015194
Alumni Association Office		041-5043935			
Arts and Culture			041-5042508	041-5041361	044-8015029
Business School	0861504500				
Cashiers	041-5043838	041-5049138	0415042513	041-5041287	044-8015003
Centre for Access Assessment & Research			041-5042918	041-5042918	
Centre for Teaching, Learning & Media	0415043835	041-5042135	041-5042293	041-5041279	
Examinations	041-5041111	041-5041111		041-5041111	
Faculty of Arts			041-5042802 041-5042855 041-5043252 041-5043478 041-5044608		044-80155090
Faculty of Business & Economic Sciences	041-5043804 041-5043706 041-5043802		041-5042939 041-5042120 041-5042248	041-5041130	
Faculty of Education			041-5044568 041-5042125	041-5041130	044-8015087
Faculty of Engineering, the Built Environment and Information Technology		041-5043446 041-5043447 041-5043480 041-5043660			
Faculty of Health Sciences			041-5042957 041-5042121 041-5042956 041-5042749	041-5041178	
Faculty of Law			041-5042474 041-5042588		
Faculty of Science		041-5049922	041-5042679 041-5042268 041-5049922	041-5041178	
Financial Aid		041-5043182	041-5042550	041-5041242	044-8015130
Health Services	041-5043762	041-5043364	041-5042174	041-5041374	044-8015062
HIV and AIDS Centre			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
Communication and Stakeholder Liaison		041-5043339			044-8015098
Off-Campus Programmes Incl. Distance Education			041-5042896		
Office for International			041-5042161		

	2nd Avenue	Summerstrand North	Summerstrand South	Missionvale	George
Education					
Postal Services		041-5043559	041-5042163	041-5041258	044-8015111
Protection Services Emergency ALL: 041-5042009 CRIME LINE ANONYMOUS: 041-5049998	041-5043710	041-5043636 or 5043483	041-5042482 or 5042009	041-5041307	044-8015050
Research Capacity Development: Honours, M & D Bursaries			041-5042538		
Research Management			041-5044536		
Student Housing	041-5043839	041-5043941	041-5042261		044-8015034
Student Counselling, Career and Development Centre	041-5043854	041-5043222	041-5042511	041-5041106	044-8015051
Student Accounts	041-5044364	041-5044364	041-5044364	041-5044364	044-8015053
Student Governance and Development		041-5043351	041-5042491	041-5041235	
Student Records			041-5043536 041-5044271		044-8015048 044-8015566
Maintenance Services	041-5043347	041- 5043347	041-5043347	041-5043347	044-8015006
Transformation Monitoring and Evaluation			041-5042870		

ABOUT NELSON MANDELA UNIVERSITY

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

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

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

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

Our campuses

The launch of the Ocean Sciences Campus means Nelson Mandela University now has seven campuses and about 27 000 students.

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

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

Facilities and supportive teaching and learning 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 offers a state-of-the-art integrated online system. There are cafeterias, food courts and coffee shops.

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

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

Faculties

Nelson Mandela University has seven faculties. They are:

- Arts
- Business and Economic Sciences

- Education
- Engineering, the Built Environment and Information Technology
- Health Sciences
- 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 teaching and learning, research and engagement. 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 and Engagement 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. Many are award-winning entities. The University also has many more engagement institutes, centres and units and two clinics serving society in various initiatives. Its mobile Zanemphilo health platform, for example, serves both indigent communities and its Health Sciences students with practical experience. The latter forms part of the growing Interprofessional Education (IPE) that will undergird the University's Health Science qualifications as it moves towards the formalisation of its Medical School.

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

International links
Just over 8% of the University's student body comes from 84 different countries outside of South Africa. The Office for International Education fosters relationships and manages inter-institutional linkages to enrich both Nelson Mandela University staff and students. These partnerships also foster our growing research.

Reasons to be proud:

- Nelson Mandela University's diversity and multiculturalism. Our African students come from 32 countries on the continent.
- Nelson Mandela University is the only University in the world to be named after the global icon Nelson Mandela
- The Centre for High Resolution Transmission Electron Microscopy (CHRTEM) is the only place in Africa where scientists can view atoms in line with the University's growing prominence for nanoscience.
- The University was chosen to host the country's 10th Medical School, and expects its first cohort of medical students from 2020.
- 43% of our academic staff have doctoral degrees, which is above the national average.
- New infrastructure like the second iconic Engineering Block on North Campus, the High Performance Complex complete with a 100m research sprint track, and the Science Building on South Campus.
- The University has the only dedicated Ocean Sciences Campus in South Africa and is working together across disciplines – from the Arts through to Zoology – to find innovative, sustainably solutions in growing the country's blue economy.
- Nelson Mandela University has excellent links with industry and business, particularly within the pharmacy, tourism, the automotive industries and now with all Ocean Sciences-related partners.
- Nelson Mandela University's ongoing education partnership of ten years with Fifa, as one of only two presenters in Africa of an international sports management programme through the Centre International d'Etude du Sport (CIES).
- In 2012 the University was selected to facilitate the country's first electric e-mobility programme and technical centre, called the uYilo e-mobility programme.
- The University has extensive expertise within the field of friction processing which has resulted in numerous national awards for the patented technology, WeldCore®. This technology has saved industry vast sums of money.
- Nelson Mandela University's accounting and pharmacy students who continue to produce top results in their national external examinations.
- The University's international award-winning choir which continues to perform around the globe to wide acclaim.

ACADEMIC DRESS

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

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

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

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

Doctoral degrees

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

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

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

Master's degrees

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

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

Cap: Black mortarboard with blue tassel.

Postgraduate diplomas

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

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

Cap: Black mortarboard with blue tassel.

Bachelor honours degrees

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

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

Cap: Black mortarboard with blue tassel.

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

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

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

Cap: Black mortarboard with blue tassel.

Three-year bachelor's degrees

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

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

Cap: Black mortarboard with blue tassel.

Advanced diploma

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

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

Cap: Black mortarboard with blue tassel.

Diploma

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

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

Cap: Black mortarboard with blue tassel.

Faculty colours

Arts:	Yellow
Business & Economic Sciences:	Plum
Business School	Black and magenta
Education:	Orange
Engineering, the Built Environment and Information Technology:	Light blue
Health Sciences:	Apple green
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.

The Image Factor has been appointed as the official photographer of the University.

ACADEMIC PROGRAMME AND ALMANAC 2018

2018 ACADEMIC CALENDAR

LECTURE BLOCKS

First teaching block: Monday 5 February – Friday 23 March (34 days)
Second teaching block: Monday 26 March – Thursday 24 May (35 days)
Third teaching block: Monday 16 July – Friday 31 August (34 days)
Fourth teaching block: Monday 3 September – Friday 26 October (34 days)

NORMAL EXAMINATION PERIODS

First Semester: Wednesday 31 May – Tuesday 20 June (16 days)
Second Semester: Thursday 2 November – Wednesday 22 November (18 days)

NORMAL EXAMINATION PERIODS

First Semester: Monday 28 May – Friday 15 June (17 days)
Second Semester: Wednesday 31 October – Tuesday 20 November (18 days)

RE-EXAMINATION PERIODS

First Semester: Thursday 11 January – Friday 19 January
Second Semester: Monday 9 July – Friday 13 July
Wednesday 5 December – Friday 7 December (Pilot for Undergraduate Diplomas and Certificates)

NOTE:
In the event of exams being disrupted, the University reserves the prerogative to extend the exam period for a reasonable time beyond the planned end of exams.

GRADUATION CEREMONIES
Autumn graduation
Friday 13 April (George)
Tuesday 17 April – Thursday 26 April (Port Elizabeth)

Summer graduation
Wednesday 12 December – Friday 14 December

STUDENT RECESS PERIODS
Friday 30 March – Sunday 8 April
Saturday 16 June – Sunday 15 July
Saturday 29 September – Sunday 7 October
Wednesday 21 November – Monday 31 December

*** University re-opens Wednesday, 3 January 2018**

PUBLIC/UNIVERSITY HOLIDAYS 2018

Semester 1	**Mon**	**1 January**	**New Year's Day**
	Wed	**21 March**	**Human Rights Day**
	Fri	**30 March**	**Good Friday**
	Mon	**2 April**	**Family Day**
	Fri	**27 April**	**Freedom Day**
	Mon	**30 April**	**University Holiday**
	Tue	**1 May**	**Workers' Day**
	Sat	**16 June**	**Youth Day**
Semester 2	**Thur**	**09 August**	**National Women's Day**
	Mon	**24 September**	**Heritage Day**
	Sun	**16 December**	**Day of Reconciliation**
	Tues	**25 December**	**Christmas Day**
	Wed	**26 December**	**Day of Goodwill**

SCHOOL HOLIDAYS (COASTAL SCHOOLS)

Term 1	**Thurs**	**29 March – Mon 9 April**
	Mon	**30 April School Holiday**
Term 2	**Sat**	**23 June – Mon 16 July**
	Fri	**10 Aug School Holiday**
Term 3	**Sat**	**29 September – Monday 8 October**
Term 4	**Thurs**	**13 December –**

ALMANAC

January

Mon	1	**New Year's Day**
Tue	2	
Wed	3	University re-opens First day for submission and processing of study elsewhere and module credit requests Library and Information Services re-open Library and Information Services: Vacation hours First day for submission of requests for programme/qualification changes for the purpose of graduation in April 2018 First day for submission of requests for programme/qualification changes for 2017 registered students for the purpose of 2018 registration (Semester 1) Submission of appeals from students who attempted all their modules during the November examination and were refused re-admission for the 2018 academic year continue
Thu	4	
Fri	5	
Sat	6	Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)
Sun	7	Library and Information Services closed
Mon	8	Viewing and applications for re-marking of November 2017 examination answer scripts commence
Tue	9	
Wed	10	
Thu	11	Admissions Committee (Special) (10:30) **January re-examinations commence**
Fri	12	
Sat	13	Residences open for new international students (on and off-campus) Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)
Sun	14	Library and Information Services closed
Mon	15	On-line Registration commences Admissions Committee (Special) (10:30) Student Affairs Management Committee (10:00) BTech Block 1 modules commence (Forestry and Wood Technology)
Tue	16	International Students' Orientation commences
Wed	17	**Schools re-open** Student Housing Management Committee (09:00)
Thu	18	Admissions Committee (Special) (10:30)
Fri	19	**January re-examinations end** International Students' Orientation end
Sat	20	Residences open for new students (on and off campus) Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun	21	Library and Information Services closed Residences re-open for First Year students (George Campus)
Mon	22	**Registration commences** Deans' Forum Breakaway
Tue	23	Deans' Forum Breakaway George Campus First Year registration commences George Campus Registration of **All International students** George Campus First Year SNRM (Faculty of Science) students register George Campus Higher Certificate in Veldfire Management (Full-time) (Science) students register
Wed	24	Management Committee (08:30) George Campus Higher Certificate in IT User Support Services (EBEIT) students register

George Campus All First Year Faculty of Business and Economic Sciences (BES) students register
Last day for submission of examination scripts and final mark reports to the Examination Section (14:00)
Last day for processing January 2018 re-examination/special examination marks by academic departments (12:00)

Thu 25

Fri 26 Admissions Committee (Special) (10:30)
BTech Block 1 modules end (Forestry and Wood Technology)
Last day for submission of experiential training reports and applications for module credit requests for graduation in 2018

Sat 27 **First-Year Success (FYS) Programme commences**
Welcoming Ceremony for First Year Students (George Campus)
Official Welcoming Ceremony for all first-year students and their parents
Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)

Sun 28 Library and Information Services closed

Mon 29 Graduate School - Trimester 1 Lectures commence
Study Abroad and Exchange Student Orientation Opening Ceremony
Publication of final January 2018 re-examination/special examination results

Tue 30

Wed 31 Admissions Committee (Special) (10:30)
Student Disciplinary Committee (08:30)
Last day for the submission of appeals from students who attempted all their modules during the examination and/or re-examination and were refused re-admission for the 2018 academic year

February

Thu 1 Arts, Culture and Heritage Committee (14:00)
George Campus SNRM (Faculty of Science) senior students register
George Campus HC Veldfire Management First Year (Part-time and full-time) (Faculty of Science) students register
George Campus BTech Nature Conservation, Game Ranch Management and Agricultural Management (full-time) (Faculty of Science) students register

Fri 2 George Campus Advanced Diploma (Business Studies) students register
George Campus Business and Economic Sciences Faculty senior students register

Sat 3 **Registration ends**
Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)

Sun 4 **Last day of Summer recess for students**
Library and Information Services closed

Mon 5 **Registration changes commence**
Library and Information Services: Term hours
Full-time and part-time lectures commence: Start of first teaching block of lectures
HC Veldfire Management Block 1 - 1st semester course commences (First year part-time and full-time)
Late Registration commences[1]

[1)] **Late registration after 3 February is subject to payment of a late registration fee**

Tue 6 Executive Committee of Senate (09:00)
Student Disciplinary Committee (08:30)

Wed 7 Admissions Committee (Special) (10:30)
Research Ethics Committee (Animal) (14:00)
Library and Information Services Committee (14:00)
Viewing and applications for re-marking of December 2017 / January 2018 examination answer scripts commence

Thu	8	Student Disciplinary Committee (08:30) Alumni Association Executive Committee (17:30)
Fri	9	Nomination Committee (11:00) Executive Committee of Council (09:00) Last day for viewing and applications for re-marking of November 2017 examination answer scripts Graduate School Trimester 1 - Last day for late registration of modules and registration changes Processing of final year study elsewhere and module credit requests submitted by 26 January deadline for April 2018 graduation purposes end Final date for the approval by Faculty Postgraduate Studies Committees of applications for studies in abeyance for 2018 from master's and doctoral students
Sat	10	
Sun	11	
Mon	12	Teaching and Learning Committee (14:00)
Tue	13	Tender Adjudication Committee (09:00)
Wed	14	Transformation Committee (14:00) Student Housing Management Committee (09:00) Last day for submission of requests for programme/qualification changes for the purpose of graduation in April 2018 Last day for submission of requests for programme/qualification changes for 2017 registered students for the purpose of 2018 registration (Semester 1)
Thu	15	Deans' Forum (13:30) Research and Engagement Committee (08:30)
Fri	16	Faculty Board Meeting: Faculty of Engineering, the Built Environment and Information Technology (12:00) HC Veldfire Management Block 1 - 1st semester course ends (First year part-time and full-time) Last day for viewing and applications for re-marking of December 2017/January 2018 re-examination answer scripts
Sat	17	
Sun	18	
Mon	19	Student Support Service Council (14:00)
Tue	20	Institutional Forum (14:00) Blended Learning Committee (12:30) George Campus Management Committee (11:00)
Wed	21	Management Committee (08:30)
Thu	22	Sport Committee (13:00) Postgraduate Studies Committee (09:00) Estate and Facilities Management Committee (14:00) Faculty Board Meeting: Faculty of Health Sciences (12:00)
Fri	23	Faculty Board Meeting: Faculty of Education (13:30) Final date for approval of master's and doctoral degree examination reports and approval of manuscripts in article format for doctoral candidates for graduation in April 2018
Sat	24	Campus Life Festival
Sun	25	
Mon	26	Student Affairs Management Committee (10:00) HC Veldfire Management Block 1 - 1st semester course commences (Second year part-time and full-time)
Tue	27	Extended Management Committee (Retreat) (08:30)
Wed	28	**Census Date: Term 1 modules** Student Disciplinary Committee (08:30) Research Ethics Committee (Human) (14:00) Extended Management Committee (Retreat) (08:30) Graduate School - Last day for cancellation of Trimester 1 modules without penalty

March

Thu	1	Senate (14:00) Start of 2018 Graduate Recruitment Presentations (early awareness)
Fri	2	Human Resources and Remuneration Committee (08:30)
Sat	3	
Sun	4	
Mon	5	Information and Communication Technology Committee (14:00)
Tue	6	Quality Committee (08:30) Student Disciplinary Committee (08:30)
Wed	7	Audit and Risk Committee (09:00)
Thu	8	Academic Programme Committee (08:30) Faculty Board Meeting: Faculty of Arts (14:00) Last day for approval by APC of all Form 2 new programmes for implementation in the 2020 academic year Last day for approval by APC of all programme amendments for implementation in the 2019 academic year and for inclusion in the 2019 Academic Prospectuses
Fri	9	Faculty Board Meeting: Faculty of Business and Economic Sciences (14:00) HC Veldfire Management Block 1 - 1st semester course ends (Second year part-time and full-time) Last day for students to apply to the Exams Office if they wish not to write exams on a particular date or time during the exam period due to clashes with religious or cultural observance (Application must be accompanied by a letter from the relevant ordained religious leader or designated authority on an official letterhead)
Sat	10	
Sun	11	
Mon	12	Disability Advisory Forum (14:00) Internationalisation Committee (09:00) Student Housing Advisory Committee (14:00)
Tue	13	Admissions Committee (12:00) Institutional Management Committee (14:30)
Wed	14	Management Committee (08:30) Research Ethics Committee (Animal) (14:00) Student Housing Management Committee (09:00) Graduate School - Last day for cancellation of Trimester 1 modules with 50% liability
Thu	15	Deans' Forum (08:30) Research Committee (08:30) Student Disciplinary Committee (08:30) Finance and Facilities Committee (14:00) Computer Science and IT Careers Fair
Fri	16	Governance Committee (09:00) Faculty Board Meeting: Faculty of Science (14:00) Last day for submission of final copies of treatises/dissertations/theses for graduation in April 2018
Sat	17	
Sun	18	
Mon	19	Central Timetabling Committee (14:00)
Tue	20	Executive Committee of Senate (09:00) **Census Date: Trimester 1 modules**
Wed	21	**Human Rights Day** *Administrative Offices and Library and Information Services closed*
Thu	22	Capital Resources Allocation Committee (09:00)
Fri	23	Faculty Board Meeting: Faculty of Law (14:00) **End of first teaching block of lectures**
Sat	24	
Sun	25	

Mon 26 Tender Adjudication Committee (09:00)
Start of second teaching block of lectures
Tue 27 Financial Aid Committee (09:00)
Risk Management Committee (09:00)
Student Orientation Committee (12:00)
Student Disciplinary Committee (08:30)
Student Affairs Management Committee (10:00)
Wed 28 Council (09:00)
Schools close
Research Ethics Committee (Human) (14:00)
Thu 29 **Late registration ends**
Library and Information Services: Vacation hours
Graduate School - Last day for cancellation of year block modules without penalty
Last day for registration changes for the block of lectures that started on 5 February 2018
Last day for renewal of registration by candidates for research master's and doctoral degrees
Fri 30 **Good Friday**
Census Date: Semester 1 modules
Start of Autumn recess for students
Administrative Offices and Library and Information Services closed
Sat 31 Library and Information Services closed

April

Sun 1 Library and Information Services closed
Cycle for applications for academic admission for 2019 opens
Mon 2 **Family Day**
Administrative Offices and Library and Information Services closed
Tue 3 Publication of Provisional Examination Timetable without venues
Wed 4
Thu 5
Fri 6
Sat 7 Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)
Sun 8 **End of Autumn recess for students**
Library and Information Services closed
Mon 9 Lectures resume
Graduation Site meeting (George Campus) (15:00)
Co-Curricular Student Development Committee (12:00)
Start of 2018 Law Recruitment Programme
Library and Information Services: Term hours
HC Veldfire Management Block II - 1st semester course commences (First year part-time and full-time)
Tue 10 **Schools re-open**
Student Disciplinary Committee (08:30)
Wed 11 Student Housing Management Committee (09:00)
Thu 12 Management Committee (08:30)
Fri 13 **George Campus Autumn Graduation ceremony** (10:00)
Last day for module changes for the block of lectures that started on 26 March 2018
Sat 14
Sun 15
Mon 16 Executive Committee of Council (09:00)
Student Affairs Management Committee (10:00)
Graduation Site meeting (Port Elizabeth) (15:00)
Tue 17 **PE Autumn Graduation Ceremonies commence**

Wed 18
Thu 19
Fri 20 End of 2018 Law Recruitment Programme
Graduate School - Last day for cancellation of Trimester 1 modules for exam purposes
HC Veldfire Management Block II - 1st semester course ends (First year part-time and full-time)
Last day for cancellation of registration, as well as the cancellation of particular modules for the purposes of June examinations
Sat 21
Sun 22
Mon 23
Tue 24 **Census Date: Term 2 modules**
Human Resources Development Committee (14:00)
Wed 25
Thu 26 **PE Autumn Graduation Ceremonies end**
Publication of final June examination timetable with venues
Last day for submission of intention to submit documentation for examination by postgraduate students for awarding of master's and doctoral degrees in December 2018
Submission of examination question papers, marking guidelines and module outcomes for the June 2018 examinations - all exit level modules (including special/re-examinations for July 2018)
Fri 27 **Freedom Day**
Administrative Offices and Library and Information Services closed
Sat 28 Library and Information Services closed
Sun 29 Library and Information Services closed
Mon 30 **School Holiday**
University Holiday
Administrative Offices and Library and Information Services closed

May

Tue 1 **Workers' Day**
Administrative Offices and Library and Information Services closed
Wed 2 Management Committee (08:30)
Research Ethics Committee (Animal) (14:00)
Thu 3 Health Care Committee (10:00)
Executive Committee of Senate (09:00)
Faculty Board Meeting: Faculty of Health Sciences (12:00)
Last day for approval by ECS of all Form 2 new programmes for implementation in the 2020 Academic year
Last day for approval by ECS of all programme amendments for implementation in the 2019 academic year and for inclusion in the 2019 Academic Prospectuses
Fri 4 Open Day (George Campus)
Sat 5 Open Day (George Campus)
Sun 6
Mon 7 Admissions Committee (12:00)
HC Veldfire Management Block II - 1st semester course commences (Second year part-time and full-time)
Last day for the submission of all examination question papers, marking guidelines and module outcomes for June 2018 examinations including special/re-examination for July examinations
Tue 8 Student Disciplinary Committee (08:30)
Scholarship and Bursaries Committee (09:00)
Wed 9 Extended Management Committee (08:30)
Thu 10
Fri 11 Research Committee (08:30)
Open Day (Port Elizabeth)

George Campus Management Committee (11:00)
Graduate School - End of Trimester 1 Lectures

Sat 12 Open Day (Port Elizabeth)
Sun 13
Mon 14 Postgraduate Studies Committee (09:00)
Graduate School - Trimester 1 Examinations commence
Tue 15 Employment Equity Forum (14:00)
Internationalisation Committee (09:00)
Wed 16 Student Housing Management Committee (09:00)
Information and Communication Technology Committee (14:00)
Thu 17 Deans' Forum (13:30)
Student Disciplinary Committee (08:30)
Research and Engagement Committee (08:30)
Alumni Association Executive Committee (17:30)
End of 2018 Graduate Recruitment Presentations (early awareness)
Fri 18 Faculty Board Meeting: Faculty of Science (14:00)
Faculty Board Meeting: Faculty of Education (13:30)
Graduate School - Trimester 1 Examinations end
Faculty Board Meeting: Faculty of Engineering, the Built Environment and Information Technology (12:00)
HC Veldfire Management Block II - 1st semester course ends (Second year part-time and full-time) (00:00)
Sat 19
Sun 20
Mon 21 Senate (14:00)
Graduate School - Trimester 2 lectures commence
Last day for approval by Senate of all Form 2 new programmes for implementation in the 2020 Academic year
Last day for approval by Senate of all programme amendments for implementation in the 2019 Academic year and for inclusion in the 2019 Academic Prospectuses
Tue 22 Library and Information Services Committee (14:00)
Wed 23 Tender Adjudication Committee (09:00)
Student Disciplinary Committee (08:30)
Thu 24 Institutional Forum (14:00)
Sport Committee (13:00)
Student Orientation Committee (12:00)
Faculty Board Meeting: Faculty of Arts (14:00)
End of second teaching block of lectures
Calculation of examination admission marks
Publication of class marks on Student Portal (12:00)
Faculty Board Meeting: Faculty of Business and Economic Sciences (14:00)
Fri 25 Study break commences
Human Resources and Remuneration Committee (08:30)
Sat 26
Sun 27 Study break ends
Mon 28 Transformation Committee (14:00)
1st semester examinations commence
Final date for approval by Faculty Postgraduate Studies Committees for the appointment of external examiners for awarding of master's and doctoral degrees in December 2018
Tue 29 Central Timetabling Committee (14:00)
Student Affairs Management Committee (10:00)
Wed 30 Management Committee (08:30)
Research Ethics Committee (Human) (14:00)
Thu 31 Finance and Facilities Committee (14:00)
Closing date for submission of Engagement Award
Closing date for submission of application forms for Innovation Awards

Closing date for submission of application forms for Researcher of the year
Closing date for submission of Faculty Excellent Teacher and Emerging Excellent Teacher awards
Closing date for submission of Excellent Teacher, Distinguished Teacher, and Teaching and Learning Excellence: Team awards
Closing date for submission by faculties of names of Faculty Researcher of the Year and Emerging Researcher of the Year award to Research Management

June

Fri	1	Governance Committee (09:00) Faculty Board Meeting: Faculty of Law (14:00)
Sat	2	Graduate School - Last day for registration changes for Trimester 2 Graduate School - Last day for cancellation of Trimester 2 modules without penalty
Sun	3	
Mon	4	Arts, Culture and Heritage Committee (14:00)
Tue	5	Teaching and Learning Committee (14:00)
Wed	6	Audit and Risk Committee (09:00)
Thu	7	Quality Committee (08:30)
Fri	8	Student Support Service Council (14:00)
Sat	9	
Sun	10	
Mon	11	Disability Advisory Forum (14:00) Academic Programme Committee (08:30) Student Housing Advisory Committee (10:00) BTech Block 2 modules commence (Forestry and Wood Technology)
Tue	12	Estate and Facilities Management Committee (14:00)
Wed	13	Tender Adjudication Committee (09:00) Research Ethics Committee (Animal) (14:00) Student Housing Management Committee (09:00)
Thu	14	Deans' Forum (08:30) Financial Aid Committee (09:00) Blended Learning Committee (12:30)
Fri	15	**Census Date: Year modules** Executive Committee of Council (09:00) **Last day of 1st semester examinations** **Last day for processing Continuous Assessment Marks - Semester 1 modules**
Sat	16	**Youth Day** **Residences close for 1st semester** **Start of Winter recess for students** *Library and Information Services closed*
Sun	17	*Library and Information Services closed*
Mon	18	Co-Curricular Student Development Committee (12:00) Library and Information Services: Vacation hours
Tue	19	Risk Management Committee (09:00) Institutional Management Committee (14:30)
Wed	20	Management Committee (08:30) **Last day for processing June examination marks by academic departments** (12:00) Graduate School - Last day for cancellation of Trimester 2 modules with 50% liability Last day for submission of examination scripts and final mark reports to the Examination Section (14:00)
Thu	21	Capital Resources Allocation Committee (09:00) Student Academic Achievement Awards Dinner
Fri	22	Council (09:00) **Schools close**

Publication of provisional June 2018 results
BTech Block 2 modules end (Forestry and Wood Technology)

Sat 23 Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)
Sun 24 *Library and Information Services closed*
Mon 25 Student Affairs Management Committee (10:00)
Tue 26 Human Resources Development Committee (14:00)
Extended Management Committee (Retreat) (08:30)
Wed 27 Research Ethics Committee (Human) (14:00)
Extended Management Committee (Retreat) (08:30)
Thu 28
Fri 29 **Census Date: Trimester 2 modules**
Sat 30 Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)

July

Sun 1 Library and Information Services closed
Mon 2
Tue 3
Wed 4 Publication of final June 2018 examination results
Viewing and application for re-marking of June 2018 examination answer scripts commence
First day for submissions of appeals from students who attempted all their modules during the June examination period and were refused re-admission for the 2018 academic year
Thu 5
Fri 6
Sat 7 Residences open for new students (on and off campus)
Library and Information Services 10:00-15:00 (South and Missionvale Campuses only)
Sun 8 Library and Information Services closed
Mon 9 **Second semester re-examinations/special examinations commence**
First day for submission of requests for programme/qualification changes for 2018 registered students for the purpose of 2019 registration (Semester 2)
Tue 10
Wed 11 Student Housing Management Committee (09:00)
Thu 12 Faculty Board Meeting: Faculty of Health Sciences (12:00)
Fri 13 **Registration for 2nd semester new intake students only**
Second semester re-examinations/special examinations end
Last day for submission of requests for programme/qualification changes for 2018 registered students for the purpose of 2019 registration (Semester 2)
Sat 14 Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun 15 **End of Winter recess for students**
Library and Information Services closed
Mon 16 Employment Equity Forum (14:00)
Registration changes commence
Start of third teaching block of lectures
Library and Information Services: Term hours
HC Veldfire Management Block 1 - 2nd semester course commences (First year part-time and full-time)
Late registration commences (new intake/first time and returning students)[1]
1) Late registration after 16 July is subject to payment of a late registration fee.
Tue 17 **Schools re-open**
Tender Adjudication Committee (09:00)

Wed 18 Deans' Forum (08:30)
Last day for processing of re-examination/special examination marks by academic departments (12:00)
Last day for the submission of re-examination scripts and final mark reports by academic departments to the Examination Section (14:00)
Thu 19 Higher Education Committee (09:00)
Student Disciplinary Committee (08:30)
Fri 20 Faculty Board Meeting: Faculty of Engineering, the Built Environment and Information Technology (12:00)
Sat 21 Graduate School - Last day for cancellation of Trimester 2 modules for exam purposes
Sun 22
Mon 23 Start of 2018 Graduate Recruitment Programme (formal)
Tue 24 Alumni Association (AGM) (18:00)
Student Disciplinary Committee (08:30)
Last day for viewing and submission of applications for re-marking of June 2018 examination answer scripts
Wed 25 General Careers Fair
Management Committee (08:30)
Research Ethics Committee (Human) (14:00)
Publication of final re-examination marks for July 2018
Viewing and application for re-marking of July 2018 examination answer scripts commence
Thu 26 General Careers Fair
Fri 27 HC Veldfire Management Block 1 - 2nd semester course ends (First year part-time and full-time)
Last day for registration and cancellation of modules for the block of lectures that started on 16 July 2018
Last day for submissions of appeals from students who attempted all their modules during the examination and/or re-examination period and were refused re-admission for the 2018 academic year
Sat 28 Graduate School - Last day for cancellation of year block modules with 50% liability
Sun 29
Mon 30
Tue 31 Executive Committee of Senate (09:00)
Student Disciplinary Committee (08:30)
Student Affairs Management Committee (10:00)

August

Wed 1 Transformation Committee (14:00)
Blended Learning Committee (12:30)
Diversity month commences
Research Ethics Committee (Animal) (14:00)
Last day for students to apply to the Exams Office if they wish not to write exams on a particular date or time during the exam period due to clashes with religious or cultural observance (Application must be accompanied by a letter from the relevant ordained religious leader or designated authority on an official letterhead)
Thu 2 Accounting and Law Day
Academic Programme Committee (08:30)
Faculty Board Meeting: Faculty of Arts (14:00)
First closing date for applications for undergraduate academic admissions for 2019 academic year
Fri 3 Research Committee (08:30)
Postgraduate Studies Committee (09:00)
Faculty Board Meeting: Faculty of Law (13:00)

		Last day for viewing and submission of applications for re-marking of July 2018 examination answer scripts Last day for submission of treatises, dissertations and theses for the awarding of master's and doctoral degrees in December 2018
Sat	4	
Sun	5	
Mon	6	HC Veldfire Management Block 1 - 2nd semester course commences (Second year part-time and full-time)
Tue	7	Extended Management Committee (08:30)
Wed	8	**Census Date: Term 3 modules**
Thu	9	Intervarsity **National Women's Day** *Administrative Offices and Library and Information Services closed*
Fri	10	Intervarsity **School Holiday** Faculty Board Meeting: Faculty of Science (14:00) Graduate School - End of Trimester 2 Lectures
Sat	11	Intervarsity
Sun	12	
Mon	13	Teaching and Learning Committee (14:00) Graduate School - Trimester 2 Examinations commence
Tue	14	Tender Adjudication Committee (09:00) Student Disciplinary Committee (08:30)
Wed	15	Institutional Forum (14:00) Student Housing Management Committee (09:00)
Thu	16	Deans' Forum (13:30) Student Orientation Committee (12:00) Research and Engagement Committee (08:30)
Fri	17	Human Resources and Remuneration Committee (08:30) Faculty Board Meeting: Faculty of Education (13:30) Graduate School - Trimester 2 Examinations end Faculty Board Meeting: Faculty of Business and Economic Sciences (14:00) HC Veldfire Management Block 1 - 2nd semester course ends (Second year part-time and full-time)
Sat	18	International Culture Festival
Sun	19	
Mon	20	George Campus Management Committee (11:00) Graduate School - Trimester 3 lectures commence
Tue	21	Information and Communication Technology Committee (14:00)
Wed	22	Management Committee (08:30)
Thu	23	Sport Committee (13:00) Internationalisation Committee (09:00) Student Disciplinary Committee (08:30) Alumni Association Executive Committee (17:30)
Fri	24	Executive Committee of Council (09:00)
Sat	25	
Sun	26	
Mon	27	Capital Resources Allocation Committee (09:00) HC Veldfire Management Block II - 2nd semester course commences (First year part-time and full-time)
Tue	28	Scholarship and Bursaries Committee (09:00) Student Affairs Management Committee (10:00)
Wed	29	Quality Committee (08:30) Research Ethics Committee (Human) (14:00)
Thu	30	Senate (14:00)

Fri	31	Diversity month ends **End of third teaching block of lectures** Last day for submission of intention to submit documentation for examination by postgraduate students for awarding of master's and doctoral degrees in April 2019

September

Sat	1	Graduate School - Last day for cancellation of Trimester 3 modules without penalty
Sun	2	Graduate School - Last day for changes for Trimester 3 modules
Mon	3	Library and Information Services Committee (14:00) **Start of fourth teaching block of lectures**
Tue	4	Student Disciplinary Committee (08:30) Student Support Service Council (14:00) Co-Curricular Student Development Committee (12:00)
Wed	5	Audit and Risk Committee (09:00) **Census Date: Semester 2 modules**
Thu	6	Finance and Facilities Committee (14:00)
Fri	7	HC Veldfire Management Block II - 2nd semester course ends (First year part-time and full-time)
Sat	8	
Sun	9	
Mon	10	Disability Advisory Forum (14:00) Tender Adjudication Committee (09:00) Student Housing Advisory Committee (14:00) Publication of Provisional Examination Timetable without venues
Tue	11	Admissions Committee (12:00) Institutional Management Committee (14:30) Estate and Facilities Management Committee (14:00)
Wed	12	7th Steve Biko Memorial Lecture Research Ethics Committee (Animal) (14:00) Student Housing Management Committee (09:00)
Thu	13	Deans' Forum (08:30) Student Disciplinary Committee (08:30) Arts, Culture and Heritage Committee (14:00)
Fri	14	Governance Committee (09:00)
Sat	15	
Sun	16	Graduation School - Last day for cancellation of Trimester 3 modules with 50% liability
Mon	17	Central Timetabling Committee (14:00)
Tue	18	Executive Committee of Senate (09:00)
Wed	19	Management Committee (08:30) Student Disciplinary Committee (08:30) Research Ethics Committee (Human) (14:00)
Thu	20	Academic Programme Committee (08:30) End of 2018 Graduate Recruitment Programme (formal)
Fri	21	**Last day for module changes for the block of lectures that started on 4 September 2018**
Sat	22	
Sun	23	Library and Information Services closed
Mon	24	**Heritage Day** *Administrative Offices and Library and Information Services closed*
Tue	25	Human Resources Development Committee (14:00) Student Affairs Management Committee (10:00)
Wed	26	Extended Management Committee (08:30)

Thu 27 Financial Aid Committee (09:00)
Risk Management Committee (09:00)
Fri 28 Council (09:00)
Schools close
Census Date: Term 4 modules
Last day for submission of experiential training reports and applications for module credit requests for graduation in December 2018
Last day for cancellation of registration, as well as the cancellation of particular modules for the purposes of November examinations
Sat 29 **Census Date: Trimester 3 modules**
Start of Spring recess for students
Sun 30 Library and Information Services closed
Library and Information Services: Vacation hours
Closing date for late applications for academic admission and residences for 2019

October

Mon 1 Publication of final November examination timetable with venues
Submission of examination question papers, marking guidelines and module outcomes for November 2018 examinations - all exit level modules (including special/re-examinations for December 2018 and January 2019)
Tue 2
Wed 3
Thu 4 Health Care Committee (10:00)
Fri 5 Final date for approval by Faculty Postgraduate Studies Committees for the appointment of external examiners for awarding of master's and doctoral degrees in April 2019
Final date for approval of master's and doctoral degree examination reports and approval of manuscripts in article format for doctoral candidates for graduation in December 2018
Sat 6 Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun 7 **End of Spring recess for students**
Library and Information Services closed
Mon 8 Lectures resume
Teaching and Learning Committee (14:00)
Faculty Board Meeting: Faculty of Arts (14:00)
Library and Information Services: Term hours
HC Veldfire Management Block II - 2nd semester course commences (Second year part-time and full-time)
Tue 9 **Schools re-open**
Higher Education Committee (09:00)
Last day for the submission of examination question papers, marking guidelines and module outcomes for November 2018 examinations including special/re-examination for December 2018 and January 2019
Wed 10 Honorary Awards Committee (10:00)
Thu 11 SRMO PE Golf Day
Student Disciplinary Committee (08:30)
Faculty Board Meeting: Faculty of Business and Economic Sciences (14:00)
Fri 12 Sport Awards
Research Committee
Faculty Board Meeting: Faculty of Law (14:00)
Faculty Board Meeting: Faculty of Engineering, the Built Environment and Information Technology (12:00)
Sat 13
Sun 14
Mon 15 Student Orientation Committee (12:00)

First day for submission of requests for programme/qualification changes for the purpose of graduation in April 2019
Tue 16 Tender Adjudication Committee (09:00)
Student Disciplinary Committee (08:30)
Wed 17 Research Ethics Committee (Animal) (14:00)
Student Housing Management Committee (09:00)
Thu 18 Deans' Forum (08:30)
Student Disciplinary Committee (08:30)
Faculty Board Meeting: Faculty of Science (14:00)
Faculty Board Meeting: Faculty of Health Sciences (12:00)
Fri 19 Achievers Dinner
Last day for cancellation of Trimester 3 modules
HC Veldfire Management Block II - 2nd semester course ends (Second year part-time and full-time)
Final date for submission of requests for programme/qualification changes for the purpose of graduation in April 2019
Sat 20 Graduate School - Last day for cancellation of Trimester 3 modules for exam purposes
Sun 21
Mon 22 Institutional Forum (14:00)
Tue 23 Blended Learning Committee (12:30)
Capital Resources Allocation Committee (09:00)
Wed 24 Management Committee (08:30)
Research Ethics Committee (Human) (14:00)
Thu 25 Sport Committee (13:00)
Student Disciplinary Committee (08:30)
Fri 26 Finalisation of class marks
End of fourth teaching block of lectures
Calculation of examination admission marks
Publication of class marks on Student Portal
Sat 27
Sun 28
Mon 29 Nomination Committee (11:00)
Study break commences
Executive Committee of Council (10:00)
Tue 30 Study break ends
Internationalisation Committee (09:00)
Student Affairs Management Committee (10:00)
Wed 31 Postgraduate Studies Committee (09:00)
2nd semester examinations commence

November

Thu 1 Admissions Committee (12:00)
Arts, Culture and Heritage Committee (14:00)
Fri 2 Student Support Service Council (14:00)
Faculty Board Meeting: Faculty of Education (13:30)
Sat 3
Sun 4
Mon 5 Senate (14:00)
Tue 6 Library and Information Services Committee (14:00)
Wed 7 Audit and Risk Committee (09:00)
Thu 8 Transformation Committee (14:00)
Alumni Association Executive Committee (17:30)
Fri 9 George Campus Management Committee (11:00)
Human Resources and Remuneration Committee (08:30)
Graduate School - End of Trimester 3 Lectures
Sat 10

Sun 11
Mon 12 Information and Communication Technology Committee (14:00)
Graduate School - Trimester 3 Examinations commence
Tue 13 Human Resources Development Committee (14:00)
Estate and Facilities Management Committee (14:00)
Last day for submission of final copies of treatises/dissertations/theses for graduation in December 2018
Wed 14 Management Committee (08:30)
Research Ethics Committee (Animal) (14:00)
Student Housing Management Committee (09:00)
Thu 15 Deans' Forum (08:30)
Finance and Facilities Committee (14:00)
Co-Curricular Student Development Committee (12:00)
Fri 16 Governance Committee (09:00)
Graduate School - Trimester 3 Examinations end
Sat 17
Sun 18
Mon 19 Employment Equity Forum (14:00)
Disability Advisory Forum (14:00)
Central Timetabling Committee (14:00)
Tue 20 Quality Committee (08:30)
Last day of 2nd semester examinations
Last day for processing Continuous Assessment Marks - Semester 2 and Year modules
Wed 21 Executive Committee of Senate (09:00)
Residences close for 2nd semester
Start of Summer recess for students
Library and Information Services: Vacation hours
Thu 22 Research and Engagement Committee (08:30)
Fri 23 Financial Aid Committee (09:00)
Last day for processing of November 2018 examination marks by academic departments (12:00)
Last day for submission of November 2018 examination scripts and final marks reports to the Examination Section (14:00)
Sat 24 Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun 25 Library and Information Services closed
Mon 26 Tender Adjudication Committee (09:00)
Tue 27 Academic Programme Committee (08:30)
Student Affairs Management Committee (10:00)
Publication of provisional November 2018 examination results
Wed 28 Research Ethics Committee (Human) (14:00)
Extended Management Committee (Retreat) (08:30)
Thu 29 Institutional Management Committee (14:30)
Extended Management Committee (Retreat) (08:30)
Fri 30 Submission of Graduate School and Development Studies treatises for the awarding of master's degrees in April 2019
Final date for the approval by Faculty Postgraduate Studies Committees of applications for the extension of the duration of studies for master's and doctoral students

December

Sat 1 Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun 2 Library and Information Services closed
Mon 3 Student Housing Advisory Committee (10:00)
Tue 4 Risk Management Committee (09:00)

Wed	5	Management Committee (08:30) **Re-examinations/Special examinations commence**
Thu	6	
Fri	7	Deans' Forum (08:30) **Re-examinations/Special examinations end** Publication of final November 2018 examination results Submission of treatises, dissertations and theses for the awarding of master's and doctoral degrees in April 2019
Sat	8	Library and Information Services: Vacation hours 10:00-15:00 (South and Missionvale Campuses only)
Sun	9	Library and Information Services closed
Mon	10	First day for submissions of appeals from students who were refused re-admission for the 2019 academic year
Tue	11	Council (09:00)
Wed	12	**Schools close** **PE Summer Graduation Ceremonies commence** Student Affairs Management Committee (End year function) (10:00)
Thu	13	
Fri	14	**PE Summer Graduation Ceremonies end**
Sat	15	Library and Information Services closed
Sun	16	**Day of Reconciliation** Library and Information Services closed
Mon	17	**Public Holiday** *Administrative Offices and Library and Information Services closed*
Tue	18	Last day for submission of December 2018 re-examination scripts and final marks reports to the Examination Section
Wed	19	
Thu	20	*University closes for Summer recess. Administrative Offices and Library and Information Services close*
Fri	21	
Sat	22	
Sun	23	
Mon	24	
Tue	25	**Christmas Day**
Wed	26	**Day of Goodwill**
Thu	27	
Fri	28	
Sat	29	
Sun	30	
Mon	31	

OFFICE-BEARERS OF THE UNIVERSITY

CHANCELLOR
Vacant

CHAIRPERSON OF COUNCIL
MS NP JANUARY-BARDILL: BA, Cert in Ed(UBL), MA(Essex University, UK), Dip HR Management (Damelin)

VICE-CHANCELLOR
DR SW MUTHWA: BA(SW)(Fort Hare), BA(SW)Hons(Wits), MSc, PhD(London University, UK)

DEPUTY VICE-CHANCELLOR: INSTITUTIONAL SUPPORT
Vacant

DEPUTY VICE-CHANCELLOR: RESEARCH AND ENGAGEMENT
PROF AWR LEITCH: BSc, BScHons, MSc, PhD(UPE)

DEPUTY VICE-CHANCELLOR: TEACHING AND LEARNING
PROF DM ZINN: BA, BAHons, HDE(UCT), MEd, DEd(Harvard University, USA)

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

EXECUTIVE DIRECTOR: HUMAN RESOURCES
MS N BAM: BSocSc(UCT), PGDip(UFH), MBL(UNISA)

REGISTRAR
DR F GOOLAM: BSc, HDE, BEd, MEd(UDW), PhD(UP)

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

EXECUTIVE DEANS OF FACULTIES:

ARTS
PROF MJR BOSWELL: BSocSc, BSocScHons, MSocSc(UCT), PhD(Vrije Universiteit, Netherlands)

BUSINESS AND ECONOMIC SCIENCES
PROF HR LLYOD (Acting): BCom, BComHons, MCom, DCom(UPE)

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

ENGINEERING, THE BUILT ENVIRONMENT AND INFORMATION TECHNOLOGY
DR OSW FRANKS: BSc MechEng, MInd Admin(UCT), Hons (B&A)(US), PhD(Engineering Science)(USF - USA), Pr Eng

HEALTH SCIENCES
PROF L PEPETA: MBChB, (Unitra) FCPAED(SA), DCH(SA), Cert. Cardiology (SA), MMed (Wits)

LAW
PROF A GOVINDJEE: BA, LLB(RU), LLM(UPE), LLD(NMMU)

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

DEAN OF TEACHING AND LEARNING
PROF CD FOXCROFT: BA, BAHons, MA, DPhil(UPE)

CAMPUS HEADS

CAMPUS PRINCIPAL: GEORGE CAMPUS
PROF Q JOHNSON: BSc, HDE(UCT), BScHons, MSc, PhD(UWC), TGMP(Harvard)

CAMPUS DIRECTOR: MISSIONVALE CAMPUS
DR P NTSHONGWANA: Diploma in Transitional Justice(UCT), MA International Relations (Commonwealth University, UK), MSc International Development (Bath University, UK), DPhil Social Policy (Oxford University, UK)

SENIOR DIRECTORS

AUDIT AND RISK MANAGEMENT
MS R GAJJAR: BCom, BCom Hon (Acc) (UPE), Diploma in Advanced Auditing (National School of Accounting), CA (SA) (SAICA), Certified Risk Management Professional (Global Institute of Risk Management)

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

COMMUNICATION AND STAKEHOLDER LIAISON
MR LE HASHATSE: B(Journalism and Meda Studies), BAHons(Rhodes), MA(Edith Cowan University)

ESTATE AND FACILITIES MANAGEMENT
MR R DU PLESSIS: HonsMechBEng(Aeronautical)(Stell), MEng(Mech)(PTA), Pr Eng, GCC (Mech Eng of Factories)

FINANCE
MR J WASSERMAN: NH Dip Cost Acc(PET), PA(SA)

OFFICE FOR INTERNATIONAL EDUCATION
DR NJ JOOSTE: BA(UP), BA Hons(UFH), MA(RAU), PhD(UFS)

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

SPECIAL ASSISTANT TO THE VICE-CHANCELLOR
DR L BEST: BSocial Science(UCT), BAHons, MA Development Studies(NMMU), PhD(NMMU)

PRESIDENT OF ALUMNI ASSOCIATION
DR R JONAS: BA(UWC), HDE, BAHons(UNISA), MA(UPE), PhD(NMMU)

COUNCIL

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

(a) members appointed in terms of par 5(3)(a) of the Statute:
Ms NP January-Bardill (Chairperson)
Mr S Mhlaluka (Vice- Chairperson)
Mr D Argyrakis
Mr R Piyose
Mr A Biggs
Vacant
Dr G Govender
Ms Z Tshefu
Mr M Mawasha
Prof R Singh
Ms C Williams
Ms M Manyama

(b) members appointed by the Alumni Association:
Mr K Blose
Prof H Jeffery

(c) members appointed by the Minister of Education:
Dr C Beck-Reinhardt
Rev M Sibeko
Mr L Mosana
Mr S Somdyala

(d) the Vice-Chancellor:
Dr S Muthwa

(e) three Deputy Vice-Chancellors:
Teaching and Learning — Prof D Zinn
Research and Engagement — Prof A Leitch
Institutional Support — Vacant

(f) two members elected by the Senate:
Dr M Moeng
Prof C Arnolds

(g) two students elected by the SRC
Mr M Mzileni
Mr R Tahula

(h) one academic employee of the University elected by such employees:
Prof D van Greunen

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

(j) chairperson of the Institutional Forum
Dr P Ntshongwana

(k) Invitees:

Executive Director: Finance — Mr M Monaghan
Executive Director: Human Resources — Ms N Bam

(l) Secretariat:

Registrar — Dr F Goolam
Deputy Director: Governance Administration — Ms T-L Viviers

COUNCIL COMMITTEES

EXECUTIVE COMMITTEE OF COUNCIL (EXCO)

The Executive Committee of Council consists of –

(a)	the Chairperson of Council	Ms NP January- Bardill
(b)	the Vice-Chairperson of Council	Mr S Mhlaluka
(c)	the chairpersons of the following committees of Council:	
	Audit and Risk Committee	Ms M Manyama
	Finance and Facilities Committee	Mr A Biggs
	Governance Committee	Ms C Williams
	Human Resources and Remuneration Committees	Mr S Mhlaluka
(d)	the Vice-Chancellor	Dr S Muthwa

Advisory members

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

AUDIT AND RISK COMMITTEE (ARC)

Ms M Manyama (Chairperson)
Mr L Billings
Adv N Ntsepe
Ms H Adams-Abader
Mr M Mawasha

Advisory members

Dr S Muthwa (Vice-Chancellor)
Mr M Monaghan (Executive Director: Finance)
Vacant (Deputy Vice-Chancellor: Institutional Support)
Ms R Gajjar (Senior Director: Audit and Risk Management)
Dr S Bosire (Chief Information Officer)
Ms N Bam (Executive Director: Human Resources)

Invitee:
Nexia SAB&T: External Auditors

FINANCE AND FACILITIES COMMITTEE (FFC)

Mr A Biggs (Chairperson)
Mr D Argyrakis
Mr M Lorgat
Mr S Mhlaluka
Mr M Odayar
Dr S Muthwa (Vice-Chancellor)
Vacant (Deputy Vice-Chancellor: Institutional Support)
Mr M Monaghan (Executive Director: Finance)

Invitees
Mr R du Plessis (Senior Director: Estates and Facilities Management)
Mr G Ducie (Director: Infrastructure Services and Sustainability)
Ms C Tsita (Director: Management Accounting)
Mr M Syce (Director: Maintenance Services)

GOVERNANCE COMMITTEE (GC)

Ms C Williams (Chairperson)
Mr D Argyrakis
Dr S Muthwa (Vice-Chancellor)
Ms N January-Bardill
Ms Z Tshefu
Prof D van Greunen

HUMAN RESOURCES AND REMUNERATION COMMITTEE (HRREM)

Mr S Mhlaluka (Chairperson)
Mr A Biggs
Mr M Odayar
Mr R Piyose
Ms Z Tshefu
Dr S Muthwa (Vice-Chancellor)
Ms N Bam (Executive Director: Human Resources)

Advisory member

Mr M Monaghan (Executive Director: Finance)

NOMINATION COMMITTEE (NC)

Ms NP January-Bardill (Chairperson)
Mr S Mhlaluka (Vice-Chairperson)
Vacant
Dr S Muthwa
Ms C Williams

HIGHER EDUCATION COMMITTEE (HEC)

Ms NP January-Bardill (Chairperson)
Mr S Mhlaluka (Vice-Chairperson of Council)
Dr S Muthwa (Vice-Chancellor)
Prof A Leitch (Deputy Vice-Chancellor: Research and Engagement)
Vacant (Deputy Vice-Chancellor: Institutional Support)
Prof D Zinn (Deputy Vice-Chancellor: Teaching and Learning)
Prof H Jeffrey
Vacant
Vacant

JOINT COMMITTEE OF COUNCIL AND SENATE

The Honorary Awards Committee consists of the following members:

HONORARY AWARDS COMMITTEE (HAC)

The Chairperson of Council	Ms NP January-Bardill (Chairperson)
The Vice-Chairperson of Council	Mr S Mhlaluka
The Vice-Chancellor	Dr S Muthwa
Three members who are not employees or students of the University, appointed by Council	Vacant Prof H Jeffery Vacant
The two student members on Council	Mr M Mzileni Mr R Tahula

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

▪ Arts	Prof E Albertyn (Prof R Masango)
▪ Business and Economic Sciences	Vacant (Prof M Mey)
▪ Education	Prof S Blignaut (Dr K Pillay))
▪ Engineering, the Built Environment and Information	

Technology	Prof D van Greunen (Prof WMW Shakantu)
▪ Health Sciences	Prof P Jordan (Dr S Soji)
▪ Law	Prof A Govindjee (Prof PHG Vrancken)
▪ Science	Prof A Muronga (Prof JB Adams)

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: Dr S Muthwa (Chairperson)
Deputy Vice-Chancellors:
- Institutional Support: Vacant
- Research and Engagement: Prof AWR Leitch
- Teaching and Learning: Prof D Zinn

Registrar: Dr F Goolam
Executive Deans:
- Arts: Prof MJR Boswell
- Business and Economic Sciences (Acting): Prof HR Lloyd
- Education: Dr SF Moeng
- Engineering, the Built Environment, and Information Technology: Dr O Franks
- Health Sciences: Prof L Pepeta
- Law: Prof A Govindjee
- Science: Prof A Muronga

Dean of Teaching and Learning: Prof CD Foxcroft
Campus Principal: George Campus: Prof Q Johnson
Campus Director: Missionvale Campus: Dr P Ntshongwana
Senior Director: Office for International Education: Dr NJ Jooste
Senior Director: Institutional Planning: Prof HJ Nel
Directors of School (excluding full professors):
Prof G Dealtry (Biomolecular and Chemical Sciences), Prof EE Draai (Political and Governmental Studies), Prof H Fourie (Accounting), Prof A Hurst (Language, Media and Culture), Dr R Jonas (Business School), Mr DA Jones (Music, Art and Design), Prof NN Mayaba (Acting DoS: Initial Teacher Education), Prof MR Mey (Industrial Psychology and Human Resources), Mr A Schmidt (Natural Resource Management), Prof N Smith (Clinical Care Sciences and Medicinal Sciences), Dr S Petratos (School of ICT), Prof L Stroud (Behavioural Sciences and Lifestyle Sciences), Mr B Varghese (Acting DoS: Architecture).
Heads of Department (excluding full professors):
Dr K Asmah-Andoh (Public Management and Leadership), Dr P Binsbergen (Studio Arts), Mr DL Bogopa (Sociology and Anthropolgy), Prof S Boschmans (Pharmacy), Prof B Botha (Construction Management), Dr JC Botha (HOD: Public Law), Mr PR Celliers (Agriculture and Game Management), Ms KA Church (Information Technology), Mr GT Cook (Logistics), Mr RC Cumberlege (Quantity Surveying), Dr A de Wit (Geosciences), Ms C Deacon-Edgar (Acting HoD: Architectural Technology and Interior Design), Mr W Draai (Building and Human Settlement Development), Dr P Gama (Botany), Prof A Gresse (Dietetics), Prof L Hunter (Textile Sciences), Prof PJ Jordan (Nursing Sciences), Mr G Kleyn (Mechanical Engineering), Dr AS Lourens (Industrial Engineering), Mr NE Louw (Emergency Medical Care), Dr JC Lück (Applied Languages Studies), Dr Z Made (HoD: Language and Literature), Dr J Maritz (Mathematics and Applied Mathematics), Dr S Moodley (Acting HoD: Journalism, Media and Philosophy), Prof MR Ncwadi (Economics), Prof N Strydom (Zoology), Mr AG Palframan (Acting HoD: Architecture), Ms A du Preez (Applied Informatics), Prof P Poisat (Acting HoD: Graduate School of Business), Mr CM Qoto (Environmental Health), Mr AG Roberts (Electrical Engineering), Dr BM Scholtz (Computing Sciences), Prof GD Sharp (Statistics), Prof F Smith (Mechatronics), Prof L Snodgrass (Political and Conflict Studies), Dr Z Soji (Social Development Professions), Mr ML Swanepoel (Acting HoD: Applied Design), Prof M Tait (Mercentile Law), Prof ZR Tshentu (Chemistry), Prof AE Tshivase (Criminal and Procedural Law), Dr M van Eyk (Marketing Management), Prof R van Niekerk (Industrial and Organizational Psychology), Dr SR van Zyl (Tourism), Prof A Venter (Physics), Prof C Walter (Human Movement Science), Ms A Wentzel (HOD: Art and Design Introductory Studies), Dr A Werner (Human Resources Management), Mr S Wusthoff (Accounting Sciences), Dr EJ Zeelie (Management Practice), Ms L Zondie (Medical Laboratory Sciences).
Director: Academic Administration: Mr TT Kungune

Director: Academic Planning: Dr FVA Southway-Ajulu
Director: Library and Information Services: Mr R Pearce
Director: Research Management: Vacant
Director: Research Capacity Development: Prof BML Pretorius
Director: Transformation, Monitoring and Evaluation: Dr R Levendal
Professors:
Prof K Abou-El-Hossein, Prof JB Adams, Prof E Albertyn, Prof CA Arnolds, Prof DR Bell, Prof SE Blignaut, Prof JR Botha, Prof NS Buys, Prof AP Calitz, Prof J Cherry, Prof RM Cowling, Prof N de Lange, Prof MJ de Wit, Prof M du Preez, Prof C Fabricius, Prof SM Farrington, Prof D Forsyth, Prof TIA Gerber, Prof IA Gorlach, Prof RJ Haines, Prof DG Hattingh, Prof HE Janse van Vuuren, Prof JA Jonker, Prof V Kakembo, Prof A Keet, Prof GIH Kerley, Prof E Knoetze, Prof IN Litvine, Prof HR Lloyd, Prof M Lombard, Prof P Makasa, Prof J Makuwira, Prof RS Masango, Prof NE Mazibuko, Prof A Mukheibir, Prof JH Neethling, Prof WA Olivier, Prof R Perissinotto, Prof S Perks, Prof D Pottas, Prof FE Prinsloo, Prof MJ Roberts, Prof C Rootman, Prof WMW Shakantu, Prof P Singh, Prof A Singleton, Prof JJ Smallwood, Prof EE Smith, Prof J Strümpher, Prof FW Struwig, Prof M Tait, Prof I Truter, Prof HJ van As, Prof EE van Dyk, Prof D van Greunen, Prof JF van Niekerk, Prof P du P van Niekerk, Prof TI van Niekerk, Prof RM van Rooyen, Prof S Veldsman, Prof E Venter, Prof PHG Vrancken, Prof P Watts, Prof JL Wesson
Two members of Council, designated by the Council: Mr D Argyrakis, Prof HLT Jeffery (both 2015-10-01 – 2018-06-30)
Four members of the SRC (2017): Mr M Mzileni, Mr Q September, Mr R Tahula, Ms A Vabaza.
An academic employee from each faculty, elected by the respective faculty boards:
- Arts: Prof S Mfecane (2016-09-01 – 2019-08-31)
- Business and Economic Sciences: Dr J Krüger (2016-03-09 – 2019-03-08)
- Education: Dr N Rasana (2016-09-01 – 2019-08-31)
- Engineering, the Built Environment, and Information Technology: Mr SNN Mazomba (2016-02-23 – 2019-02-22)
- Health Sciences: Dr V Goliath (2016-11-01-2019-11-01)
- Law: Adv R Denson (2016-03-11 – 2019-03-10)
- Science: [to be elected by Faculty]

An academic employee from the George Campus, elected by such employees:
Vacant
An academic employee from the Missionvale Campus, elected by such employees:
Dr NS Dyubhele (2015-03-03 – 2018-03-02)
A non-academic employee from each faculty, elected by such employees of each faculty:
- Arts: Vacant
- Business and Economic Sciences: Ms V Smith (2016-09-01 – 2019-08-31)
- Education: Mr R Salie (2016-09-01 -2019-08-31)
- Engineering, the Built Environment, and Information Technology: Ms L Blom (2015-02-27 – 2018-02-26)
- Health Sciences: Ms N Isaacs
- Law: Ms D Billie (2015-03-17 – 2018-03-16)
- Science: Ms LD Roodt (2015-02-24 – 2018-02-23)

A non-academic employee from the George Campus, elected by such employees:
Vacant
A non-academic employee from the Missionvale Campus, elected by such employees:
Vacant
A "Black" academic employee from each faculty elected by the academic employees of each faculty:
- Arts: Dr K Asmah-Andoh (2016-09-01 – 2019-08-31)
- Business and Economic Sciences: Dr T Ngxukumeshe (2016-03-09 – 2019-03-08)
- Education: Mr S Nofemele (2016-09-01 – 2019-08-31)
- Engineering, the Built Environment, and Information Technology: Mr W Draai (2015-02-23 – 2018-02-22)
- Health Sciences: Vacant
- Law: Mr T Qotoyi (2016-02-22 – 2019-02-21)
- Science: Dr PT Gama (2016-03-02 – 2019-03-01)

Chairperson: Central Timetabling Committee: Prof S Boschmans (2016-06-04 – 2019-06-03)
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) Campus Principals/Directors
(f) Two members of the SRC
(g) Two members of the Senate who are academic employees, elected by Senate, with due regard to racial and gender representivity
(h) Dean of Teaching and Learning
(i) Senior Director: Office for International Education
(j) Senior Director: Institutional Planning
(k) Director: Academic Administration (non-voting member)

MANAGEMENT COMMITTEE OF THE ECS (ECS MANCO)

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

(a) Vice-Chancellor or nominee (Chairperson)
(b) Deputy Vice-Chancellor: Teaching and Learning
(c) Deputy Vice-Chancellor: Research and Engagement (at discretion of the Vice-Chancellor)
(d) Deputy Vice-Chancellor: Institutional Support (at discretion of the Vice-Chancellor)
(e) Registrar
(f) Executive Dean(s) concerned
(g) Such other members as the Chairperson may determine

ACADEMIC PROGRAMME COMMITTEE (APC)

The Academic Programmes Committee consists of the following members:

(a) Director: Academic Planning (Chairperson)
(b) Director: Academic Administration
(c) Director: Centre for Teaching, Learning and Media
(d) Director: Quality Advancement
(e) Senior Manager: Academic Planning
(f) Additional members: (Such co-opted members as may be determined by the committee from time to time.)

ACADEMIC TITLES COMMITTEE (ATC)

The Academic Titles Committee consists of the following members:

(a) Vice-Chancellor (Chairperson)
(b) Deputy Vice-Chancellor:Teaching and Learning
(c) Deputy Vice-Chancellor: Research and Engagement
(d) The relevant Executive Dean/Senior Director
(e) One of the two Senate members on Council

ADMISSIONS COMMITTEE (AC)

The Admissions Committee consists of the following members:

(a) Dean of Teaching and Learning (Chairperson)
(b) Director: Centre for Access Assessment and Research or nominee
(c) A representative from the Student Counselling Career and Development Centre
(d) Senior Manager: Admissions
(e) Manager: Admissions
(f) Two representatives from Senate
(g) Two representatives from the SRC
(h) Centre for Access Assessment and Research representative (George Campus)
(i) Other experts who might need to be co-opted from time to time for specific input regarding an admissions decision or a policy matter

RESEARCH AND ENGAGEMENT COMMITTEE (REC)

The Research and Engagement Committee consists of the following members:

(a) DVC: Research and Engagement (Chairperson)
(b) DVC: Teaching and Learning
(c) DVC: Institutional Support or nominee
(d) ED: Finance or nominee
(e) George Campus Principal or nominee
(f) Missionvale Campus Director or nominee
(g) Dean: Teaching and Learning
(h) SD: Institutional Planning or nominee
(i) SD: Office for International Education or nominee
(j) SD: Communication and Stakeholder Liaison or nominee
(k) D: Innovation Office
(l) D: Engagement Office
(m) D: Research Capacity Development
(n) D: Research Management
(o) D: Library and Information Services
(p) D: Transformation Monitoring and Evaluation or nominee
(q) FRTIC Chairperson: Arts
(r) FRTIC Chairperson: Business and Economic Sciences
(s) FRTIC Chairperson: Education
(t) FRTIC Chairperson: Engineering, the Built Environment and Information Technology
(u) FRTIC Chairperson: Health Sciences
(v) FRTIC Chairperson: Law
(w) FRTIC Chairperson: Science
(x) D: Research and Engagement Institute: ICMR
(y) D: Research and Engagement Institute: SAIMI
(z) D: Research and Engagement Institute: AEON-ESSRI
    (aa) D: Research and Engagement Institute: eNtsa
    (bb) D: Research and Engagement Institute: InnoVenton
    (cc) D: Research and Engagement Institute: CANRAD
    (dd) D: Research and Engagement Institute: CIPSET
    (ee) SRC representative
    (ff) Executive Deans Ex-officio members

FACULTY BOARDS

(a) Executive Dean (Chairperson)
(b) Heads of academic departments and directors of schools, where applicable
(c) Permanent full-time academic staff members in the faculty
(d) 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
(e) The Manager: Faculty Administration or Faculty Administration Managers
(f) 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 Postgraduate Studies Committee (FPGSC)

(a) The FPGSC membership should include members with significant experience and stature in postgraduate supervision, but should also make provision for mentoring of emerging supervisors.
(b) The FPGSC should be comprised of representatives of each academic department that offers M and D programmes.
(c) The membership, including the chairperson, should be appointed by the Faculty Management Committee.
(d) Members may be co-opted for their expertise as deemed fit by the chairperson of the FPGSC.

Faculty Research, Technology and Innovation Committee (FRTIC)

A faculty RTI Committee is established for each faculty. The Faculty RTI Committee consists of the following members:

(a) Faculty RTI coordinator (Chairperson)
(b) Executive Dean
(c) Faculty Members: To be determined by the Faculty Board, but should preferably provide for representation of the following groupings: Directors of Schools, Head of Departments, Heads of research entities and the person representing the faculty on the Research Ethics Committee: Human / Animal
(d) Members *Ex Officio*: Director: Research Management, Director: Innovation Office, Director: Research Capacity Development and Director: Transformation Monitoring and Evaluation
(e) Additional Members: Such other members as may be determined by the Committee from time to time

Faculty Teaching and Learning Committee (FTLC)

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

(a) Executive Dean (*Ex Officio*)
(b) Chairperson
(c) One other representative from each School and/or Department (Preferably programme coordinators and acclaimed good lecturers or lecturers with a passion for teaching)
(d) Senior Manager: Professional Staff Development (CTLM) (*Ex Officio)*
(e) Such additional members as may be determined by the Faculty Board

LIBRARY AND INFORMATION SERVICES COMMITTEE (LISC)

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

(a) Deputy Vice-Chancellor: Research and Engagement (Chairperson)
(b) Director: Library and Information Services
(c) One representative from each Faculty appointed by the respective Faculty Boards:
- Arts
- Business and Economic Sciences
- Education
- Engineering, the Built Environment and Information Technology
- Health Sciences
- Law
- Science

(d) Chief Information Officer
(e) Missionvale Campus Director
(f) George Campus Principal (or nominee)
(g) Deputy Director: Library Information Systems and Digital Applications
(h) Deputy Director: Bibliographic Services
(i) Deputy Director: Information Services and Training

(j) Deputy Director: Circulation Services
(k) Two representatives from the SRC

Subcommittees of REC

Innovation Committee (IC)

(a) Deputy Vice Chancellor: Research and Engagement (Chairperson)
(b) Director: Innovation Office
(c) REC representatives: Two members of the REC with a good understanding of innovation and technology transfer, nominated on a biennial basis.
(d) Other representatives: Director: Research Management; Director: Legal Services and a representative from Finance
(e) Additional members: Such co-opted members as may be determined by the committee from time to time. One co-opted member should have expertise in social aspects of innovation
(f) Senior Director: Audit and Risk Management (advisory member)

Publications Committee (PC)

(a) Deputy Vice Chancellor: Research and Engagement (Chairperson)
(b) One representative from each faculty
(c) Director: Library and Information Services
(d) Director: Research Management
(e) Chief Information Officer
(f) Additional members: Such co-opted members as may be determined by the committee from time to time, including external members with specific expertise in Intellectual Property Law and publishing experience.

Research Committee (RC)

(a) Director: Research Management (Chairperson)
(b) Faculty representatives: A faculty representative nominated by each faculty on a biennial basis.
(c) Additional members: Such co-opted members as may be determined by the Committee from time to time.
(d) Deputy Vice Chancellor: Research and Engagement (*Ex Officio*)

Research Ethics Committee – Animal (REC-A)

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

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

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

Research Ethics Committee – Human (REC-H)

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

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

TEACHING AND LEARNING COMMITTEE (TLC)

The Teaching and Learning Committee consists of the following members:

(a) Deputy Vice Chancellor: Teaching and Learning (Chairperson)
(b) Two Executive Deans nominated by the Deans Forum (The remaining Deans are *ex officio* members)
(c) The chairperson of each of the seven Faculty TLCs
(d) George Campus Principal (or nominee)
(e) Dean of Teaching and Learning
(f) Director: Centre for Teaching, Learning and Media
(g) Director: Engagement Office
(h) Director: Quality Advancement
(i) Director: Academic Planning
(j) Senior Director: Office for International Education
(k) Director: Transformation Monitoring and Evaluation (*Ex Officio)*
(l) Senior Manager: Academic Staff Professional Development (CTLM)
(m) Two students appointed by the SRC
(n) Additional members can be co-opted when necessary

Subcommittee of Teaching and Learning Committee

Co-Curricular Student Development Committee (CCSDC)

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

(a) Chairperson: Dean of Teaching and Learning or nominee
(b) Senior Manager: Arts and Culture
(c) Manager: Student Life and Events
(d) Senior Manager: Leadership Training and Development
(e) Coordinator: Orientation
(f) Director: Residences
(g) Two academic representatives from the TLC
(h) One representative from each of the following sections appointed by the relevant Executive Director/Senior Director/Director:
    - Centre for Teaching Learning and Media
    - Student Counselling Career and Development Centre
    - 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 TLC.

POSTGRADUATE STUDIES COMMITTEE (PGSC)

The Postgraduate Studies Committee consists of the following members:

(a) Deputy Vice Chancellor: Research and Engagement (Chairperson)
(b) Deputy Vice Chancellor: Teaching and Learning (*Ex-Officio*)
(c) Dean of Teaching and Learning
(d) Director: Research Capacity Development
(e) Senior Director: Office for International Education
(f) Director: Academic Administration
(g) Faculty Representatives
(h) Two student representatives (preferably postgraduate students nominated by the SRC)
(i) Co-opted members as determined by the PGSC

STUDENT ORIENTATION COMMITTEE (SOC)

The Student Orientation Committee consist of the following members:

(a) Dean of Teaching and Learning (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
    - Centre for Teaching, Learning and Media
    - Student Counselling, Career and Development Centre
    - Communication Stakeholder Liaison
    - Office for International Education
    - SRC
    - Two student representatives appointed by the Dean of Students.
(g) One representative from each of the following sections appointed by the relevant Executive Director/Senior Director/Director:
    - Centre for Access Assessment and Research
    - Student Affairs
    - Arts and Culture
    - Financial Aid
    - Health Services
    - Library and Information Services
    - Student Accommodation
    - Madibaz Sport
    - Student Accounts
    - George Campus

INTERNALISATION COMMITTEE (IC)

The Internationalisation Committee consists of the following members:

(a) Deputy Vice-Chancellor: Research and Engagement (Chairperson)
(b) Deputy Vice-Chancellor: Teaching and Learning
(c) Deputy Vice-Chancellor: Institutional Support or nominee
(d) Executive Deans of Faculties
(e) George Campus Principal or nominee

(f) Campus Director: Missionvale Campus
(g) Director: Research Management
(h) Director: Research Capacity Development
(i) Dean of Teaching and Learning
(j) Director: Academic Administration
(k) Dean of Students
(l) Executive Director: Finance or nominee
(m) A member of the SRC
(n) Senior Director: Office for International Education
(o) Senior Director: Human Resources Management or nominee
(p) Senior Director: Institutional Planning
(q) Special Assistant to the Vice-Chancellor

INSTITUTIONAL FORUM (IF)

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

Council	Mr R Piyose
	Prof H Jeffery
Management	Dr S Muthwa
	Dr P Ntshongwana (Chairperson)
Senate	Prof W Shakuntu
	Prof NE Mazibuko
Academic employees	Dr P Tai-Hing
	Ms T Ngxukumeshe
Employees other than academic	Dr R-A Levendal
	Ms NC Tsita
NEHAWU	Mr K Adesemowo
	Mr S Mpepo
NTEU	Ms L Roodt
	Mr W Draai
SRC	Mr M Mzileni
	Ms B Vena
Alumni Association	Ms M Mbaco
Equity Office	Mrs V Madwayi

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	Dr R Jonas
Vice President	Mr K Blose
Treasurer	Mrs E van de Merwe
Secretary, being the Head: Alumni Association	Mr P Geswindt
Elected Additional Member	Vacant
Elected Additional Member	Mr W Kupangwa
Elected Additional Member	Ms M Mbaco
Elected Additional Member	Mrs A Mlatsha
Co-opted Member	Mr T Terblanche
Member elected to Council	Mr K Blose
Member elected to Council	Prof H Jeffery
Member elected to the Institutional Forum	Ms M Mbaco
Dean of Students	Mr L Jack
Chairperson of Student Alumni Society	Mr B Madlingozi
SRC President	Mr Mr M Mzileni
Senior Director: Strategic Resource Mobilisation Office	Dr D Webb
Senior Director: Communication and Stakeholder Liaison	Mr L Hashatse
Executive Dean designated by the Deputy Vice-Chancellor: Teaching and Learning	Dr SF Moeng

STUDENT SERVICES COUNCIL (SSC)

The Student Services Council consists of the following members:

(a) Dean of Students (Chairperson)
(b) 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) Disability Services
  (vii) Campus Health Services
  (viii) Arts and Culture
  (ix) Finance
  (x) Student Academic Administration
  (xi) Student Counselling, Career and Development Centre
  (xii) Campus Protection Services
  (xiii) Legal Services
  (xiv) Representatives from Missionvale and George Campuses
  (xv) Director: Transformation Monitoring and Evaluation
(c) One Dean, appointed by the Deputy Vice-Chancellor: Teaching and Learning
(d) Six members of the SRC or nominees
(e) 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: Institutional Support
(c) Deputy Vice-Chancellor: Research and Engagement
(d) Deputy Vice-Chancellor: Teaching and Learning
(e) Executive Director: Human Resources
(f) Executive Director: Finance
(g) The persons co-opted in terms of paragraph 58(2)(a) of the Statute on MANCO in an advisory capacity are –
  - the Registrar;
  - the Senior Director: Audit and Risk Management; and
  - the Senior Director: Institutional Planning

COMMITTEES OF MANAGEMENT COMMITTEE (MANCO)

EXTENDED MANAGEMENT COMMITTEE (EXTENDED MANCO)

The Extended MANCO consists of the following members:

(a) Vice-Chancellor (Chairperson), and other members of MANCO
(b) Registrar
(c) Dean of Students
(d) Campus Principal of the George Campus
(e) Campus Director of the Missionvale Campus
(f) Executive Deans of Faculties
(g) Dean of Teaching and Learning
(h) Senior Director: Audit and Risk Management
(i) Senior Director: Institutional Planning
(j) Senior Director: Finance
(k) Chief Information Officer
(l) Senior Director: Office for International Education
(m) Senior Director: Communication and Stakeholder Liaison

(n) Senior Director: Estate and Facilities Management
(o) Senior Director: Human Resources
(p) Special Assistant to the Vice-Chancellor
(q) Director: Transformation Monitoring and Evaluation
(r) The Chair: Critical Studies in Higher Education Transformation
(s) Senior Director: Strategic Resource Mobilisation Office
(t) Such other 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: Institutional Support (Chairperson)
(b) Deputy Vice-Chancellor: Teaching and Learning (Ex Officio)
(c) Deputy Vice-Chancellor: Research and Engagement (Ex-Officio)
(d) Executive Dean: Faculty of Arts or nominee
(e) Executive Director: Finance (or nominee)
(f) Senior Director: Communication and Stakeholder Liaison
(g) Senior Director: Institutional Planning (or representative)
(h) Dean of Students
(i) Director: School of Music, Art and Design
(j) Director: School of Architecture
(k) Director: Communication Stakeholder Liaison or nominee
(l) Special Assistant to the VC
(m) HOD: Studio Arts
(n) HOD: Music
(o) Senior Manager: Arts and Culture
(p) Curator: Nelson Mandela University Archives and Exhibition Centre
(q) The SRC representative for the arts portfolio
(r) George Campus Principal
(s) Missionvale Campus Director
(t) Director: Alumni Association or nominee
(u) Any other co-opted persons (for such period as determined by the committee) on account of their expertise

CAPITAL RESOURCES ALLOCATION COMMITTEE (CRAC)

The Capital Resources Allocation Committee consists of the following members:

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

CENTRAL DISCIPLINARY COMMITTEE FOR STUDENTS (CDC)

The Central Disciplinary Committee for Students consists of the following members:

(a) Chairperson: A Jurist appointed by the Vice-Chancellor
(b) Dean of Students or his/her nominee
(c) Member of SRC appointed by SRC

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

INFORMATION AND COMMUNICATION TECHNOLOGY COMMITTEE (ICTC)

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

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

ESTATE AND FACILITIES MANAGEMENT COMMITTEE (EFMC)

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

(a) Senior Director: Estate and Facilities Management (Chairperson)
(b) Executive Director: Finance or nominee
(c) Director: Employee Relations
(d) Director: George Campus Operations
(e) Director: Campus Health Services
(f) Director: Infrastructure Services and Sustainability

(g) Director: Maintenance Services
(h) Director: Protection Services
(i) Director: Sport Bureau or nominee
(j) Director: Student Housing
(k) Acting Director: Support Services
(l) Deputy Director: Faculty Administration and Timetabling
(m) One academic employee designated by the DVC: Teaching and Learning
(n) GRM2 (1) Compliance Engineer
(o) Senior Manager: Health, Safety and Environment
(p) A member from each recognised trade union
(q) Two representatives from the SRC

RISK MANAGEMENT COMMITTEE (RMC)

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

(a) Senior Director: Audit and Risk Management (Chairperson)
(b) A representative from each faculty (preferably Executive Dean, Head of Department/Director of School)
(c) A representative from Missionvale Campus
(d) A representative from George Campus
(e) Director: Library and Information Services
(f) Senior Director: Office of International Education
(g) Director: Academic Administration
(h) Dean of Students
(i) Dean of Teaching and Learning
(j) Senior Director: Estate and Facilities Management
(k) Senior Director: Office for Institutional Planning
(l) Senior Director: Communication and Stakeholder Liaison
(m) Senior Director: Strategic Resource Mobilisation Office
(n) Chief Information Officer
(o) Senior Director: Finance
(p) Deputy Director: Human Resource Development and Organisational Development
(q) Audit and Risk Practitioner (responsible for risk management)
(r) MANCO members (*Ex Officio*)

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 Stakeholder Liaison or nominee
(f) Head: Department of Human Movement Science or nominee
(g) Executive Director: Finance or nominee
(h) Manager: Disability Office or nominee
(i) Director: Sport or nominee
(j) Campus Director: Missionvale Campus or nominee
(k) Campus Principal: George Campus or nominee
(l) Two (2) members who are representative of the local community who are invited by the committee

TENDER ADJUDICATION COMMITTEE (TAC)

The Tender Adjudication Committee consists of the following members:

(a) Executive Director: Finance (Chairperson)
(b) Senior Director: Estate and Facilities Management

(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) One member of SRC (without voting rights)
(g) One member from each recognised trade union appointed by such union (without voting rights)
(h) Director: Infrastructure Services and Sustainability
(i) Director: Information and Communication Technology Services and Operations
(j) One member from Audit and Risk Management Department (advisory member)

TRANSFORMATION COMMITTEE (TC)

The Transformation Committee consist of the following members:

(a) Director: Transformation Monitoring and Evaluation (Chairperson)
(b) Deputy Vice-Chancellor: Teaching and Learning (or nominee)
(c) Deputy Vice-Chancellor: Research and Engagement (or nominee)
(d) Executive Director: Human Resources (or nominee)
(e) Dean of Students
(f) Executive Director: Finance (or nominee)
(g) A member appointed by each of the recognised trade unions
(h) One member of the Institutional Forum
(i) Two members of the Senate
(j) Chairpersons of subcommittees e.g. Equity, Disability Forum, Sexual Harassment, Gender, etc.
(k) One representative from Communication Stakeholder Liaison
(l) One representative from the HIV and Aids Unit
(m) One SRC representative
(n) Any other ad-hoc members required to perform functions of the Committee.

Subcommittee of Transformation Committee

Sexual Harassment Committee (SHC)

The Sexual Harrassment Committee consist of the following members:

(a) One representative from Student Counseling, Career and Development Centre (PE and George campuses)
(b) One representative from the Student Governance and Development Services (PE and George campuses)
(c) One representative from Campus Health Services (PE and George campuses)
(d) Residence Managers (all campuses)
(e) Human Resources Consultant representative
(f) Consultant: Human Resources Equity Office
(g) Director: Transformation, Monitoring and Evaluation (Chairperson)
(h) Director: Employee Relations and Human Resources Operations
(i) Dean of Students
(j) Director: Residences
(k) A nominee from the Faculty of Law.
(l) One representative from each of the recognised unions.

JOINT COMMITTEES OF MANAGEMENT COMMITTEE AND SENATE

CENTRAL TIMETABLING COMMITTEE (CTC)

The Central Timetabling Committee consinst of the following members:

(a) Chairperson is a nominee appointed by Senate
(b) The Manager: Central Timetabling Office
(c) One representatives from Academic Administration, as nominated by the Registrar
(d) One representative from Support Services
(e) One representative from Estate and Facilities Management

(f) One representative each from the George and Missionvale Campuses, who will be able to represent the interest 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.
(g) One or more representatives, as determined by each FMC, for each faculty present on the 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:
(a) to advise the FMC on timetabling matters
(b) to liaise with the CTO on timetabling matters
(h) The committee has the right to co-opt additional members as required, including, but not limited to, Support Services, Technical Services, Infrastructure Projects, SRC, HEADS, and so on.
There will be an alternate for each member.

SCHOLARSHIPS AND BURSARIES COMMITTEE (SBC)

The Scholarship and Bursaries Committee consist of the following members:

(a) Deputy Vice-Chancellor: Research and Engagement (Chairperson)
(b) Deputy Vice-Chancellor: Institutional Support
(c) Deputy Vice-Chancellor: Teaching and Learning
(d) Executive Director: Finance or nominee
(e) Senior Director: Strategic Resources Mobilisation Office
(f) Director: Research Capacity Development
(g) Director: Engagement Office
(h) Deputy Director: Financial Aid
(i) Dean of Students
(j) Dean of Teaching and Learning or nominee
(k) Executive Deans or nominees
(l) Campus Director: Missionvale Campus
(m) Campus Principal: George Campus
(n) SRC representation: One undergraduate; one postgraduate; one George Campus SRC member
(o) Senior Director: Communication and Stakeholder Liaison or nominee
(p) Such additional members as may be determined by the SBC.

Subcommittee of Scholarships and Bursaries Committee

Student Financial Aid Committee (SFAC)

The Student Financial Aid Committee consist of the following members:

(a) Dean of Students (Chairperson)
(b) Executive Director: Finance or nominee
(c) Director: Student Counselling, Career and Development Centre
(d) Deputy Director: Financial Aid
(e) One representative from the Financial Aid Office (George Campus)
(f) One representative from Communication and Stakeholder Liaison
(g) Disability Officer (*Ex Officio*)
(h) One student appointed by SRC
(i) One student from the George Campus SC
(j) Additional members as determined by the SFAC

QUALITY COMMITTEE (QC)

The Quality Committee consist of the following members

(a) Senior Director: Institutional Planning (Chairperson)
(b) Deputy Vice-Chancellor: Institutional Support
(c) Deputy Vice-Chancellor: Research and Engagement
(d) Deputy Vice-Chancellor: Teaching and Learning
(e) One Dean, designated by the Deputy Vice-Chancellor: Teaching and Learning

(f) Dean: Teaching and Learning
(g) Dean of Students
(h) Senior Director: Audit and Risk Management (or nominee)
(i) Senior Director: Office for International Education
(j) Director: Quality Advancement
(k) Director: Academic Planning
(l) Director: Engagement Office
(m) Director: Transformation Monitoring and Evaluation
(n) Director: Research Capacity Development
(o) Deputy Director: Human Resource Strategic Projects (or nominee)
(p) Finance Department nominee
(q) Invitees: Quality Consultant: Academic Review, and Quality Consultant: Support Functions

EXECUTIVE MANAGEMENT AND SUPPORT STAFF

OFFICE OF THE VICE-CHANCELLOR

Vice-Chancellor	Dr SW Muthwa BA(SW)(Fort Hare), BA(SW) Hons(Wits), MSc (London School of Economics, UK), PhD(London University, UK)
Special Assistant to the Vice-Chancellor	Dr L Best BSocial Science(UCT), BAHons, MA Development Studies, PhD (NMMU)
Personal Assistant	Ms B Shushu Nat Dip HRM (DIT), Dip Lab Law (GIMT), Mast Dip HRM (UJ)

OFFICE OF THE DEPUTY VICE-CHANCELLOR: INSTITUTIONAL SUPPORT

Deputy Vice-Chancelor: Institutional Support	Vacant
Personal Assistant	Ms M Murphy NDip Off Mgt & Tech(NMMU), BTech Mgt(NMMU)

OFFICE OF THE DEPUTY VICE-CHANCELLOR: RESEARCH AND ENGAGEMENT

Deputy Vice-Chancellor: Research and Engagement	Prof AWR Leitch BSc, BScHons, MSc, PhD(UPE)
Personal Assistant	Mrs N Ntsenyana NDip (Office Mgt and Tech), PGD (Maritime Studies) (NMMU)

OFFICE OF THE DEPUTY VICE-CHANCELLOR: TEACHING AND LEARNING

Deputy Vice-Chancellor: Teaching and Learning	Prof DM Zinn BA, BAHons, HDE(UCT), MEd, DEd(Harvard USA)
Personal Assistant	Ms Y Ferreira NHC: Private Secretary(Uitenhage Technical College)

OFFICE OF THE EXECUTIVE DIRECTOR: FINANCE

Executive Director	Mr MR Monaghan (Acting): 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 EXECUTIVE DIRECTOR: HUMAN RESOURCES

Executive Director	N Bam MBL (UNISA); BSocSc (Economics, Public Admin) (UCT), PGDip (Employment Law, Social Security) (UFH)
Personal Assistant	Vacant

SENIOR MANAGEMENT AND SUPPORT STAFF

OFFICE OF THE REGISTRAR

Registrar	Dr F Goolam BSc, HDE, BEd, MEd(UDW), PhD(UP)
Personal Assistant	Ms SD Brümmer NDip Exec Secr(PET)

OFFICE OF THE DEAN OF STUDENTS

Dean of Students	Mr LP Jack NDip (PMA) (EC Technikon), BTech (PM) (PET), BA Phil (US), MCom (Leadership Studies) (UKZN)
Personal Assistant	Ms S Sam BA Psychology (NMMU)

EXECUTIVE DEANS OF FACULTIES

Arts

Executive Dean	Prof MJR Boswell BSocSc, BSocScHons, MSocSc (UCT), PhD (University of Netherlands)
Executive Secretary	Vacant

Business and Economic Sciences

Executive Dean (Acting)	Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)
Executive Secretary	Ms R Petersen

Education

Executive Dean	Dr SF Moeng: BA, HDE, BEdHons(UPE), MSc (St Cloud State University), DEd(NMMU)
Executive Secretary	JL Smith BSocSci (Rhodes)

Engineering, the Built Environment and Information Technology

Executive Dean	Dr OSW Franks: BSc MechEng, MInd Admin(UCT), Hons (B&A)(US), PhD (Engineering Science) (USF - USA), GCC Mines & Works, Pr Eng
Executive Secretary	Ms C Dale

Health Sciences

Executive Dean	Prof L Pepeta: MBChB, (Unitra) FCPAED(SA), DCH(SA), Cert. Cardiology (SA), MMed (Wits)
Executive Assistant	Ms A Maasdorp

Law

Executive Dean	Prof A Govindjee: BA, LLB(RU), LLM (Labour Law) *cum laude* (UPE), LLD(NMMU), Attorney of the High Court
Executive Secretary	Mrs S Mtyhobile

Science

Executive Dean	Prof A Muronga: BSc,UED(UNIVEN), BScHons, MSc(UCT), PhD (University of Minnesota, USA)
Executive Secretary	Ms D Ntintili

OFFICE OF THE DEAN OF TEACHING AND LEARNING

Dean	Prof CD Foxcroft BA, BAHons, MA, DPhil (UPE)
Executive Secretary	Ms A Ownhouse BA(UPE), NDip N4 Office Mgt(Russel Road College)

CAMPUS HEADS

Campus Principal: George Campus	Prof Q Johnson BSc, HDE (UCT), BScHons, MSc, PhD (UWC), TGMP (Harvard)
Personal Assistant	Ms L Muller

Campus Director: Missionvale Campus	Dr P Ntshongwana Diploma in Transitional Justice (UCT), MA International Relations (Commonwealth University, UK), MSc International Development (Bath University, UK), DPhil Social Policy (Oxford University, UK)
Personal Assistant	Ms G Slabbert

SENIOR DIRECTORS

OFFICE OF THE SENIOR DIRECTOR: AUDIT AND RISK MANAGEMENT

Senior Director	Ms R Gajjar BCom, BCom Hon (Acc) (UPE), Diploma in Advanced Auditing (National School of Accounting), CA (SA) (SAICA), Certified Risk Management Professional (Global Institute of Risk Management)
Executive Secretary	Vacant

OFFICE OF THE CHIEF INFORMATION OFFICER

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

OFFICE OF THE SENIOR DIRECTOR: COMMUNICATION AND STAKEHOLDER LIAISON

Senior Director	Mr L Hashatse B(Journalism and Media Studies), BAHons(Rhodes), MA(Edith Cowan University)
Executive Secretary	S van der Vyver NSDip (CATE)

OFFICE OF THE SENIOR DIRECTOR: ESTATE AND FACILITIES MANAGEMENT

Senior Director	Mr R du Plessis HonsMechBEng (Aeronautical) (Stell), MEng(Mech)(PTA), Pr Eng, GCC (Mech Eng of Factories)
Executive Secretary	N Jacobs-Stokwe Cert.HRFM (Rhodes University), ILP (NMMU Business School), Protocol Int.Cert. (EU International School of Protocol)

OFFICE OF THE SENIOR DIRECTOR: FINANCE

Senior Director	Mr J Wasserman NH Dip Cost Acc (PET), PA(SA)
Executive Secretary	Ms C de Wet

OFFICE OF THE SENIOR DIRECTOR: INSTITUTIONAL PLANNING

Senior Director	Prof HJ Nel BA, BAHons, MA, DPhil(UPE)
Personal Assistant	Ms K Moodley BCom (Unisa), PGCE (NMMU)

OFFICE OF THE SENIOR DIRECTOR: INTERNATIONAL EDUCATION

Senior Director	Dr NJ Jooste BA (UP), BA Hons (UFH), MA (RAU), PhD (UFS)

PROFESSORS EMERITI

Professors and Associate Professors

ALLEN, NPL (Fine Arts)
ANSTEY, M (Industrial Relations Unit)

BADENHORST, HJ (Educational Psychology)
BAIRD, D (Zoology)
BALL, CAB (Physics)
BATE, GC (Botany)
BERRY, DM (Industrial Psychology and Human Resources)
BEZUIDENHOUT, DM (DVC: Academic)
BEZUIDENHOUT, FJ (Sociology and Anthroplogy)
BOOTH, GL *(*Mathematics and Applied Mathematics)
BOOTH, PWK (Geology)
BOSCH, JK (Business Management)
BOTHA, CJ (Latin)
BOTHA, MM (Education)
BRETTENNY, A (Accounting)
BRUWER, JP van S (Anthropology/ Vice Rector)
BRYANT, EP (English)
BUYS, BR (Mathematics)
BUYS, FJ (Human Movement Science)

CHRISTOPHER, AJ (Geography)
CILLIERS, AC (Public Law)
CILLIERS, J (Political Science)
COETZEE, JA (Geography)
CRAUSE, HL (Sociology)
CULL, CE (Studio Arts)

DE JAGER, NJ (Professional Training of Teachers)
DE KOCK, G DE V (Computer Science and Information Systems)
DE VILLIERS, PFA (Public Administration and Management)
DE VYNCK, JEK (French)
DE WET, JF (Chemistry)
DE WET, JG (Music)
DU PLESSIS, AP (Business Management)
DU PREEZ, JGH (Chemistry)
DU RANDT, WSH (Afrikaans/Nederlands)
DU TOIT, CM (Business Management/ University Education)

EKSTEEN, B (Construction Management)
ENGELBRECHT, JAA (Physics)
ERWEE. JA (Director: CENCE)

FINNEMORE, M (Industrial Relations Unit)
FURSTENBERG, JP (Zoology)

GARDNER, B (Accounting)
GOOSEN, A (Chemistry)
GOUWS, S (Didactical Pedagogy)
GREBE, R (Philosophy of Education)
GROENEWALD, NJ *(*Mathematics and Applied Mathematics)
GUSH, WO (Accounting)

HALL, PR (Mathematics and Applied Mathematics)
HEIMES, K (Music)
HOLDERNESS, WL (Education)
HORN, GS (Logistics)
IMMELMAN, APJ (Accounting)

JACOBS, PP (Anthropology)
JEFFERY, CD (English)
JEFFERY, HLT (Engineering)

KAMFER. L (Industrial and Organisational 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)
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)
McCARTHY, T (Pharmacy)
McCLELAND, CW (Chemistry)
McGILL, WJ (Chemistry)
McGRATH, P (Mechanical Engineering)
MEIRING, MH (Public Administration and Management)
MELLISH, JM (Nursing Science)
MÜLLER, AL (Economics and Economic History)
MULLINS, E (Institute for Planning Research)

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

OELOFSEN, W (Biochemistry)
OLIVIER, B (Journalism, Media and Philosophy)
OLIVIER, MAJ (Education)

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

RAMSAY-SLOGROVE, SD (Accounting)
ROBERTSON, BL (Botany)
ROHWER, HE (Chemistry)
ROUSSEAU, GG (Industrial and Organisational Psychology)
ROWLANDS, JE (Accounting)
RUST, IC (Geology)

SCHOEMAN, SJ (Philosophy)
SHONE, RW (Geosciences)
SIMPSON, LGL (Accounting)
SHARWOOD, DW (Applied Science)
SMAL, PJ (Education)
SMITH, JH (Economics and Economic History)
SNYMAN, HC (Vice-Chancellor: Port Elizabeth Technikon)
SWART, MJ (History)

TAYLOR. CA (Didactical Pedagogics)
TERBLANCHE, HO (History)
TERBLANCHE, SS (History)
THERON, JD (Architecture)
THIPA, HM (African Languages)
TROSKIE, AJJ (Music)
TWIGG, D (Mechanical Engineering)

VAN AARDE, JA (Psychology)
VAN DEN BERGH, NJC (Commercial Law) (Vista)
VAN DER MERWE, R (Industrial and Organisational Psychology/Industrial Relations Unit)
VAN DER WESTHUIZEN, CP (Education)
VAN NIEKERK, WP (Business Management)
VAN ZIJL, J (Semitic Languages)
VAN ZYL, FJ (Private Law)
VAN ZYL, GJJ (Mathematical Statistics)
VAN LOGGERENBERG, C (DVC: Academic)
VER LOREN VAN THEMAAT, R (Private Law)
VOGES, RP (Campus Director Vista PE)

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

ZEELIE, JJ (Health)

Special Professors
DREYER, PJ (Graaff-Reinet Teachers' College)
LOUBSER, MMM (Port Elizabeth Teachers' College)

Extraordinary Professors
VELDSMAN, DP (Textile Science)
VERMAAK, JS (Physics)

ACADEMIC STAFF IN FACULTIES

FACULTY OF ARTS

Office of the Dean

Dean	Prof M J R Boswell BSocSc, BSocScHons, MSocSc (UCT), PhD (University of Netherlands)
Executive Secretary	Vacant

Faculty Administration

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

South Campus

Manager: Faculty Administration	Ms D Nzioki BA (UPE), BAHons (NMMU)
Faculty Administrators	Ms N Azem NDip (Office Mgt & Tech) (NMMU), NDip (HRM) (NMMU), BTech (Mgt) (NMMU)
	Ms N Bobi NDip (Marketing) (NMMU)
	Ms N Mngonyama NDip (Public Man & Admin) (NMMU), BAHons (NMMU)
	Ms N Nzuzo BSocSc (UCT), MPA (NMMU)

SCHOOL OF ARCHITECTURE

Director	Mr BP Varghese B Arch (Kerala), M Des (IIT Mumbai)
Secretary	Ms L Smith

Department of Architectural Technology and Interior Design

Head of Department	Mrs C Deacon-Edgar PrArch (SA), BBuild(UPE), BArch (UPE)
Secretary	Mrs P Peters
Senior Lecturers	Ms N S Pannell PrArch (SA), MIArch.BAS, BArch (Wits), MPhil CBE (UCT)
	Mr J B Pansegrouw PrArch (SA), NDip (GD) (PET), BBuild (UPE), BArch (UPE)
	Ms H Fouché PrSnr Arch Tech (SA), BTech (Arch Tech) (PET), MSc (BE) (NMMU)
	Mrs L Smit BHE (Int Des) (UP)
	Mr J A Vosloo BBuild (UPE), BArch (UPE)
Associate Lecturers	Ms C Killian Dip (Int Des) (NMMU), BTech (Int Des) (NMMU)
	Mrs L Vosloo PrSnr Arch Tech (SA), BTech (Arch Tech) (PET)
	Ms M Mooka BArchTech(NMMU), CSnrArchTech (SACAP)

Department of Architecture

Head of Department	Mr A G Palframan BBuild (UPE), BArch (UPE), M.EESI (KTH Stockholm), PrArch (SA), MIA
Professor	Prof P Makasa B.Arch (Univ of Zambia), PG Dip (Poverty Alleviation) (IHS-Rotterdam), PG Cert HDM (Lund-Sweden), PG Cert (Research Methods for Development) (ISS-the Hague), PG Cert OSHH (San

	Jose Costa Rica), M.Arch (Helsinksi Univ of Tech), PhD (Delft Univ of Tech)
Associate Professor	Vacant
Secretary	Ms L Smith
Senior Lecturers	Mr J B W Bradley BBuild (UPE), BArch (UPE), PrArch (SA)
	Mr J D Flint BBuild (UPE), BArch (UPE), Pr.Arch (SA), MIA
	Vacant
	Dr M Minguzzi B Arch (Iuav, Venice), M Arch (Iuav, Venice), PhD (Iuav, Venice), OAPPC.Ra (Italy)
	Vacant
Lecturer	Mr J Andrews BBdgA (UPE), MArch (Prof) (NMMU) Mr J Basson BAS (NMMU), MArch (Prof) (NMMU)

SCHOOL OF GOVERNMENTAL AND SOCIAL SCIENCES

Director	Prof E E Draai BAHons (RGU-Scotland), MPA (US), DPhil (NMMU)
Secretary	Vacant

Department of Political and Conflict Studies

Associate Professor and Head of Department	Prof L Snodgrass BA (UPE), BAHons *cum laude* (UPE), MA *cum laude* (UPE), DPhil (NMMU)
Secretary	Vacant
Associate Professor	Prof G Bradshaw BA (UPE), BAHons (UPE), MA (HULL-UK), DPhil (NMMU)
Lecturers	Mrs D Barnes BA (UPE), MPhil SAPPE (UPE)
	Mr T Nomarwayi BA (NMMU), BAHons (NMMU), MA (NMMU)
Associate Lecturer	Mr G Poggi BA (Stellenbosch) BA Hons. (NMMU) MA (NMMU)
Next Generation Initiative (NGI) Scholar	Mr O Mtimka BA (Rhodes), MPhil SAPPE (NMMU)
Programme Co-ordinator	Mrs N Nkayitshana (BA) (UDW), BAHons (NMMU)
Honorary Professors	Prof G Prevost (University of Minnesota)

Department of Public Management and Leadership

Head of Department	Dr K Asmah-Andoh BAHons UG, Legon, MPA (UPE), DPhil (NMMU)
Secretary	Vacant
Professor	Prof R S Masango Sec Teacher's Dip (Butterworth College of Education), BAdmin, BAdminHons, MAdmin, DAdmin (UNISA)
Associate Professors	Prof E E Draai BAHons (RGU-Scotland), MPA (US), DPhil (NMMU)
Programme Co-ordinator (MPA)	Ms Z Maqoko BTech (Pub Man) (NMMU)
Senior Lecturers	Dr P N Mfene BA (UFH), BAHons (SocSc) (UFH), NH Dip (Pub Man & Admin) (TSA), MPS (UZ), MPA (UPE), DPhil (Pub Adm) (NMMU)
	Dr S Maclean BA (RU), Cert (Econ Leadership) (Wharton School of Business, US), (UFH), DAdmin (UFH)

Lecturer	Ms A Jakoet-Salie BSocSci (UCT), BSocSci Hons (UCT), MA c*um laude* (NMMU) Dr T Rulashe BAdmin (PA), BAdminHons, MAdmin, DAdmin (UFH)
Honorary Professors	Prof F S Mufamadi MSc (University of London) Prof C Thornhill (Pub Admin)

Department of Sociology and Anthropology

Head of Department	Mr D L Bogopa MA Anthropology (UDW), MA Development Studies (NMMU)
Secretary	Ms E R Wepener
Associate Professor	Prof S Mfecane BA, BAHons, MA (UWC), PhD (Wits)
Senior Lecturers	Dr R O Herbst BA, BAHons (History) *cum laude*, MA (History) *cum laude*, DPhil (US) Dr B Magoqwana BSS, BSS Hons, MSS, PhD (RU)
Lecturers	Mr D L Bogopa MA Anthropology (UDW), MA Development Studies (NMMU) Ms F P J Herbst Candidata in Historia, Doctoranda in Historia, Tech Dip (Rijks Universiteit Utrecht) Ms B Kritzinger BA, BAHons, MA (NMMU) Ms Q Maqabuka BSocSci, BSocSciHons, MSocSci (Rhodes)
Honorary Professor	Prof J W van Huysteen

SCHOOL OF LANGUAGE, MEDIA AND CULTURE

Director (Acting)	Prof M L Crous BA Hons (Literary Theory) (UNISA), BA Hons (Afr&Ndl) (US), HDE (US), MA (Afr&Ndl) (US), MA (English) (US), MA (Creative Writing) (US), D.Litt (US), PhD (UCT)
Secretaries	Ms M Noyi Mrs F Samaai

Department of Applied Language Studies

Head of Department	Dr J C Lück BA, HDE (RU), BEd (UPE), MPhil (US), PhD (RU)
Principal Lecturer	Vacant
Senior Lecturer	Dr M Kriel BA, BAHons, MA (Pretoria), PhD (London School of Economics)
Lecturers	Mr D Blignaut Dip in Education (Dower), BA (UPE), B.EdHons (UNISA), MA (NMMU) Dr F Munir PGCE *cum laude* (NMMU), MA (UOFS), DLitt (NMMU) Ms S Rudman BA (UFS), HDE (UN), MPhil (US) Mr R Townsend BA (RU), BEdHons (RU), HDE (PG) Sec (RU), MA (Applied Languages) (NMMU) Ms C van der Merwe BA, BAHons, MA (UWC) Dr X R Zauka BA (UFH), MA (UPE), HDE (Vista), DLitt (NMMU)
Associate Lecturers	Ms N Adams HDE (UWC), BEdHons (UWC), BAHons (NMMU), MA (Applied Languages) Research (NMMU) Mr E Erasmus-Morton BA (UCT), HED (UP), BAHons (Applied Linguistics) (UNISA)

	Mr M Raban DipLing Arabic, BA, BAHons (IUMM – Univ of Madinah, Saudi Arabia)

Department of Journalism, Media and Philosophy

Head of Department	Dr S Moodley BA *cum laude, BAHons, MA cum laude,* PhD (UKZN)
Associate Professors	Prof A Hurst BAHons (Beeldende Kunste) (US), BAHons (Philos) (UPE), MA (Philos) (UPE), MA (Philos) (Villanova Univ), DPhil (Philos) (Villanova Univ)
	Prof A Konik BAHons (UPE), MA (UPE), D Litt et Phil (UNISA)
Senior Lecturer	Mr S Nzioki BA MCC (UPE), MPhil (NMMU)
	Dr J Wozniak BAHons (German) (UP), BAHons (French) (UPE), MA (UCT), PhD (UCT), MDPD (NMMU)
Lecturers	Dr C du Plessis BA *cum laude*, BAHons *cum laude*, MA (Philosophy) *cum laude,* PhD (NMMU)
	Mr M Dyantyi BA, BAHons (Wits), MA (Kansas)
	Dr J Siwak BA MCC, MA (Media Studies), DPhil (NMMU)
	Ms J Vermaak BA MCC (UPE), MA (Media Studies) (NMMU)
Associate Lecturer	Ms T Rennie NDip (GD) (PET), MA (Media Studies) (NMMU)

Department of Language and Literature

Head of Department	Dr Z Made STD (Trans. Co), BA, BAHons, MA (UPE), PhD (NMMU)
Associate Professor	Dr M L Crous BA Hons (Literary Theory) (UNISA), BA Hons (Afr&Ndl) (US), HDE (US), MA (Afr&Ndl) (US), MA (English) (US), MA (Creative Writing) (US), D.Litt (US), PhD (UCT)
Senior Lecturers	Dr Z Kondowe DLitt (NMMU)
	Dr L Kwatsha BA, BAHons (UFH), BComHons Tourism (UPE), MA (Vista), HDE (RU), PhD (Vista)
Lecturers	Mr B M Marais MA (UKZN)
	Ms N L Morkel BA (MCC) (UPE), BAHons (English) (UPE), MA (English) (NMMU), PGDHET (UFH)
	Ms A Mvanyashe MA (NMMU)
	Prof A N Otto BA (US), BAHons (US), MA (US), D.Litt (US)
	Dr M Vrancken BAHons (French) (UCT), MA (French) *cum laude* (UCT), PhD (French) (UCT)
Associate Lecturers	Ms M L Bester PGCE, BAHons (Afr and Ndl) (NMMU)
	Ms M de Wet BA (UPE), BAHons, MA (NMMU)
Honorary Professor	Prof A Fugard DLitt h.c (English)

Department of Public Relations and Communication Studies

Head of Department	Ms B Mangolothi NDip (PR), BTech (PR), BTech (Post School Ed) (VUT), MBA (NMMU)
Principal Lecturer	Dr H S Fourie BBibl (UOFS), BBiblHons (UNISA), BAHons (Philosophy) c*um laude*, MA (Philosophy) c*um laude* (UOFS),MBL (UNISA), PhD (US)
Lecturers	Ms V Jacobs SPTD (Cape College of Education), BA

	(Vista University), BAHons (UPE), MA (Media Studies) (NMMU)
Associate Lecturer	Ms C Leppan NDip (PRM) c*um laude*, BTech (PRM) c*um laude,* MA (Media Studies) *cum laude* (NMMU)

SCHOOL OF MUSIC, ART AND DESIGN

Director	Mr D A Jones NDip FA (PET), NH Dip FA (PET), MTech FA (PET)
Secretary	Ms H Roman

Department of Applied Design

Head of Department	Mr M L Swanepoel BTech (GD) (PET), MTech (Entrepr) (NMMU)
Secretary	Ms M E Elkington BA (UNISA)
Administrative Assistant	Ms N Xubane BAHons (NMMU)
Principal Lecturer	Mr B S Cadle NH Dip (GD) (PET), MTech (GD) (NMMU)
Senior Lecturer	Mr G M Meyer Dip (Gemology) (Asian Inst. of Gemological Sciences, Thailand), BTech (Pho) (PET), MA (Portsmouth)
Lecturers	Ms R Adriaan BTech (FD) (NMMU)
	Mrs I Economou MTech (GD) (NMMU)
	Mr H J Grobbelaar Cert (FDA) (PET), Dip (LAD) (PET), NH Dip CD (PET)
	Mr T James NH Dip (FDT) (PET)
	Mrs J Luyt NH Dip (TD) (PET)
	Mrs M Muir BTech (GD) (NMMU)
	Dr H Saayman-Hattingh DTech (Pho) (VUT)
Technician	Ms R van Wyk NDip (Pho) (NMMU), BTech Pho (NMMU)

Department of Art and Design Introductory Studies

Head of Department	Ms A Wentzel NDip (FA) (PET), BTech (FA) (PET), MTech (FA) (NMMU)
Secretary	Ms H Roman
Principal Lecturer	Mrs G M A Duker NDip (FA) (PET), NH Dip (FA) (PET), MTech (FA) (PET)
Lecturer	Ms A Wentzel NDip (FA) (PET), BTech (FA) (PET), MTech (FA) (NMMU)
Associate Lecturer	Mr N C Botchway NDip (GD) (PET), BTech (GD) (PET)

Department of Music

Head of Department	Prof E Albertyn BMus (UPE), MMus (UPE), PhD (Wits), LRSM
Secretary	Ms N Bosman Dip Exec Asst (IAC)
Associate Professor	Prof Z Potgieter BMusHons (US), DPhil (UPE)
Senior Lecturers	Dr E Bothma BMus (UOFS), MMus (UOFS), DMus (NMMU), UPLM
	Dr R Bower BMus (NMMU), MMus (NMMU), DPhil (NMMU), LTCL, UPLM

	Dr A de Villiers BMus (UPE), HonsBMus (UNISA), MPhil (UPE), DEd (UPE), PG HDE (UPE), LRSM (in Piano Teaching) (Associated Board of the Royal Schools of Music)
Lecturers	Mr D Bester BMus, MMus (US), MMus (Artesis Plantijn University)
	Mr M Brand BMus (UPE), BScHons (NMMU), MScEng (US)
	Dr E Cloete BMus, MMus, DPhil (NMMU)
	Mr N Mthimkhulu PDO, PGO (UCT), PD, MMus (SMU, Tx Dallas)
	Mr J Edwards BMus (UKZN), MMus (UKZN)
	Mr G Williams BMus (NMMU)
Admin Assistant	Ms T Cunliffe
Honorary Professor	Prof K Hanken

Department of Studio Arts

Head of Department	Dr P Binsbergen BA (Fine Art) *cum laude*, MA (Visual Art), PhD (Humanities) (UP)
Secretary	Ms H Roman
Associate Professor	Prof V P E Nyoni BAFA (UN), MAFA (UKZN)
Senior Lecturers	Dr P Binsbergen BA (Fine Art) *cum laude*, MA (Visual Art), PhD (Humanities) UP
	Mr D A Jones NDip FA (PET), NH Dip FA (PET), MTech FA (PET)
Lecturers	Ms R J Collett BA (FA) (US), MA (FA) (US)
	Ms A Snyman NDip (FA) (PET), BTech (FA) (PET)
	Ms B K Whitehead NDip (CD) (PET), NDip (TD) (PET), BTech (CD) (PET)

Registered Entities

Units

Raymond Mhlaba Research Unit for Public Administration and Leadership

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

Office of the Dean

Executive Dean (Acting)	Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)
Executive Secretary	Ms R Petersen

Faculty Administration

Senior Manager: Faculty Administration	Ms Z Slabber BA (UPE), BAHons (UPE)

2nd Avenue Campus

Manager: Faculty Administration	Mr A Smith BCom (NMMU)
Faculty Administrators	Ms M Mazinyo BA (UPE), BAHons (NMMU)
	Mrs F Ngubo NDip (Com Adm) (PET)
	Mr X Sipoyo ND: Tourism Management (CPUT)

South Campus

Manager: Faculty Administration	Vacant
Faculty Administrators	Ms N Bulembu BCom (Vista)
	Mr M Klaas NDip (Off Mgt and Tech) (NMMU)
	Mrs S Maswana NDip (Com Adm) (PET), NDip (CMA) (NMMU), BAHons (Group Dynamics) (NMMU)

	Mrs J N van Zyl
Missionvale Campus	
Faculty Administrator	Ms D Gert
George Campus	
Co-ordinators: Academic Administration	Vacant
	Mrs E Labuschagne NDip (Com Admin) (Pret Tech)
Admissions Officer	N du Plessis
Administrative Assistant	Vacant

DEPARTMENTAL SECRETARIES

Business School	Vacant
School of Accounting	Mrs B D Hayes (South Campus)
	Mrs A Abrahams (2nd Avenue)
	Ms Y Belani (South Campus) Ms YA de Beer (South Campus) Ms Z Ngqoyiyana (South Campus)
	Mrs A Visser (South Campus)
Development Studies	Ms L van Rensburg (South Campus)
	Ms E Moodley NDip (GD) (NMMU) (2nd Avenue Campus)
Business Management	Ms N Adams (South Campus)
Administrative Assistant	Ms V Vinqi NDip (Pub Man) (NMMU - PET) (South Campus)
Logistics Management and Management Practice	Ms S N Ngcosini NDip (Pub Man & Adm) (PET), BTech (Pub Man & Adm) (PET) (2nd Avenue Campus)
Marketing Management	Ms R Pather (2nd Avenue Campus)
Human Resource Management	Ms E Coetzee NDip (HRM) (NMMU), BTech (HRM) (NMMU), MTech (HRM) (NMMU) (2nd Avenue Campus)
Industrial and Organisational Psychology	Ms K-L Roodt BTech (Mgt) (NMMU), MTech (Bus Admin) (NMMU) (South Campus)

BUSINESS SCHOOL

Director of School	Dr R Jonas BA (UWC), PG HDE (UNISA), BAHons Sociology (UNISA), MA Sociology (UPE), PhD Sociology (NMMU)
Personal Assistant: Business School Director	Vacant
Reception	Vacant
Receptionist	Mrs L Qinga ND: SBM (WSU)
Adjunct Professor	Prof C M Adendorff MComm (RU), MPhil in Future Studies (US), DBA (NMMU), PhD (RU)
Marketing Executive	Vacant
Senior Finance Manager	Mrs S Artman BCompt, MBL (UNISA)
Human Resource Consultant	Mrs I van Rensburg BTech (HRM) (UNISA)
Campus Supervisor	Vacant
Media/IT Support	Mr T Scheinberg CCNA (NMMU)
Marketing Material Practitioner	Ms D Kriel
Digital and On-line Platforms Practitioner	Vacant

GRADUATE SCHOOL

Director: Graduate School	Prof C A Arnolds BEconHons STD (UWC), MCom (Vista), DCom (UPE)
Professors	Prof J A Jonker BCom (UNISA), MBL (UNISA), DCom (Tour Man) (UP)
Associate Professors	Prof P Poisat BComHons (UPE), MTech (HRM) (PET), DTech (NMMU), MIPM, RPP
	Prof M D M Cullen BA (UPE), HED (UPE), Dip PR (PET), HBA (US), MBA (Potch), DBA (NMMU)
Senior Lecturers	Dr J Fraser BCom (Wits), BComHons (Wits), MCom, DCom (UP)
	Dr H Janse van Rensburg BCom (UPE), BComHons (Acc) (UPE), HDE (UPE), MCom (FMS) (UP), PhD (NMMU)
	Mr D Giyose NDip Electrical Engineering (CPUT), MBA (NMMU)
Lecturer	Ms N Hadi B Degree (Public Management – Stellenbosch University), MPhil (Maritime Studies - Stellenbosch University), M Degree (Town and Regional Planning) (University of Pretoria)
Research Co-ordinator	Vacant
Secretary: Graduate School Director	Ms T Ferreira
Secretary Graduate School Unit	Ms J Junicke
Head: Marketing & Relationship Office	Ms C Jooste BA (MCC) (UPE), MA (Applied Media) (NMMU)
MBA Co-ordinator	Ms L van Wyk
Academic Programme Co-ordinator	Ms J Ehlers NDip (PRM) (NMMU), BTech (PRM) (NMMU)

LEADERSHIP ACADEMY

Director	Mr L Mouton BA (Pol Sci) (UP), BAHons (Int Pol) (UP)
Secretary to Director: Leadership Academy	Ms W Bosch
Senior Manager: Sales & Key Accounts	Ms L Vasi BA (UNISA), ABP, BComHons (NMMU)
Senior Manager: Innovation and Development	Ms J Staphorst NDip (Exec Secr) (PET), NH Dip (Off Admin), NH Dip (Post School Ed) (PET), BAHons (Group Dynamics) (NMMU)
Senior Programme Specialist Open Programmes (FLP/ILP/ SLP)	Ms N Crause
Senior Programme Specialist Open Programmes (BMP/ALP/ MDP)	Ms S Whitehouse
Manager: Accreditation	Vacant
Programme Co-ordinator	Ms V Bosch NDip (HRM) (NMMU)
Accreditation Co-ordinators	Ms A Ngeva BA (HRM), BAHons (NMMU)
	Ms L Myburgh BAHons (Psych) *cum laude,* PGD (Bus Admin) *cum laude* (NMMU)
	Ms M Truter Dip (HRM), BTech (HRM) (NMMU)
Administrative Assistant	Vacant
System Administrator	Ms C Phillips Diploma (Adv Sec and Comp Skills)
Procurement Officer	Vacant
Co-ordinator: Short Courses	Mrs C Castelyn
Manager: Operations	Ms I de Lange NDip (HRM) (NMMU)

Senior Programme Specialist	Mrs C Sibanda MDP, NDip (Mgt), BTech (Mgt) (NMMU)
Administrative Assistant	Mrs M Tshona
Marketing Consultant	Ms M du Preez (BA) (NMMU) BAHons (NMMU), IMM Cert (Damelin), PGCE (UNISA)
Marketing Co-ordinator	Mrs D Pillay BCom (Uni Natal), BComHons *cum laude* (UNISA)
Business School: George: Manager	Vacant
Business School: George: Programme Co-ordinator	Mrs J Frans
Business School: East London: Manager	Vacant
Business School: East London: Receptionist/Office Administrator	Ms T Tshevu
Business School: East London: Programme Co-ordinator	Ms Z Ruiters BA (MCC) (NMMU)
Senior Programme Co-ordinator: East London	Vacant
Key Accounts Consultant: East London	Vacant
Financial Administrators	Ms Y Msutu NDip (FIS), PDBA (NMMU)
	Ms F Jiba BTech (CMA) (NMMU)
Costing Controller	Mrs D du Preez BTech (CMA) (NMMU)
Costing Clerks	Ms VS Mashaya BCom (Gen Acc) (NMMU) Adv Dip (AccSci) (UNISA)
Secretary: Innovation and Development	Ms J Bridgett
Programme Coordinator	Mrs K Govindjee BCom (RU), BComHons (UNISA)
Manager: KZN	Ms L Folker BAHons (Ind Psych) (UFS)
Key Accounts Consultant: KZN	Vacant
Programme Co-ordinator: National	Vacant
Programme Co-ordinator	Ms K Udemans
Senior Programme Co-ordinator	Ms L Williams BA (HRM), BAHons (Gr Dyna) (NMMU)
Business School: George: Programme Co-ordinator	Mrs N Thorne
Manager: Programme Design	Vacant

SCHOOL OF ACCOUNTING

Director of School	Prof H Fourie NDip Gov Fin (Pret Tech), BTech IntAud (Pret Tech), MTech IntAud (TUT), DCom (Int Aud) (UP), Professional Accountant (SAIPA)
School Administrator	Mrs R Kock BTech (Man) (NMMU)
Secretary	Ms B D Hayes
Honorary Professor	Prof L M Van Vuuren MCom (UP), PG Dip (TE) (UNISA), ACMA CA (SA)

Applied Accounting

Head of Department	Ms TG Beck Dip (CMA) (PET), BTech (CMA), MTech (CMA) (NMMU), Professional Accountant (SA)
Senior Lecturers	Ms L Bester ND (Int Aud) (PET), BTech (Int Aud) (PET), MTech (CMA) (NMMU), Professional Accountant (SA)
	Mr T A V Jodwana BCom, HDE (RU), MTech CMA

	(NMMU), Professional Accountant (SA)
	Ms J Struwig BCom, BCom Hons (US), BCompt Hons (UNISA), BComHons (Tax) (UP), MCom (Tax) (UP), CA (SA)
Lecturers	Ms M Chalmers BComHons (UPE), CA (SA)
	Mr D Chauke PGD IA (UNISA, PIA (IIA SA)
	Ms CS Grondt BCom (NMMU), PGDip Accounting Sciences (UNISA), AGA (SA)
	Ms L Mangisa BComHons (NMMU), CA (SA)
	Mr L Roodt BTech (CMA) (PET), MTech (CMA) (NMMU)
	Mr G Sarpong BComHons CA (SA)
Associate Lecturers	Ms R Abrahams BCom, BTech (CMA), MTech (CMA) (NMMU)
	Mr B Van Der Ross Dip Int Aud, BTech Internal Aud (NMMU)
	Ms L Schoeman BTech (CMA) (NMMU)
	Ms L van Niekerk BCom (UPE)
Missionvale Campus	
Lecturer	Vacant
Accounting Sciences	
Head of Department	Mr S Wüsthoff BComHons (UPE), CA (SA)
Professors	Prof D Forsyth BCom (UN), CTA (RU), CA (SA)
	Prof F E Prinsloo MCom (UPE), CA (SA)
	Prof A Singleton BCom, BComHons, MCom (UPE), CA (SA)
Associate Professors	Vacant
	Vacant
Senior Lecturers	Ms J Christian BComAccHons (UNISA), MCom Accounting (UP), CA (SA)
	Ms S Diedericks BComHons (UPE), MCom Accounting (UP), CA (SA)
	Mr K D Freeman BCom (UPE), BComHons (UN), CA (SA)
	Mrs A Le Roux BCom, BComHons, MCom (Taxation) (NMMU)
Lecturers	Ms L D de Villiers BCom (UPE), HED, BEdHons (UPE), MCom (NMMU)
	Ms C Fourie BComAccHons, CA (SA), MCom (Taxation) (NMMU)
	Mr E Le Roux Hons BAcc (Stell)
	Ms J Pienaar BComHons (UFS), CA (SA)
	Ms S Snyders BComAcc Hons (NMMU), CA (SA)
	Mrs S Terblanche BCom (US), HED (US)
Associate Lecturer	Ms B Peter BComHons (Vista), BTech (CMA) (NMMU)
Departmental Secretaries	Ms C Eybers BCom (Law), BComHons (Bus Man), MCom (Bus Man) (NMMU)
	Mrs RA Kock (School Administrator)
	Mrs BD Hayes (South Campus)
	Mrs Y Belani

	Mrs YA de Beer
	Mrs Z Ngqoyiya
	Mrs AM Visser
	Mrs M Walters
	Mrs A Abrahams (2nd Avenue) Mrs C Cupido (George Campus)

SCHOOL FOR ECONOMICS, DEVELOPMENT AND TOURISM

Director of School	Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)
Administrative Assistant	Ms R Petrakis

Economics

Head of Department and Associate Professor	Prof R Ncwadi BA (Vista) BAHons (Vista), MA (Economics) (UPE), PhD (NMMU)
Professors	Prof H R Lloyd BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)
Honorary Professor	Prof R W K Parsons BCom (UCT), BA Hons (UCT), DCom (hc) (UPE), FlstD
Professor Emeritus	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)
Senior Lecturer	Dr A Phiri BCom (NWU), BComHons (NWU), MCom (NWU), DCom (NWU)
Lecturers	Mr S Dingela BCom (NMMU), BComHons (NMMU), MCom (NMMU) 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 B Ismail BCom (UWC), BComHons (Vista), MCom (Vista), PhD (NMMU) Ms S E Tessendorf BCom (UPE), BComHons (UPE), MCom (NMMU) Mr T Qabhobho BCom (NMMU), BComHons (NMMU), MCom (NMMU)
Associate Lecturers	Mr C Johnson BCom Law (NMMU), BComHons (NMMU) Mrs G S Pereira BA (Vista) BAHons (Vista)
Administrative Assistants	Ms D Erasmus BA (App Lang Studies) (UPE), BAHons (NMMU) Ms J Keir

Development Studies

Head of Department	Prof J M Cherry BA (UCT), BAHons (UCT), MA (UCT), PhD (Rhodes)
Professor	Prof J M Cherry BA (UCT), BAHons (UCT), MA (UCT), PhD (Rhodes)
Lecturers	Dr S Leonard BSc (Geog Sci) *cum laude* (UKZN), BSc Hons (Geog) *cum laude* (UKZN), MA (UKZN), PGCE (UNISA), PhD (NMMU) Mr S Phiri BAHons (Economics) (Newcastle-upon-Tyne, UK), MA (Dev Studies) (NMMU) Ms B Snow MSc (UPE)

	Dr A van den Berg BA, BAHons (Dev Studies), MA (UPE), PhD (NMMU) Dr F Modiba BA, BAHons, MA, DLitt et Phil (UNISA) Ms D Tembo BSc (Enviro Sciences), MA (Dev Studies) (NMMU)
Administrative Assistant	Ms L van Rensburg NDip (Mgt) (NMMU), BTech (Mgt) (NMMU)

Tourism

Head of Department	Dr S R van Zyl BA HDE(UPE), MSc (Bucks-Chilterns UK), DPhil (NMMU)
Principal Lecturer	Mr H H Bartis BA, BScHons (UFH), MA (Ohio, USA), HDE (PG) (Sec) (RU)
Lecturers	Ms L C Jonas NDip (Tourism Mgt) *cum laude* (VUT), BComHons (Tourism Mgt), MEd *cum laude* (NMMU) Mr S Nyikana NDip (Tourism Mgt), BTech (Tourism Mgt) (WSU), MTech (Tourism and Hosp Mgt) (CPUT)

George Campus

Senior-Lecturer	Dr T Ramukumba BA (Ed) (UniVen), NDip (Tourism Mngt) (PET), BTech (Tourism Mngt) (PET), MTech (Tourism & Hosp) (TUT), MA (Development Studies) (NMMU), DPhil (Dev Studies) (NMMU)

SCHOOL OF MANAGEMENT SCIENCES

Director of School	Prof M Tait BEcon (UFS), Hons. B.Econ (UFS), M.Com (Vista), DCom (UPE)
Secretary	Ms V Smith NDip (Info Tech) (PET)
Administrative Assistant	Mrs C Vögts

Business Management

Head of Department	Prof N E Mazibuko BComHons (Vista), MCom (Vista), PhD (Vista)
Professors	Prof S Perks BCom (UPE), HED PG (UNISA), PhD (Vista), MBA (Buckingshire Business School, London)
	Prof C Rootman BComHons (UPE), MCom (UPE), PhD (NMMU)
	Prof E E Smith BComHons (UPE), MCom (Vista), PhD (Vista)
	Prof F W Struwig HDE (UPE), BComHons (UPE), MCom (UPE), PhD (Vista)
	Prof E Venter BComHons (UOFS), HDE (UOFS), MCom (US), MBA (Ghent), DCom (UPE)
	Prof S M Farrington BComHons HDE (UPE), MBA (Ghent), DCom (NMMU)
Associate Professor	Prof J Krüger BComHons (UPE), MCom (Vista), PhD (NMMU)
	Ms J B Palframan BA(RU), Dip in Retirement Funds Mgt, ILPA, MCom (NMMU), CFP®
Lecturers	Mr X Antoni BCom (NMMU), BComHons (NMMU), MCom (NMMU)
	Ms J E Goliath BCom (NMMU), BComHons (NMMU), MCom *cum laude* (NMMU)
	Ms BA Gray BComHons(UPE), MCom (NMMU) *cum laude*

	Mr R Lillah BCom (NMMU), BComHons (NMMU), MCom *cum laude* (NMMU)
	Mr T Matchaba-Hove BCom (NMMU), BComHons (NMMU), PG Dip (Fin Plan) (NMMU), MCom (NMMU)
	Dr A Nelmapius BCom (UPE), BComHons (UPE), NHD PSE (PET), MCom (NMMU), PhD (Stellenbosch)
	Dr N Oosthuizen BComHons (UPE), MCom (UPE), PhD (NMMU)
	Ms S Saunders BCom (NMMU), BComHons (NMMU), MCom *cum laude* (NMMU)
	Ms B Zeka BCom (NMMU), PG Dip (Fin Plan) (NMMU), MCom *cum laude* (NMMU)
George Campus	
Principal Lecturer	Vacant
Lecturer	Ms AP Msomi BCom (Kwa Zulu Natal), BComHons (UNISA), PG Dip (Management) (Witwatersrand(Wits), MCom (Kwa Zulu Natal)
	Mr A C Peters BAdmin (Ind Psych & Pub Admin), BAdminHons (Pub Admin) (UWC), MBA (Advanced) (Curtin Univ of Tech, Australia)
Logistics	
Head of Department	Mr G T Cook NDip (PurMgt), NDip (Mkg& Sales), BTech (Bus Adm) (PET), MTech (NMMU)
Senior Lecturer	Mr R C van den Berg BCom (Ed), MCom (UPE)
Lecturers	Mrs J K Howell BCom (UKZN), BTech (Purch) (PET)
	Mr S Pillay BTech (Log Mgt) (NMMU)
Management Practice	
Head of Department	Dr E J Zeelie BCom (UPE), NH Dip MgtPrac, MTech BA (PET), DBA (NMMU)
Senior Lecturer	Dr T Ngxukumeshe NDip (CMA) (Tech SA), BTech (CMA), MBA, PhD (Business Management) (NMMU
Lecturers	Mr H Mohamed NDip (HR), BTech (HR), MTech (BA) (NMMU)
	Dr R Muller MDP, MBA, PhD Bus Man (NMMU)
	Dr P Tai-Hing NHD (Prod Man), BTech (BA) (PET), MTech (BA), PhD Bus Man (NMMU)
	Mrs AA Makochieng BCom Law (*cum laude*)
	(UFH), BComHons (Bus Mgt) (UNISA), MCom (Mgt) (Rhodes)
George Campus	
Lecturer	Mr Z S Webber Snr Primary Teacher's Dip (CCE), B.Bbl (UFH), BTech (Educ Mgt) (PET), Honours (Info Science) (UNISA), MPhil (Info and Knowledge Mgt) (US)
Marketing Management	
Head of Department	Dr M van Eyk NDip (Tour Man), BTech (Tour Man), MTech (Mkg) (PET), DTech (Mkg) (NMMU)
Senior Lecturer	Ms R Ferreira Dip (Mkt Mgt) (IMM), BComHons (UPE), MBA (PET)
Lecturers	Ms A G Jonas NDip (Tourism), BTech (Mktg), MTech

	(Mktg) (PET)
	Mr A Marriott BCom (Bus Man), BComHons (Bus Man), MCom (Bus Man) (NMMU), TEFL Intl Cert (UK)
	Mrs T Shrosbree NDip (Mktg), NH Dip (Mgt), BTech (Bus Adm) (PET), MTech Mktg (NMMU)
	Dr F Amoah HND (Mktg) (Koforidua Polytechnic, Ghana), BTech (Mktg) (UNISA), MTech (Mktg), DTech (Mktg) (NMMU)

George Campus

Lecturers	Mr V Hau-Yoon MDP, BCom, MBL (UNISA)
	Dr A Potgieter BCom (Ind Psych), BComHons (RAU), MCom (Bus Man), PhD (Bus Man) (NMMU)

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCES

Director of School	Prof M R Mey NH Dip (Mgt Prac) (PET), BCom (UPE), BComHons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP
Secretary	Ms K Weatherall-Thomas BTech (PRM) (NMMU)

Human Resource Management

Head of Department	Dr A Werner BA (Comm), MA (Potch), DTech (HRM) (NMMU)
Secretary	Ms E Coetzee NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)
Lecturers	Ms N Agherdien NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)
	Ms B de Villiers BAHons (Psych) (UPE), MTech (HRM) (NMMU)
	Ms O Veldkornet BA (Psych) (UPE), BAHons (LR & HR), MA (Soc)
Associate Lecturer	Miss Y O L Dube NDip (HRM), BTech (HRM), MTech (HRM) (NMMU)

Industrial and Organisational Psychology

Head of Department	Prof R van Niekerk BA (Theol), BAHons (Psych) (US), MA (Clin Psych) (UPE), MA (Ind Psych) (US), MEd GETP (RU), PhD (Psych) (UPE)
Secretary	Ms K-L Roodt BTech (Mgt), MTech (Bus Admin) (NMMU)
Lecturers	Dr C Harris BComHons (UPE), MCom (NMMU), DCom (NMMU)
	Ms R Koeberg. BCom (Rhodes University) BCom Hons (Org Psy) (Rhodes University) MA (Psychology) (Rhodes University), MCom (IOP) (NMMU)

Registered Entities/Units

Family Business Unit

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

Unit for Positive Organisations

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

FACULTY OF EDUCATION

Office of the Dean

Executive Dean	Dr SF Moeng BA, HDE, BEd Hons (UPE), MSc (St Cloud State University), DEd (NMMU)
Executive Secretary	Ms JL Smith BSocSc (RU)
Faculty Operations Manager	Dr T Morar PTD (Dower College), BA (UPE), BEdHons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia)

Faculty Administration
South Campus

Senior Manager: Faculty Administration	Ms R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)
Manager: Faculty Administration	Mr R Salie NDip (Management) (NMMU)
Faculty Administrator	Ms J Hay

Missionvale Campus

Faculty Administrator	Ms D Gert

SCHOOL FOR INITIAL TEACHER EDUCATION

Director of School (Acting)	Prof N Mayaba BA (Ed), BAHons (UNITRA), MA (WSU), MEd (Research) *cum laude*, PhD (NMMU)
School Secretary	Ms G Daniels-Smith
Head: BEd Foundation Phase	Dr D Geduld HDE (Dower College), BEdHons, MEd, DEd (NMMU)
Head: BEd Intermediate Phase	Dr TE Mapasa STD (GMC), BA Ed (UNISA), BTech (Ed Mgt) (PET), MEd (NMMU), PhD (NMMU)
Head: BEd Further Education and Training	Ms HH Sathorar BCom, HDE, BEdHons (UPE), MBA (NMMU)
Head of Programme PGCE	Prof A du Plessis HDE (PETC) with distinction, BA (UPE) *cum laude*, MEd (RU) *cum laude*, PhD (NMMU)
Associate Professor	Prof AC Delport BMus (Ed) (US), BMus Hons, MMus (UP), DEd (UPE), ULVM (UNISA) Prof L Athiemoolam BPaed (UDW), Bed (RAU), BEdHons (English), BAHons Psych (NMMU), DSE (UNISA), Med, DEd (UPE)
Senior Lecturers	Dr M Childs HDE (PET), BA, MPhil (UPE), DEd (NMMU) Dr CM Dali BA UED (UFH), BAHons (UWC), Bed (UCT), MEd (Manchester), PhD (NMMU) Dr B Khoboli BSc Ed (National University of Lesotho), MSc (University of Reading), PhD (UKZN) Ms H Oosthuizen BScHons Zoology, HDE Post Grad (UPE), BScHons Info Systems (UNISA), MSc (UPE)
Lecturers	Dr CAG Jordaan BA, DEd (UPE) Ms S Deysel HDE (PETTC), FDE *cum laude* (UPE), BEdHons *cum laude*, MEd (NMMU) Mr V Matsha BSc, BEd, HDE (UFH), MEd (Leeds) Ms NV Msutwana HDE (SecTeach), BEdHons, MEd

	cum laude (NMMU)
	Mr S Nofemele SSTC (LL Sebe College), Dip Labour Law (NMMU), BSc (UPE), BEdHons (NMMU)
	Ms R Notshulwana BA Art Education (Miami University, Ohio), MA Sociology & Education (Teachers College, Columbia University, NY)
	Dr EMA Scheckle BA (Ed), BAHons (English), BEd (Wits), MPhil (TELI) (US), PhD (RU)
	Ms R Thorne HDE IV (SP) (Dower College of Education), BEdHons, Med (Science and Language) (NMMU)
	Ms M van Zyl BPrimEd FP, FDE, BEdHons (UPE), MEd (NMMU)
	Mr W Zivanayi Cert Ed, Bed (Chem), MSc (Maths and Science) (UZ)
Associate Lecturers	Ms TL Hlam Junior Prim Dip, FDE (Maths Ed), BEd Hons (RU), MEd (NMMU)
	Ms P Magangxa PTD (Masibulele College of Ed), FDE (RU), B SocSci (UFH), BEd Honours (PU), Honours in Interdisciplinary Studies (UFH)
	Ms A Vermaak Dip Ed (Foundation), Dip Spec Ed: MHT, Specialised Tech Ort-Step (UPE), BEdHons Edu Mgnt (NMMU)
Education Access and Retention Officer (EAR-O)	Ms M Laufs BEd, BEd Hons (NMMU)
Administrative Assistants	Ms D Botha
	Ms B Brooks
	Ms M Geswint
	Ms M Oliphant
	Ms P Roach NDip (Management) (NMMU)

SCHOOL FOR EDUCATION RESEARCH AND ENGAGEMENT

Director of School	Prof SE Blignaut BA, BAHons, HDE (UWC), BEd (UPE), MEd (UPE), DEd (NMMU)
School Secretary	Ms C Poisat
Head: BEd Honours	Dr DWM Edley BA, BAHons, MA, HDE, PhD (Natal)
Head: MEd (Acting)	Dr EMA Scheckle BA (Ed), BAHons (English), Bed (Wits), MPhil (TELI, US), PhD (RU)
Head: DEd	Dr M Khau BSc Ed (Nat Univ of Lesotho), PGDE (Life Orientation) *cum laude* (RAU), BEd Hons *summa cum laude*, MEd *summa cum laude*, PhD (UKZN)
Professors	Prof P Singh BPAED (UDW), DSE, BEd, MEd (Unisa), DEd (UPE), FICB (SA)
Associate Professors	Prof HO Glover BSc, BScHons, BEd, MSc, HDE (UPE)
	Prof K Pillay Dip Edu (Dower), HDE (Hewat), BAHons (UDW), MEd (UN), PhD (NMMU)
Senior Lecturers	Dr CBA Felix BSc, HDE, BEd, MEd (UWC)PhD (RU)
	Dr L Meiring BSc, BEd, MEd (RU), PhD (NMMU)

	Dr CF Pienaar HDE Snr Prim, BA, BEdHons, MEd (Psych), DEd Psych (UPE) Dr NH Rasana BA, BAHons (UNISA), DipInst (Christchurch, Canterbury), DipInst (Ohio, Athens), PG Dip (Man) (RU), PG Dip (Int Rel) (RU), MEd (RU), PhD (Bangor, North Wales) Dr VS Tshazibana BA, Bed (Vista), Med (UDW), JSTC (LLSC), PhD (NMMU)
Lecturers	Dr I Badenhorst BComHons, HDE (UOFS), MEd (UPE), DEd (NMMU) Dr B Damons STD (UWC), ACE School Leadership, BEdHons, MEd, PhD (NMMU) Dr MD Gibbs BSc, BScHons (RU), HDE (UNISA), MSc (UPE), CSIR (Snr Researcher: Textile Chem), MBA *cum laude* (NMMU), DBA (NMMU) Ms CC Mahomed BPaed (UDW), BEd (UNISA), PDE Adult Educ (US), MEd *cum laude* (NMMU) Mr L Maluleke BSocSci, BEdHons (Educ&Dev), MEd Adult Education (UKZN) Ms N Musthan BSocSci, PGCert: Multilingual Education, PGCE (UCT) Mr MB Nkhola BSc Agri (Animal Prod), MSc Agri (Animal Sci), PGCE (UFH), Med (Curriculum Studies) *summa cum laude* (UKZN)
Administrative Assistant	Ms N Zinto NDip Mgt, BTech Mgt (NMMU)
Laboratory Technician	Ms N Ntshangase BSc (RU)

Registered Entities

Centres

Centre for the Community School

Director	Dr Bruce Damons STD (UWC), ACE School Leadership, BEdHons, MEd(NMMU), PhD (NMMU)

Units

Science, Mathematics and Technology Education

Head	Prof A du Plessis HDE (PETC) with distinction, BA *cum laude* (UPE), MEd *cum laude* (RU), PhD (NMMU)

FACULTY OF ENGINEERING, THE BUILT ENVIRONMENT AND INFORMATION TECHNOLOGY

Office of the Dean

Executive Dean	Dr OSW Franks: BSc MechEng, MInd Admin(UCT), Hons (B&A)(US), PhD (Engineering Science) (USF - USA), GCC Mines & Works, Pr Eng
Executive Secretary	Ms C Dale
Faculty Research Administrator	Ms A Labuschagne NDip (PR), BTech (PR) (NMMU)
Faculty Experiential Training Administrator	Ms J Holmes
Faculty Marketing Officer	Vacant
Faculty Operations Manager	Dr R E Gerber HED, BA Hons, BEd (US), MEd

	cum laude (UFS), DTech (Ed) (NMMU)
Faculty Administration	
Senior Manager: Faculty Administration	Ms R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)
Summerstrand North Campus	
Manager: Faculty Administration	Mr J Dorothy NDip (HRM) (PET)
Faculty Administrators	Mr J Ah Tow BCom (NMMU), BComHons (Business Management) (NMMU)
	Ms H Boshoff BEd (FP) *cum laude* (NMMU), BBA (NMMU)
	Ms VT Mbola NDip (Mgt) (NMMU), BTech (Mgt) (NMMU)
SCHOOL OF ENGINEERING	
Director of School	Mr AG Roberts NCT (PET), NHCT (PET), NDT (PET), NH Dip Tech (PET), NH Dip PSE (PET), MDip Tech Elec Eng (PET), Pr Tech (Eng), SMSAIEE, MIEEE
Administrative Professional	Ms L Blom NH Cert Dip (PR and Comm) (Varsity College), NDip HRM (NMMU)
Department of Civil Engineering	
Head of Department	Mr J V van der Merwe ND (Civ Eng) (CT), NHD (Civ Eng) (Tech Pta), MDip Tech (Water Eng) (Tech Pta), PrTechEng
Lecturers	Mr SS Mazomba BSc Hon (Structures) UP; NDip Civil Eng (DUT); BTech (Structures) (DUT)
	Mr J J Rossouw BTech (Civil Eng) (NMMU), PrTechEng
	Mrs B van der Wat BEng (RAU), PrEng
Associate Lecturer	Mrs Y Madyibi BTech Civil (NMMU)
Senior Laboratory Technician	Mr T D Mathonsi BTech Geotechnical Eng (Civil) (TUT)
Junior Laboratory Technician	Vacant
Administrative Professional	Ms L T Pienaar NDip (HRM), BTech (HRM) (NMMU)
Department of Electrical Engineering	
Head of Department	Vacant
Principal Lecturer	Mr S Grebe HED (Tech) (UNISA), NDT, MDip Tech Elec Eng (PET), Pr Tech (Eng), SMSAIEE
Associate Professor	Prof P Freere BE (Sydney), ME (NSW), BSc(Sydney), PhD(Newcastle), MIEEE
Senior Lecturers	Mr F Adlam NDip (Elec), NH Dip PSE, MTech Elec Eng (PET), MSAIEE
	Mr A Marks B Eng (Elec) (UP), BTech Ed (Post School) (UJ), MEd (UP)
	Mr G V Phillips NDip, BTech (Elec Eng), MTech Elec Eng (PET), Pr Tech (Eng), MSAIEE
Lecturers	Mr I Bambiso NDip (Elec Eng), BTech (Elec Eng) , MTech (Elec Eng) (NMMU), Candidate Pr Tech (Eng) MSAIEE
	Mr K Majara NDip (Elec Eng), BTech (Elec Eng) (PET), MTech (NMMU), Candidate Pr Tech (Eng) MSAIEE

	Mr A J McGillivray NDip (PET), NH Dip (Elec Eng) (PET), MSAIEE
	Mr A M Wynter NCT, NDT, NH Dip (Elec Eng) LC (PET), BTech (Bus Mgt) (NMMU), Pr Tech (Eng)
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
	Mr E Chekure NDip (EE) (HP), BScHons (Comp) (UNISA)
Technical Assistant	Mr N Manene
Administrative Professional	Ms L Blom NH Cert Dip (PR and Comm) (Varsity College), NDip HRM (NMMU)

Department of Industrial Engineering

Head of Department	Dr A S Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIIE, ASEE
Senior Lecturers	Mr A T Murray NDip (Ind Eng) (PET), NH Dip (Ind Eng) (PET), NH Dip (Mgt Prac) (PET), MTech (Ind Eng) (NMMU), Pr Tech (Eng), SMSASQ, MSAIIE
	Dr 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
Lecturers	Mrs M Dolley-Ryneveld NDip (Ind Eng), BTech (Ind Eng), MBA (NMMU), AMSAIIE
	Mr C Joubert NDip (Ind Eng) (Tech Pta), BTech (Ind Eng) (NMMU), MSAIIE, Pr Tech (Eng)
	Mr J Snyders NDip (Ind Eng) (PET), BTech (Ind Eng) (NMMU), MSAIIE
Administrator	Ms N Truter NDip (PRM) (NMMU)

Department of Mechanical Engineering

Head of Department	Mr G Kleyn NDip (MechEng) (PET), NH Dip (Mech Eng) (Tech Wits), MTech (Mech Eng) (NMMU), MSAIRAC, MSAIMechE, PR Tech Eng
Honorary Professor	Prof M N 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 A Steuwer MPhil (Physics), PhD (Materials Science) (Cambridge, UK)
Distinguished Professor	Prof D G Hattingh MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech Eng, MSAIMechE
Associate Professors	Prof H Lombard HDE(UPE), MSc (UPE), PhD (Plymouth), ASAIRAC, Pr.Sci.Nat (SACNASP)
	Prof R L Phillips DTech (Mech Eng) (NMMU), RegEng Tech, MSAIMechE
Principal Lecturer	Mr K H du Preez MDip Tech (Mech Eng) (PET), Pr Tech Eng

Senior Lecturers	Dr W Rall MTech (Mech Eng) (PET), MSAIMechE, Pr Tech Eng
	Mr T Stroud NH Dip (Mech Eng) (PET), MBA (NMMU), MTech (Mech Eng) (NMMU), Pr Tech (Eng)
	Mr H Theunissen MTech (Mech Eng) (PET), Pr Tech Eng
Lecturers	Mr G Gouws NH Dip (Mech Eng), BTech (Mech Eng) (PET)
	Mr C H Hands BScHons (Mech Eng) (UN)
	Mr R Müller, NDip (Mech Eng), BTech (Mech Eng), MTech (Mech Eng) (NMMU), MSAIRAC
Research Technician	Mr D R Brown BEng (Mechatronics) (NMMU)
Senior Laboratory Technician	Mr M D Knoesen NTD Mech (PET)
Laboratory Technicians	Mr A Lalla NDip (Mech Eng), BTech Mech Eng (NMMU)
	Mr K Jenniker NDip Mettalurgical Eng (PET)
Senior Artisans	Mr J Cizek NDip (Mech Eng) (PET)
	Vacant
Laboratory Assistants	Ms L Becker
	Mr E Sambu
Administrative Professional	Mrs M Brown Dip (Office Admin) (Russell Road College)

Department of Mechatronics

Head of Department	Prof F Smith PrEng, BSc (Physics), BSc (Elec Eng), MSc (Elec Eng) (UCT), PhD (Elec Eng) (US)
Professors	Prof K Abou-El-Hossein, MSc Mnfg (Ukraine), PhD Mnfg (Ukraine), GCTT (Curtin), Pr Eng
	Prof I A Gorlach BSc Mech Eng, MSc Ind Eng (Wits), PhD Mech Eng (Potch), NH Dip Ed (TWR), PrEng, MSAIIE
	Prof T I van Niekerk NH Dip (CDP) (PET), BSc (Elec Eng) (UCT), MTech (IT) (PET), DTech (Elec Eng) (PET), PrEng, MSAIEE
Lecturers	Vacant
	Vacant
Laboratory Technician	Mr R Herselman NDip (Elec Eng), BTech (Elec Eng) (NMMU)
Administrative Professional	Ms Z Joubert BTech (PRM) (NMMU)

Registered Entities

GMSA Chair of Mechatronics

Chair	Prof I A Gorlach BSc Mech Eng, MSc Ind Eng (Wits), PhD Mech Eng (Potch), NH Dip Ed (TWR), PrEng, MSAIIE
Project Engineer	Vacant
Secretary	Ms M Snyders NDip (Tourism) (PET)

MerSETA

Chair	Mr K H du Preez NDip (Mech Eng), NH Dip

	(Mech Eng), MDip Tech (Mech Eng) (PET), Pr Tech (Eng), MSAIMechE, MSAIRAC
MerSETA Project Manager	Ms M Naidoo BCom (Eco and Bus) (UPE)

Women in Engineering Leadership Association (WELA)

Manager	Dr A S Lourens NDip (Prod Mgt) (PET), NH Dip (Prod Mgt) (PET), BTech (Bus Mgt) (PET), MBA (PET), DBA (NMMU), MSAIIE, ASEE
Administrative Assistant	Ms N Truter NDip (PRM) (NMMU)

eNtsa – Innovation Through Engineering (a Technology Innovation Agency Technology Station)

Director	Prof D G Hattingh MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech Eng, MSAIMechE
Acting Director: Uyilo E-mobility Programme	Mr H Parmar MTech (Elec Eng) (NMMU), SAIEE

Advanced Mechatronics Technology Centre (AMTC)

Director	Mr K H du Preez MDip Tech (Mech Eng) (PET), Pr Tech (Eng), MSAIMechE, MSAIRAC
MerSETA Project Manager	Ms M Naidoo BCom (Econ and BM) (UPE)
AMTC SLP Programmes and Operations Manager	Ms E Marx BTech (PRM) (NMMU)
Marine Project Coordinator	Ms P Hobongwana NDip (HRM)
Marine Project Manager	Mr H Theunissen NDip (Mech Eng), BTech (Mech Eng), MTech (Mech Eng) (PET), Pr Tech Eng
Marine Lecturer Marine Engineering	S Giannotti Chief Eng. (CL 1) CoC STCW III/2
Marine Lecturer Automation & Electrical	Mr John Fernandes NDip (Elec Eng), BTech (Elec Eng) (NMMU), M Eng (Mechatronics) Candidate PR Tech Eng
Marine Lecturer Naval Architecture	Mr Boswell Douse BTech (NMMU)
Administrative Assistant	Ms J Daya

Ford Engine Research Unit (FERU)

Manager	Mr G Kleyn NDip (MechEng) (PET), NH Dip (Mech Eng) (Tech Wits), MTech (Mech Eng) (NMMU), MSAIRAC, MSAIMechE, PR Tech Eng
Project Supervisor	Mr M D Knoesen NTD Mech (PET)
Administrative Assistant	Ms L Becker
Technician	Mr T Wilson
Technical Assistant	Ms A Basi

STEM in Action

Programme Manager	Ms I van Gend BSc, HDE (UNISA)
Operations Manager	Ms T Roberts BSc, PGCE
Lecturers	Ms V Campbell BSc, PGCE
	Mr M Sonnekus MSc (Botany)
Administrative Support	Ms V Koenaite BA (Tourism)
Project Co-ordinator	Mr JP Stoffberg BTech (PRM) (NMMU)
Interns	Mr C Mukasvanga MSc (Chemistry)
	Mr T Mjungulu

Wind Energy Research Group (WERG)

Manager	Prof R L Phillips MDip Tech (Mech Eng) (PET), DTech (Mech Eng) (NMMU), Reg Eng Tech, MSAIMechE
MerSETA Chair Industry Project Co-odinator	Dr S Poole PhD (Mech Eng) (NMMU)
Administrative Assistant	Ms J Daya

SCHOOL OF THE BUILT ENVIRONMENT

Director of School	Prof W M W Shakantu BSc (Building) (Copperbelt), MSc (CM) (Reading), PhD (CM) (Glasgow Caledonian), Pr.CM (SACPCMP), MCIOB (UK), AEIZ (Zambia), MSIZ (Zambia)
Secretary	Ms N Sam NDip (Office Mgt and Tech) (PET)
Postgraduate Programmes Co-ordinator	Vacant

Department of Building and Human Settlement Development

Head of Department	Mr W Draai NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), MDP (UNISA), MSc (BE) (NMMU)
Professor	Prof S L Mbanga, BAdmin (UNISA), MPA *(cum laude)* (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI, AAPS, SAI
Principal Lecturer	Mr D Vosloo BBuild Arts, BSc (QS), MSc (BE) (UPE), PrQS, PMAQS
Senior Lecturer	Dr J P Bekker NDip (Bldg Surv), NH Dip (Bldg Surv) (PET), MSc (BE) (UPE), PhD (NMMU), Pr CPM
Lecturers	Ms E Ayesu-Koranteng ND (Bldg), BTech (CM), B Tech (QS), IOSH, MAQS, IoSM
	Mr J Terblanche NDip (Bldg Surv) (PET), NH Dip (Bldg Surv) (PET), Pr CM
	Mr L Roodt NDip (FIS) (PET), BTech (CMA), MTech (CMA) (NMMU)
Contract Lecturers	Ms M N De Villiers CEA (Estate Agency Affairs Board), N Cert (Real Estate) (UNISA), Professional Principal Estate Agent
	Dr F L Geminiani N Dip (Constr Supervision) (PET), HED Technical (UNISA), NHD (Constr Supervision) (PET), MDip Tech (CM) (PET), DTech (CM) (NMMU), Pr CPM, AMISM, SACPCMP
Secretary	Ms N Sam NDip (Office Mgt and Tech) (PET)

Department of Construction Management

Head of Department	Dr B Botha NDip (Bldg) *cum laude* (PET), BTech (QS) *cum laude* (PET), BTech (CM) *cum laude* (PET), MSc BE (UPE), PhD (CM) (NMMU), Pr CPM, MACPM, MESSA, ICIOB
Professor	Prof J J Smallwood BSc (BM) (UPE), MSc (CM) (UPE), PhD (CM) (UPE), Pr CM, Pr CHSA,

	FCIOB, MACHASM, MACPM, MESSA, MICOH, MIOSH, MIOSM, MSAIOSH, PPSAIB
Lecturers	Mr C Allen BBdgA (UPE), MSc (BE) (NMMU), PrCM, MCIOB
	Ms K Crafford BEng (Civil Eng), Dipl.-Ing. (Universität Dortmund), ICIOB
Secretary	Mrs M Botes

Department of Quantity Surveying

Head of Department	Mr R C Cumberlege BSc (QS) (UPE), MSc (CE) (NMMU), PrQS, PMAQS, MRICS
Professor	Prof N S Buys BBuild Arts (UPE), BSc (QS) (UPE), MSc (QS) (UPE), PhD (CE) (UPE), PrQS, PMAQS, MRICS
Associate Professor	Prof G J Crafford BSc (QS) (UPE), MSc (QS) (UPE), PhD (CE) (NMMU), MBA (US), ICIOB, MAQS, M.Inst.D
Lecturers	Ms S Dent BSc (QS) (UPE), MAQS
	Mr J M Slabber BSc (QS) (UPE), PrQS, MRICS
Contract Lecturers	Ms M N De Villiers CEA (Estate Agency Affairs Board), N Cert (Real Estate) (UNISA), Professional Principal Estate Agent
Secretary	Ms L Engelbrecht
Laboratory Technician	Mr JP van der Mescht NDip (Building), BTech (CM), BTech (QS) (NMMU)

Registered Entities

Built Environment Research Centre (hosting the CIDB Centre of Excellence) (BERC)

Director	Prof W M W Shakantu BSc (Building) (Copperbelt), MSc (CM) (Reading), PhD (CM) (Glasgow Caledonian), Pr.CM (SACPCMP), MCIOB (UK), AEIZ (Zambia), MSIZ (Zambia)

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

Head	Prof S L Mbanga, BAdmin (UNISA), MPA *(cum laude)* (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI
Executive Assistant	Mr L Madoda BA Psychology (UWC)
Senior Lecturers	Ms N Wessels (BSc TRP (Wits), MPhil Env Management (SU), Pr Planner (SACPLAN)
	Prof S L Mbanga, BAdmin (UNISA), MPA *(cum laude)* (NMMU), DPhil (NMMU) SAAPAM, SAMEA, GISSA, SAPI
Chair Operations Manager	Mr N Mbeseza NDip Bus Mgt (Lovedale) NDip PM (WSU) B Tech PM (WSU)
Senior Project Manager for Human Settlements Short Learning Programmes	Mr L Mxube NDip PM BTech PM (PET)
Administrator for Human Settlements Short Learning Programmes	Ms S Campodonico NDip Economics BTech Management (NMMU)
Administrator for BHSD Academic and Student Affairs	Mr B Mafuya NDip Economics (NMMU)

SCHOOL OF INFORMATION AND COMMUNICATION TECHNOLOGY

Director of School	Ms 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)
	Vacant

Department of Applied Informatics

Head of Department	Ms A du Preez BCom (Ed) (UPE)
Senior Lecturer	Mr M Thomson NDip Electr Data Proc , NH Dip Computer Systems , MTech IT (PET)
Lecturers	Mr R G Leppan BSc, BScHons (UPE), MSc, PGCHE (NMMU)
Associate Lecturers	Ms S Salie NDip (IT), BTech (IT) (PET)
	Mr L Tekeni NDip IT, BTech IT, MIT (NMMU)
Laboratory Technician	Mr E Sekanwagi NDip (IT) (NMMU)
	Ms L Vincent NDip (IT) (PET)

Department of Information Technology

Head of Department	Ms K A Church BSc, BScHons, MSc (UPE), PMIITPSA
Distinguished Professor	Prof R von Solms HDE (UPE), NH Dip (Electr Data Proc) (PET), BSc (UPE), BScHons (UNISA), MSc, PhD (RAU), PMIITPSA, CISM
Professors	Prof K-L Thomson NDip (IT), BTech (IT), MTech (IT) (PET), DTech (IT) (NMMU)
	Prof D van Greunen HDE, FDE, BAHons, MA (UPE), PhD (UNISA), PMIITPSA, MICSIT
	Prof J F van Niekerk BSc (UPE), BTech (IT) (PET), MTech (IT), MEd, PhD (IT) (NMMU), MIITPSA , MICSIT
Associate Professors	Prof L Futcher HED (UNISA), BSc (UPE), BTech (IT) (PET), MTech (IT), PhD (IT) (NMMU)
	Prof M Gerber NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (PET), PhD (NMMU), CISM
	Prof N Mostert-Phipps NDip (IT) (PET), BTech (IT (PET), MTech IT, PGCHE, PhD (IT) (NMMU)
Senior Lecturers	Mr R G Harmse BCom (UPE), BTech (IT), MTech (IT) (PET), BAHons (NMMU)
	Ms C H Schröder NH Dip (Comp Systems) (PET), BSc (UPE), MTech (IT) (PET)
Lecturers	Mr L Feyt BCom (CS & IS), BComHons (CS&IS)
	Dr B Haskins NDip IT (TFS), BTech (CUT, FS), MTech IT (CUT, FS), PhD IT (NMMU)
	Mr A Kayode Adesemowo MSc (UWC), C Eng (UK), CISM, CISSP, Print2 Practitioner, CCNA (Security), MCSE (Cloud)
	Ms M Makalima NDip (IT), BTech (IT), MTech (IT) (NMMU)
	Ms Y Moutzouris NDip (IT), BTech (IT) , MTech (IT) (PET)
	Mr D L Steenberg BCom IT, BComHons (Potch), MTech BIS (NMMU)
	Mr S Vincent NDip (IT) (PET), BTech (IT) (TSA)
Senior Laboratory Technician	Mr D P Müller NDip (IT) (PET), BTech (IT) (NMMU)
Laboratory Technician	Ms T Campher NDip (IT), BTech (IT) (NMMU)

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 RA Botha BSc, BScHons (UPE), MSc (RAU), PGCHE (NMMU), PMIITPSA

Southern Africa Cisco Academy Support Centre

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

FACULTY OF HEALTH SCIENCES

Office of the Dean

Executive Dean	Prof L Pepeta: MBChB, (Unitra) FCPAED(SA), DCH(SA), Cert. Cardiology (SA), MMed (Wits)
Executive Assistant	Ms A Maasdorp

Office of the Deputy Dean

Deputy Dean	Prof R M van Rooyen Cert GM (UPE), DipIntN (UPE), DipNEd (UPE), BCur (UPE), BA Cur (Hons) (UNISA), MCur (UPE), DCur (UPE)
Project Coordinator: Deputy Dean	Mrs L J Wales BA (Soc Sci) (SU), MPhil (Pol Man) (SU)
Operations Management	Ms A A Waters BAHons (HMS), MA (HMS) (Biokinetics) (NMMU), Adv PM(UCT)
Researcher	Dr W ten Ham Baloyi BCur (CHE, Ede, The Netherlands), MCur (NWU), PhD (NWU), NDip Nursing Education (NMMU)
Project Coordinator: DHET	Ms S Page BA (SW) (UPE)
Financial Controller (P/T)	Mrs D Claasen N3 Commercial, Financial Management (Damelin), Financial Accounting (Damelin)
Financial Assistant	Mrs N Smith Business Management (Damelin), Practical Management (Tredcor Academy), N3 Trial Balance

Faculty Administration

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

South Campus

Manager: Faculty Administration	Mrs N Isaacs NDip (HRM) (PET)
Faculty Administrators	Mrs M Afrikaner NDip (Com Adm) (PET), BTech (Man) (NMMU)
	Mrs V Heunis NDip (Office Mgt & Tech) (PET)
	Mrs H Levack NDip (Office Mgt & Tech) *cum laude* (NMMU)

Missionvale Campus

Faculty Administrator	Ms D Gert

SCHOOL OF BEHAVIOURAL SCIENCES

Director of School	Prof L-A Stroud BCur, MA (Clin Psych), DPhil (UPE)
Secretary	Mrs Y Smith NDip (Office Mgt & Tech) (PET)

Department of Environmental Health

Head of Department	Mr M C Qoto NDip (Pub Health) (Edendale), BCom (Vista), BTech (Env Health) (PET), MPH (Medunsa),
Secretary	Mrs T Tsewu NDip (Com Adm) (PET)
Research Associates	Prof A Mathee Dip (Gen Nur), Dip (Midwifery), BSc, BScHons, MSc, PhD (Public Health)
	Prof CY Wright B SocSc, BSocScHons, MSocSc (Natal), PhD (Public Health) (Otago)
	Dr N Naicker MBBCh (Wits), FCPHM (CMSA), MMed (Community Health), PhD (Wits)
Professor	Vacant
Associate Professor	Prof PE Melariri BSc (Zoology Parasitology) (Abia State University), Nigeria, MSc (Medical Parasitology, Public Health) (University of Nigeria), PhD (Pharmacology) (UCT)
Senior Lecturer	Vacant
Lecturers	Mr R W P Michau NH Dip (Pub Health) (CPUT)
	Ms C S Mtembu NDip (Env Health) (CUT, FS), BTech (Env Health) (CUT, FS)
	Mrs C L Swanepoel NDip (Pub Health) (TWR), NH Dip (Pub Health) (TWR), MTech (UJ)
Associate Lecturer	Ms S D Hambury NDip (Env Health), BTech (Env Health) (NMMU)
Contract Lecturers	Ms O S van Rooyen Dip (Social Work) (UOVS)
	Ms C M Whittle NH Dip Environmental Health (TWR), MPH (USW)
	Mr D Lesch NDip EH (Pen Tech), NHDip EH (Pen Tech)
	Mr A Swanepoel NDip Public Health (TWR), NHDip Public Health (TWR)
	Ms LNA Amoah BSc (Environmental Studies) (WSU), BSc Hons (Environmental Management) (UNISA), MSc (Geography and Environmental Studies) (Wits)

Department of Psychology

Head of Department	Vacant
Professors	Vacant
	Vacant
Associate Professor	Vacant
Lecturers	Mr J O August B (Psych) (UPE), BAHons (Psych) (Vista), MA (NMMU)
	Mr J Cronjé BA, BAHons (UPE), MA (Psych) (NMMU)
	Ms L Currin BCur, BAHons (Psych) (UPE), MA (Couns Psych) (NMMU)
	Ms U De Klerk BPsych Degree, BAHons (UPE), MA Health &Welfare Management (NMMU)
	Dr T Lambert BSc, HDE (UPE), BScHons *cum laude* (US), MA Couns Psych, PhD (NMMU)
	Dr K Navsaria BA (Psych), BAHons (Psych), MA (Cons Psych), PhD (Psych) (NMMU)
	Ms A Sandison MA (Couns Psych) (NMMU)
	Dr Y Ally BA Health Sciences and Social Services *cum laude* (UNISA), BA Hons Psychology *cum laude* (WITS), MA Research Psychology (WITS), DLitt et Phil (UNISA), BPsych Counselling (UNISA)

Secretary	Ms Y Smith NDip Office Mngt & Tech (PET)

Registered Entity

University Psychology Clinic

UClin Manager	Prof J G Howcroft BA (UPE), BAHons (UPE), MA (Clin Psych) (UPE), PhD (Vista)
Secretary	Ms N Busakwe

Department of Social Development Professions

Head of Department	Dr Z Soji BA (SW) (UFH), MA (H&W Mgt) (NMMU), PG Dip (Family and Marriage Guidance & Couns) (UPE), DPhil (Social Work) (NMMU)
Senior Lecturers	Dr V Goliath BA (SW) (UPE), BAHons (Psych) (UPE), MA (Clin Psych) (UPE), DPhil (Social Work) (NMMU) Dr A Keet Dip Social Work (UWC), MSW, DPhil (SW) (UP)
Lecturers	Mrs Z Abdulla BA (SW) (UPE), Dip in Business management (Varsity College) MA (SW) (NMMU) Mrs Z S Gwam BA (SW) (UWC), MA (SW) (NMMU) Dr A Luck BA (SW) (UPE), BAHons (Psych) (NMMU), MA (SW) (UPE), DPhil (Social Work) NMMU Mrs N Mansvelt BA (SW) (US), MA (SW) (Welfare Program Mgt) (US) Mrs N Perumal BA (SW) (Uni Durban), MSW (UKZN)
Secretary	Mrs J Coetzee BA (Psych) (NMMU), BAHons (Psych) (NMMU)

Department of Nursing Sciences

Head of Department	Prof PJ Jordan Dip NEd (NMMU), Dip Neph (NMMU), BCur (UPE), MCur (UPE), PhD (NMMU), MBA (NMMU)
Associate Professors	Prof S V James Dip (GN and Midw) (Livingstone Hosp), BCur (I et A) (UPE), MCur (UPE), MCur (Adv Mid) (UFH), DCur (NMMU) Prof E J Ricks Dip GN (Livingstone Hospital), Dip Midw (Somerset Hospital), Dip CNS (Peninsula Technikon), Dip NAdm (UPE), BCur (I et A) (UPE), BCurHons (UPE), MCur (UPE), DCur (NMMU)
Senior Lecturers	Dr M Williams Dip GN (SCNC), Dip Midw (SCNC), Dip NAdm (UNISA), BACur (I et A) – Education & Community Health Nursing (UNISA), MCur (NMMU), PhD (Nurs Sci) (NMMU) Dr S Jardien-Baboo DipNEd (UPE), BCur (UPE), BAHons (UPE), MA Soc (NMMU) PhD (NMMU) Dr D G Morton BA (UPE), BAHons Geog (UPE), MA Geog (UPE), PGCE (UPE), DPhil Sociology (NMMU)
Lecturers	Ms A H du Plessis BSc Nursing (UCT), Dip Ned (UPE), Project Management (Short Course, NMMU), Advance Health Management Program (FPD/Yale University), MCur (Adv Mid) (NMMU) Ms A S F du Plessis Dip (GN, Midw, CNS, Psych), Adv Dip in Child Psych (UOVS), Dip NEd (NMMU), BCurHons (Psych), M Nur (NMMU) Ms K Gerber Cert Wound Care and Burn Care (UK), Dip NEd (NMMU), BCur (UPE), MCur (NMMU)

Associate Lecturers	Mr T Nyangeni Dip (GN, Midw, CNS & Psych), Dip NAdm (NMMU), Dip NEd (NMMU) M Nur *cum laude* (NMMU)
	Ms N Rall BCur (NMMU), MCur (NMMU), Dip N Ed (NWU)
	Ms L Smith Dip (GN), Dip (Psych N), Dip (Com N & Midwifery) (ECCN), BA Cur (Nursing Adm and Nursing Ed) *cum laude* (UNISA), MCur (Adv Psych Nursing) *cum laude* (NMMU)
	Vacant
	Ms J M de Vega Dip NEd (NMMU), B Cur (UPE)
	Ms M V Kramer Dip (GN, CNS & Psych, Mid) *cum laude* (ECCN) B Cur (ED et ADM) *cum laude* (NWU)
	Ms T Boyers, BCur, MCur
	Ms A Mlatsha B Cur, Dip N Ed (c)
	Mr M Moeta Dip (GN. Midw, CNS & Psych) Dip NEd (NMMU)
	Ms Z Roets BCur (NMMU)
	Mr B S I Sonti BCur (NMMU), MCur (NMMU)
	Ms C Williams Dip (GN.) and Neph Dip (NMMU)
	Ms Adams Dip Management, BCur, MCur
Post-Doctoral Fellow	Dr W ten Ham-Baloyi BCur (CHE, Ede, The Netherlands), MCur (NWU), PhD (NWU), NDip Nursing Education (NMMU)
Research Associate	Prof J Strümpher BCur (UP), BCur (I et A) (UP), BCur Hons (PsN) (UPE), MCur (UPE), D Cur (UPE)
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Simulation Technician	Mr M Bailey CCNA (c) (NMMU)
Mobile Clinical Simulation Laboratory Co-ordinator	Ms S Olivera Dip (Com N & Midwifery) (Shirley Cribb Nursing Campus) Advance Primary Healthcare (Hons) (NMMU) Dip (Health & Welfare) (NMMU)
Project Co-ordinator	Ms M Manjezi

Department of Radiography

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Associate Professor	Vacant
Senior Lecturer	Mrs A D Grobler NDip Rad (D) (UOFS), BTech Rad (D) *cum laude* (CUT), Adv Dip Rad (D) (MRI) (UFS), MTech Rad (D) (CUT)
Lecturers	Mr S S Campbell NDip Rad (D), BTech Rad (D) (PET), MTech Rad (Research) (NMMU)
	Mrs A Edwards NDip Rad (D), BTech Rad (D) (PET)
Associate Lecturers	Mrs H Hodgson NDip Rad (D) *cum laude*, BTech Rad

	(D) *cum laude* (PET)
	Mr R van de Venter NDip Rad (D) *cum laude*, BTech: Rad (D) *cum laude* (NMMU), TEFL Certificate (Global Language Training, London: UK), MTech (Research) *cum laude,* PDTE *with distinction* (UNISA)
	Mrs M Willemse NDip Rad (D) (PET), BTech Rad (D) (NMMU), Cert: Mammography (CPUT)
Assistant Lecturer	Mrs S M Oosthuizen NDip Rad (D), Dip Teaching Rad (UCT)

Department of Emergency Medical Care

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Lecturers	Mr X M C J Millar NDip EMC (CPUT) BTech EMC (CPUT)
	Mr J N Wolhuter NDip AEC (Natal Tech), BTech EMC (DUT)
Contract Lecturers	Dr E J O du Toit MBBCh (WITS), DA, DipEC, MPH (UCT)
	Ms N Krwentela NDip EMC (DUT) BTech EMC (DUT)
	Ms S Puffet BMus (NMMU) NDip EMC (CUT)

SCHOOL OF LIFESTYLE SCIENCES

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Department of Dietetics

Head of Department	Prof A Gresse BSc (Home Econ) (US), MSc (Home Econ) (UFS), DSc (Diet) (Potch), RD (SA)
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	Mrs E van Tonder BSc Diet (US), M Nutr (US), RD (SA)
Associate Lecturer	Ms ZH Mfono BSc Diet (UKZN), Post Grad Dip Diet (UKZN), Post Grad Dip (Marketing) (UNISA), M Public Health (UKZN) RD (SA)
	Ms G Manale BSc Diet (Limpompo), RD (SA)
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	Dr D Stoman-Du Plessis DSc (Biochem) (NMMU)
	N Jacobs ND FSM (Vaal Tech), MPsyc (NMMU)
	Ms T Marais BSc Diet (UFS), RD (SA)
Laboratory Technician	Vacant
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Department of Human Movement Science

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Secretary	Ms S Ellis
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	Dr C L Slogrove PTD (GRTC), HTD (GRTC), MA (HMS) (UPE), MA (CounsPsych) (UPE), DPhil (UPE)
	Mr V Oosthuizen BA (Ed) (UPE), BAHons (UPE)
Lecturers	Mrs L P Grenfell BA (HMS) (RU), (HDE) (RU), BAHons (HMS) (Biokinetics) (UPE), MA (HMS) (UPE)
	Mrs G Halforty, NDip (Sport Admin and Mng) (PET), BTech Mkg (PET), MTech Mkg) (NMMU)
	Mr M Kramer BCom (NMMU), BAHons (HMS) (Biokinetics) (NMMU), MA (NMMU)
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Biokinetics and Sport Science Unit

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	Mrs S P Tili BTech (Biomed Tech) (PET), MTech (Biomed Tech) (NMMU)
	Mrs F van Rayner NDip (Biomed Tech) (Pen TECH), NHD (Biomed Tech) (PET), MBA (NMMU)
	Dr N Wickens MTech (Biomed Tech) (PET), DTech (NMMU)
Laboratory Technicians	Mrs L Beyleveld NDip (Biomed Tech) (PET)
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Department of Pharmacy

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Associate Professor	Prof G Kilian BPharm (UPE), MSc (UPE), PhD (NMMU)
Senior Lecturer	Dr S Burton Dip (Pharm) (TN), MSc (Pharm) (RU), PhD (Pharm) (NMMU)
Lecturers	Ms CR Clark BSc, BSc Hons (UPE), MSc (NMMU)
	Dr N Dambuza BSc (UPE), BScHons (UPE), MSc

	(NMMU), PhD (UCT)
	Ms T-L Fogarty BPharm (UPE), MPharm (UPE)
	Ms N Isaacs BPharm (NMMU), MSc (NMMU)
	Mr Y Kadernani BPharm (NMMU), MSc (UWC)
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	Dr J McCartney Dip (Pharm) (PET), MSc (UPE), PhD (NMMU)
Associate Lecturers	Ms J Barry BPharm (UPE)
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	Ms J Taylor Post-Basic Pharmacist Assistant Community Pharmacy (HSA)
	Ms P Tsewu BCur (NMMU), NDip (Admin Mgt) (UNISA)
	Ms A van Jaarsveld BSc (UPE)
	Ms J van Jaarsveld BScHons (Chemistry) (UPE)

Registered Entity

Units

Drug Utilisation Research Unit	Prof I Truter BPharm, MSc, DCom (UPE), PhD (Potch)

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	Mrs R Redcliffe

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Manager: Faculty Administration	Mrs N Terblanche NDip (Bus Comp) (PET)
Faculty Administrator	Mrs D Billie NDip (Com Adm) (PET)

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

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Co-ordinator/Administrator	Ms A Strydom

DEPARTMENT OF CRIMINAL AND PROCEDURAL LAW

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Associate Professor	Prof D Erasmus BJuris (UPE), LLB (UPE), LLD (UFS)
Honorary Professor	Prof N J C van den Bergh BA Blur (UNISA), LLD

	(UOFS), Dip Theol (Helderberg College)
Adjunct Professor	Prof J Kollapen BProc (Wits), LLB (Wits)
Director: Law Clinic	Ms M Smith BA (Soc. Sci) UCT, LLB (UCT), Attorney with rights of Appearance in the High Court
Lecturers	Mr D Apollos LLB, LLM (NMMU), Certificate in Compliance Mgt (UCT), PG Certificate in Practical Labour Law
	Ms D L David BProc, LLB (Natal), LLM (UNISA), Attorney of High Court
	Dr L Ndimurwimo LLB (Tanzania), LLM (NMMU), LLD (NWU)
	Mr M Welgemoed BJuris (UPE),LLB (UPE), LLM (NMMU), Attorney of High Court of South Africa
	Adv ZW Nkukwana LLB (NMMU), BA (VISTA), Dip in Human Resource Management, STD, LLM (NMMU)

DEPARTMENT OF MERCANTILE LAW

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Emeritus Professor	Prof H J Delport BA, LLB, LLD (Pret)
Associate Professors	
	Prof J A van der Walt BJuris, BAHons (UPE), LLB (UNISA
Adjunct Professor	Prof E Banda LLM (Georgetown); Doctor of Laws (Case Western Reserve University)
	Prof A Myburgh LLB (UPE)
Senior Lecturer	Mrs L Coetzee BJuris, LLB (UPE), LLM (UNISA)
Lecturers	Dr L Biggs BCom, LLB (UPE), LLM (NMMU), LLD (NMMU)
	Ms T Hokwana LLB (NMMU)
	Mr S P Newman BCom, LLB, LLM (UPE), LLM (Int Trade Law) (US)
	Mr T Qotoyi BED (Unitra), LLB (UNISA), MA (UPE), LLM (NMMU)
	Mr G J Richards BJuris, LLB (UPE), LLM (UNISA)
	Mr G L Sefela LLB, LLM (UWC)
	Mr S Sibisi LLB (UKZN) Attorney of the High Court

DEPARTMENT OF PRIVATE LAW

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Professor	Prof A Mukheibir BMus (UPE) HDE (UNISA) BAHons (UNISA) BJuris LLB (UPE) DJuris (Amsterdam)
Emeritus Professor	Prof F E Marx BCom (US), BJuris, LLB, LLD (UPE)
Honorary Professor	Prof E J H Schrage Drs Juris (Groningen), D Juris (Leiden)
Visiting Professor	Prof P J Badenhorst BLC *cum laude*, LLB *cum laude* (UP), LLM (Wits), LLM (Yale), LLD (UP)
Senior Lecturer	Ms G van der Walt BJuris, LLB (UPE), LLM (UNISA)
Lecturers	Mr E Christoffels BA, HDE (UWC), LLB (Vista), Attorney of the High Court of SA
	Ms R Denson BA (Law) (RU), LLB (Vista), LLM (UPE)

	Ms T Wagenaar BA (HMS), BAHons (HMS) (UPE), LLB, LLM (NMMU)

DEPARTMENT OF PUBLIC LAW

Head of Department (Acting)	Dr J C Botha BA LLB (Rhodes) LLD (NMMU) Attorney of the High Court
Professor	Prof H J van As BJuris (UNISA), LLB (Vista), LLD (STELL), NDip Pol (TSA)
Adjunct Professors	Prof G G Goosen Judge of the High Court, BA, LLB (UCT)
	Prof E Crouse Advocate of the High Court, BJuris (UPE) LLB (Stell)
	Prof M Motshekga BJuris, LLB (UNISA), LLM (Harvard Law School), LLD (UNISA)
Senior Lecturer	Mr E van der Berg BJuris, LLB (UPE), Attorney of the High Court
Lecturer	Mr D Abrahams BJuris, LLB, LLM Labour Law (UPE), LLM (Humanitarian Law) (Geneva)

Registered Entities

Centre for Law in Action (CLA)

Prof H J van As BJuris (UNISA), LLB (Vista), LLD (US), NDip Pol (TSA)

Labour and Social Security Law Unit

Prof J A van der Walt BJuris, BAHons (UPE), LLB (UNISA)

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

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Secretary	Ms D Ntintili

Faculty Administration

Senior Manager: Faculty Administration	Ms R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)

Summerstrand South Campus

Manager: Faculty Administration	Ms L Roodt BCom (NMMU)
Faculty Administrators	Ms F Claassen
	Ms Y Tembo

GEORGE CAMPUS

Co-ordinators: Academic Administration	Vacant
	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	Prof S Roux HED (Potch),BSc (Potch), BScHons

	(Potch), MSc (Potch), DMedSci (UP)
Secretary	Ms R Hiles Dip (Mgt) (NMMU), BTech (Mgt) (NMMU)
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	Prof T G Downing BSc (RU), BScHons (RU), MSc (RU), PhD (US)
	Prof C L Frost BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
	Prof V Oosthuizen BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
	Prof S Roux HED (Potch),BSc (Potch), BScHons (Potch), MSc (Potch), DMedSci (UP)
	Prof M van de Venter BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
Senior Lecturers	Dr H Davids BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
	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	Ms A Prahaladh BSc (US), BScHons (US), MSc (US)
Associate Lecturer	Dr S Williams BSc (US), BScHons (US), MSc (US), PhD (NMMU)
Missionvale Campus	
Lecturer	Dr A K Knight HED (US), BSc (Potch), BScHons (UP), MSc (UP), PhD (UP)
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	Vacant
	Mrs M Fensham BSc (UPE), BScHons (UPE), HDE (UPE)
	Ms J Madubedube MTech in Biomedical Science (CPUT), BScHons (RU)
	Mr K Oosthuizen BSc(US), BScHons(US)
	Mrs W Wilde BScHons (RU)
Laboratory Assistants	Ms L Geseba
	Mr L Mabulu
	Mr G Hewitt
Department of Chemistry	
Head of Department	Prof Z R Tshentu BScHons(UPE), MSc(UPE), PhD (NMMU)
Secretaries	Ms Z Dyan Dip Mgt, BTech Mgt(NMMU)
	Vacant
Summerstrand North Campus	
SARChI Chair	Prof P Watts BSc(Bris), PhD(Bris), CSci, CChem, FRSC
Principal Lecturer	Vacant

Senior Lecturer	Dr G Rubidge DTech (Chem) (PET)
Lecturers	Dr A S Ogunlaja BScHons, MSc (University of IIorin) PhD (Rhodes University)
	Ms A Noah MTech (Chem) (PET)

Summerstrand South Campus

Professor of Inorganic Chemistry	Prof T I A Gerber BSc (UPE), MSc (UOFS), PhD (UNISA)
Professor of Organic Chemistry	Vacant
Professor of Physical Chemistry	Vacant
Associate Professors	Prof E Ferg DTech (Chem) (PET)
Senior Lecturers	Dr B Barton PhD (UPE)
	Mr S Gerber MSc (US)
	Dr N Mama PhD (NMMU)
Lecturers	Dr A Abrahams PhD (NMMU)
	Dr R Betz PhD (Ludwig-Maximilians University; Munich)
	Dr D Grooff PhD (NWU)
	Dr B G Hlangothi MSc (Vista), PhD (UJ)
	Dr S P Hlangothi MSc (UniN), PhD (NMMU)
Extended Studies Lecturer	Vacant

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 R D Anandjiwala BScText (Gujarat), BText (Baroda), MTech (India Inst of Technology), PhD (Leeds), CText FTI

SCHOOL OF COMPUTING SCIENCES, MATHEMATICS, PHYSICS AND STATISTICS

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Department of Computing Sciences

Head of Department	Dr B Scholtz BSc (UPE), BScHons (UPE), MSc (NMMU), PhD (NMMU)
Secretary	Ms V Dudumayo N Dip .Off Mgt & Tech (UNISA)

Summerstrand South Campus

Professors	Prof A P Calitz BA (UPE), BCom (UPE), BScHons (UPE), MSc (UPE), PhD (UPE), DBA (NMMU), PMIITPSA, ACM, IEEE
	Prof J H Greyling BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE), MSAICSIT
Associate Professor	Prof C B Cilliers BSc (UPE), BScHons (UPE), MSc (UPE), PhD (NMMU), MSAICSIT
Senior Lecturers	Dr L Barnard BCom (UPE), NHDip (IT) (PET), MTech (IT) (PET), PhD (UPE), MSAICSIT, MIITPSA
	Dr L van der Post HDE (UPE), BAFA (UCT), BAHons (Comp Sci) (UPE), MA (Comp Sci) (NMMU), PhD (NMMU)
	Dr D Vogts BSc (UPE), BScHons (UPE), MSc (UPE), PhD (NMMU)
Lecturers	Ms C H Dixie HDE (UPE), BCom (UPE), BComHons

	(UPE), MSc (UPE)
	Dr M C du Plessis BSc (NMMU), BScHons (NMMU), MSc (NMMU), PhD (UP)
	Mrs J Nel NDip (IT) (PET), BTech (IT) (PET), BScHons (UPE)
	Mrs M Taljaard HDE (UNISA), BSc (UOFS), BScHons (UPE), MSc (UPE), MIITPSA
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Technical – Network Administrator	Mr J Rademakers NDip (Comp Data Proc) (PET), BTech (IT) (PET)
Technical – Assistant Network Administrator	Vacant
Technical	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
Administrative Co-ordinator	Ms D Fani BCom IS & BM, BComHons (NMMU)
Administrative Assistant	Ms I T Teyise
Lab Assistant	Mrs M Zomba
Administrative Assistant	Mrs D E van der Walt Dip (Education) (PECE), Cert in Org and Work Study (Tech Pta)
Missionvale Campus	
Lecturers	Mrs A Esterhuyse Certified Instructor: Microsoft Office, Lotus SmartSuite, Novel/Corel WordPerfect Suite
	Ms N Tansley NDip (Comp Data Proc) (PET), BTech (IT) (PET), MTech (NMMU)
2nd Avenue Campus	
Associate Lecturers	Mr N Jafta BSc (IS) (NMMU)
	Mr M Twani NDip (IT) (NMMU) BTech (IT) NMMU

Department of Mathematics and Applied Mathematics

Head of Department	Dr J E Maritz BSc Ed (UWC), BScHons (UPE), MSc (UPE), PhD (UKZN)
Secretary	Ms C Esterhuizen
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Summerstrand Campus

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	Dr M Walton BCom, BComHons, MCom (UPE), PhD (NMMU)
	Dr M Weigt BSc, BScHons, MSc (US), PhD (UCT)
Lecturers	Mr J R de Jager BSc (UPE), BScHons (UPE), MSc (UPE)
	Ms T Holtzhausen BSc, BScHons, MSc (NMMU)
	Dr W Mbava BSc, BScHons, MSc (UZ), PhD (NMMU)
	Mr C O Parsons BSc, BScHons, MSc (UPE)

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	Mr B J Sokopo BSc, BScHons, MSc (NMMU)
	Mr T E Thelejane BSc, BScHons, MSc (Unitra)
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	Mr P Zembe BSc, BScHons, MSc (NMMU)
Missionvale Campus	
Associate Professor	Prof A J M Snyders BSc Ed, BScHons (RAU), MSc (UNISA), PhD (UPE)
Department of Physics	
Head of Department	Prof A Venter MSc, PhD (UPE)
Secretary	Ms C Neveling NDip (PRM), BTech (PRM), NDip (OPS MAN) NMMU
Summerstrand South Campus	
Professors	Prof J R Botha BSc, BScHon, MSc, PhD (UPE)
	Prof J H Neethling BSc, BScHons, MSc, PhD (UPE)
	Prof E E van Dyk PhD (UPE), PrNatSci, PrPhys
Associate Professors	Prof T B Gibbon BSc, HDE, BScHons (UPE), MSc (NMMU), PhD (NMMU)
	Prof A Venter MSc, PhD (UPE)
	Prof M C Wagener PhD (UPE)
Senior Lecturer	Dr F J Vorster MSc (UPE), PhD (NMMU)
Lecturers	Dr N G Hashe PhD (NMMU)
	Mr J Jonker MSc (UCT)
	Mr I Coopersamy HDE (Vista), BScHons (US), MEd (Vista), QA (City & Guilds, London)
Associate Lecturer	Mr M C Bacela BSc (Physics & Math) (Vista), BScHons (Physics) (Vista)
Senior Technician	Mr M E Claassen
Laboratory Technicians	Mr L Somdaka BSc (Physics & Computing Science) (NMMU)
	Mr J B Wessels NDip (Elec Eng)
Laboratory Assistant	Mr W Graumann
Summerstrand North Campus	
Lecturer	Vacant
Laboratory Assistant	Vacant
Department of Statistics	
Head of Department	Dr W Brettenny PhD (NMMU)
Secretary	Mrs R Vincent-Le Roux
Administrative Co-ordinator	Mrs T E Litvine
Summerstrand South Campus	
Professor	Prof I N Litvine MSc (Kiev State Shevchenko University), PhD (Kiev State Shevchenko University)
Associate Professor	Prof G D Sharp BScHons (RU), MSc (UPE), PhD (RU)
Senior Lecturers	Dr J Hugo MSc (UOFS), PhD (UFS)
	Dr V Goodall BSc, BScHons, MSc (RU), PhD (Wits)

Lecturers	Dr C Clohessy MSc, PhD (NMMU)
	Mr L Kepe HDE (RU), MSc (US)
	Mr S Mangisa BSc, BScHons, MSc (NMMU)

Missionvale Campus

Lecturer	Mr J M Simakani MSc (Limburgs Univ Belgium), GradDip (Stats) (Inst of Stats, London), PGDTE (UNISA), CDipAF (ACCA), CStat, CSci

2nd Avenue Campus

Associate Lecturer	Mr S Pazi BScHons, MSc (NMMU)

SCHOOL OF ENVIRONMENTAL SCIENCES

Director of School	Prof E E Campbell BSc (US), BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat

Department of Agriculture and Game Management

Head of Department	Mr P R Celliers B.Sc Agric. (UOFS), BSc. Agric. Hons (Genetics) (UOFS), MSc. Agric. (Genetics – Plant Breeding) (UOFS)
Secretary	Ms J C Koen

Summerstrand North Campus

Professor	Prof P du P van Niekerk NDip (Mgt Prac) (PET), BSc (Agric) (US), DPLR, DTech (PET)
Lecturers	Dr T M Pittaway NDip (Agric) (PET), BTech (Agric) (PET), MTech (Agric) (PET), DTech (Agric) (NMMU)
	Ms J Ferreira NDip GRM, BTech GRM, MTech GRM (NMMU)
	Ms L Kant NDip GRM, BTech GRM (NMMU)

Department of Botany

Head of Department	Dr D R du Preez BSc (Wits), BScHons (Wits), MSc (UPE), PhD (UPE)
Secretary	Ms T Pakana

Summerstrand South Campus

Professors	Prof J B Adams BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat
	Prof R M Cowling BSc (UCT), BSc Hons (UCT), PhD (UCT), PriSciNat
Associate Professor	Prof E E Campbell BSc (US), BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat
Senior Lecturers	Dr P T Gama MSc (NCSU), PhD (NMMU)
	Dr P Steyn PhD (UPE)
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)

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)
Principal Lecturer	Dr N L Webb BEd (TE) (UPE), MA (RU), MPhil (US), PhD (RU), STD (UCT)
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)
	Mrs L L Williams BA (UPE), BAHons (UPE), MA (UPE)
Senior Technician	Mr G P Baldwin
Laboratory Technician	Mr W Deysel

Department of Zoology

Head of Department	Dr G J Rossouw MSc (US), PhD (UPE)
Secretary	Ms M Myles MPhil (US)

Summerstrand South Campus

Professor	Prof G I H Kerley MSc (UP), PhD (UPE)
Senior Lecturers	Dr P Nel MSc (UPE), PhD (UCT)
	Dr P A Pistorius BSc (UnivPmb), BSc Hons (UP), MSc (UP), PhD (UP)
	Dr N A Strydom MSc (UPE), PhD (RU)
Lecturer	Mr B Smit MSc (UP)
Senior Laboratory Technician	Mr P H du Toit BScHons (UPE)
Laboratory Technicians	Ms M Hawkins BScHons (UP)
	Mr P Johnson
	Mr S Levack

Missionvale Campus

Lecturers	Ms A de Wet MSc (NMMU)
	Mr M J Potgieter BSc (NMMU), BScHons (NMMU), MSc (NMMU)

SCHOOL OF NATURAL RESOURCE MANAGEMENT

George Campus

Director of School	Prof J H Louw Dipl. Terrain Evaluation (Potch), BScHons Forestry (US), MSc (Forestry) (US), PhD (Wits)
Administrative Assistants	Ms K Ramoo
	Ms S Roets (Secretarial: Office Mgt)

Forestry Programme

Principal Lecturer	Mr W J A Louw BScHons (Forestry) (US), MSc (Forestry) (US)
Senior Lecturers	Dr K Little BScHons (Geography) (UN), HDE (UN), PhD Botany (UN)
Lecturer & Programme Leader	Mr C F Pool NDip (Forestry) (PET), Cert (Labour Rel) (UP), Dip (Ter Ed) (UNISA), BTech (Forestry) (PET), MTech (Forestry) (NMMU)

Lecturer	Mr M Ramantswana NDip, BTech (Forestry), MTech *cum laude* (NMMU)

Wood Technology Programme

Lecturer & Programme Leader	Mr R Müller BSc (Wood Science) (US), B Eng (Mech) (US), MSc (Wood Science) (US)
Lecturer	Mr B Muller BSc (Forestry) (US)

Veldfire Management Programme

Lecturer & Programme Leader	Mr C F Pool NDip (Forestry) (PET), Cert (Labour Rel) (UP), Dip (Ter Ed) (UNISA), BTech (Forestry) (PET), MTech (Forestry) (NMMU)

Agricultural Management Programme

Associate Professor	Prof R Auerbach BDC (Organic Agric) (Australia), MSc (Farming Systems) (UN), PhD (Wageningen Univ)
Senior Lecturer	Mr J W Jordaan BSc (Agric) (UFS), BScHons (Agric) (UP), Bus. & Admin. (Hons) (US), MBA (US)
Lecturer	Ms M Lehmann BScHons (Agric) (UP), MTech (Agric Man) (NMMU)

Nature Conservation and Game Ranch Management Programme

Senior Lecturer	Mr A G Schmidt BSc (UN), MSc (Wildlife Mgt) (UP)
Lecturers	Ms B Currie Dip (Nature Cons) (NMMU), BTech (Nature Cons) (NMMU), MTech (Nature Cons) (NMMU)
	Dr T Kraaij BSc (US), MSc (Nature Cons) (US), PhD (NMMU)
	Dr J Venter Dip (Nature Cons) (TSA), BTech (Nature Const (PET), MTech (Nature Cons) (NMMU), PhD (UKZN)

Registered Entities

Telkom Centre of Excellence - Distributed Multimedia Applications 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)

Telkom Centre of Excellence - Optical Fibre Research Unit

Head	Prof A W R Leitch BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE)
Manager	Prof T B Gibbon BSc (UPE), HDE (UPE), BScHons (UPE), MSc (NMMU), PhD (NMMU)

Telkom Centre of Excellence - Photovoltaics Unit

Head	Prof E E van Dyk PhD (UPE), PrSciNat, PrPhys

Centre for Energy Research

Director	Prof E E van Dyk PhD (UPE), PrSciNat, PrPhys

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

Director	Prof G I H Kerley BScHons(UPE), MSc (UP), PhD (UPE)
Deputy Director	Prof E E Campbell BSc (US), PhD (UPE), PrSciNat
Academic Staff	Dr D R du Preez BSc (Wits), BScHons (Wits), MSc (UPE), PhD (UPE)
	Prof V Kakembo MSc, PhD (RU)
	Dr S L Wilson PhD (UPE)
Administrator	Dr S Parker-Nance BSc (UP), BScHons (UPE), MSc (UPE), PhD (UPE)

Coastal and Marine Research Institute

Acting Director	Dr D R du Preez BSc (Wits), BScHons (Wits), MSc (UPE), PhD (UPE)
Deputy Director	Dr R Nel PhD (UCT)

InnoVenton and the Downstream Chemicals Technology Station

Director	Dr G Dugmore DTech Chemistry (PET)
Deputy Director	Mr B Tait MBA (Wits)
Secretary	Mrs S Balkisoon

Centre for High Resolution Transmission Electron Microscopy

Director	Prof J H Neethling BSc (UPE), BScHons (UPE), MSc (UPE), PhD (UPE), MAcad
Project Co-ordinator	Ms L Westraadt BSc (Physics and Appl Math) (NMMU), MSc Physics (NMMU)
Research Associate	Prof J A A Engelbrecht PhD (UPE), MAcad, PrSciNat

Sustainability Research Unit (George and Summerstrand South)

Head: George Campus	Prof C Fabricius BSc Hons (UP), MSc *cum laude* (Wits), PhD (UCT)
Academic Staff: Summerstrand South Campus	Prof J B Adams BScHons (UPE), MSc (UPE), PhD (UPE), PrSciNat
Academic Staff: George Campus	Ms B Currie Dip (Nature Cons) (NMMU), BTech (Nature Cons) (NMMU), MTech (Nature Cons) (NMMU)
Administrative Assistant: George Campus	Ms C Loubser

ACADEMIC SUPPORT STAFF

ENGAGEMENT OFFICE

Professor and Director	G J de Lange BA, HDE(UPE), BAHons (UNISA), MDip (Tech Mgt)(PET), APR (PRISA)
Secretary to Director	L Weelson
Manager: Engagement Information and Development	B du Plooy NDip (PRM) (PET), BA, BAHons *cum laude*, MA *cum laude*, DLitt et Phil (UNISA)
Manager: Co-operative Education	T Dissel NDip (Log Mgt)(NMMU)
Administrative Assistant	P J Steyn
Senior Manager: Continuing Education	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	J Williams NDip(HR), BTech (NMMU)
Short Course Co-ordinator	N M Domingo NDip (PRM)(Varsity College, PE), BTech (PRM)(NMMU)
Senior Manager: Graduate and Student Placement	R Rizzo NDip (HR), BAHons (Group Dynamics) (NMMU)
Senior Co-ordinator: Co-operative Education and Graduate and Student Placement	A N Jooste NDip(PRM), BTech (PRM)(NMMU)
Co-ordinator: Graduate and Student Placement	N L Gqirana NDip (PRM), BTech (PRM) (NMMU)
CDU Project Manager	Z Sofayiya BA (Psych) (NMMU)
CDU Project Assistant/Administrator	T Tshangela BTech (PRM) (NMMU)
CDU Training Co-ordinator	D Mattheus NDip (FA) (PET)

HIGHER EDUCATION ACCESS AND DEVELOPMENT SERVICES

Professor and Dean of Teaching and Learning	C D Foxcroft BA, BAHons, MA, DPhil(UPE)
Executive Secretary	A Ownhouse BA (UPE), NDip N4 Office Mgt (Russell Road College), BAHons (NMMU)

Centre for Access Assessment and Research

Director	D Jenkings BSc Hons, HDE (UCT), NHD (Ed Man) (PET), BSc Hons (UNISA), MEd (Ed Psych) (Zululand)
Administrative Assistant	T Blauw BA (Psych) (UPE), BAHons (NMMU)
Senior Manager: Access Assessment	C L Davies NDip (Office Admin) (PET), BA, BAHons, MA (Psych) (UPE)
Senior Researcher: Access	A S R Watson BA, BAHons, MA (UPE)
Assessment Consultants: General	G Rossouw BPsych (Couns) (UPE), MA (Health and Welfare Management) (NMMU) E J Oakes BA, BAHons, MA (Couns) (UPE) U L Silo BA, BAHons, MA (Psych) (UWC)
Assessment Consultant: Database	K Hurter B Psych (Couns) (UPE), MA (Couns) (NMMU)
Assessment Consultant: General	T-A Jones B Psych, BAHons (UPE), MA (Psych) (RU), MA (Ind Rel) (NMMU)
Assessment Practitioner	M Saaiman B Psych (Couns) (NMMU)

Centre for Teaching, Learning and Media

Director	Vacant
Secretary	K A Grobler NDip Office Adm(PET)
Student Academic Development	
Senior Manager Student Academic Development	Vacant
Office Administrator	S Milborrow
Senior Academic Development Professional (Supplemental Instruction Develoment)	L Smith BAHons(UPE)
Academic Development Professional (Supplemental Instruction Implementation)	P Kitching B Psych, MA (Psych), PhD Psych (NMMU)
Academic Development Professional (Academic & Life Skills)	R Plaatjes BA Ed (UPE), MPhil (Christian Studies) (NMMU)
Academic Development Professional (Students)	F de Vega BA, BAHons (UPE), BAHons (Psych) (NMMU)
Associate Lecturer Academic and Life Skills Development	M Brophy BAHons (SW) (UPE), MSW (NMMU)
Associate Lecturer Academic and Life Skills Development	S Greeff BA (UPE), BAHons (UNISA), MEd (NMMU)
Associate Lecturer Academic and Life Skills Management	G Coetzee de Vos BA, HDE (UPE), BEdHons (Potch), MEd (NMMU)
Associate Lecturer Academic and Life Skills	Vacant
Academic Staff Professional Development	
Senior Manager Professional Staff Development	Vacant
Secretary	S Ruffer Commercial Dip (KWTTC)
Senior Academic Development Professional	Vacant
Academic Development Professional	S P Goldstone NDip (IT), BTech (IT) (PET)
Academic Development Professional	E Champion STD (Griffiths Mxenge College), Further Dip (Edu Man) (RAU), BEcon, BComHons (UFH), MEd (NMMU)
Academic Development Professional	A Olsen BA (Psych), BAHons (UPE), MA (English) (NMMU), PGDTE (UNISA), PG Dip in HE Academic Development (Rhodes)
Language Development Professional	T Batyi PTC (Lovedale), SEC, SED, BAHons (Vista & UPE), MA (UPE), MA (NMMU), PhD (NMMU), PGDip in HE for Academic Development (Rhodes)
Writing Centre Consultant (2nd Avenue Campus)	Vacant
Writing Centre Consultants (South Campus)	L Mostert BA, BAHons (UPE), PGCHE, MA (NMMU) G Fransman BA, BAHons, MA (UWC)
Writing Centre Consultant (George Campus)	S Kieswetter TTHD (Wits), ACE (UPE), BEd Hons (UNISA)
Writing Centre Consultant (North Campus)	Vacant
Administrative Assistant: Teaching Evaluations	N Nzenze STD (Griffiths Mxenge College)

Integrated Media Services

Deputy Director: Integrated Media Services	Vacant
Office Administrator	S Sheldon Dip (HRM) (Damelin)
Senior Media Officer	A Bruintjies Dip (Systems Eng) (Damelin Computer School), Microsoft Certified Professional Cert (Prometric), PC Support Tech Dip (Damelin Computer School)
Senior Graphic Designer – South Campus	R Fox BTech (GD) (PET)
Graphic Designer – North Campus	E Waring BTech (GD) (NMMU)
Photographer	L Bower NDip (Photopgraphy) (PET), BTech (Photography)
Video Producer	Vacant
Audiovisual Technician	Vacant
Media Officer – North Campus	S Sam
Media Officer – Missionvale Campus	M Malotana BA (HRM) (NMMU)
Media Officer – Second Avenue Campus	V Sodayisi BAHons (Eng) (Vista), Computer Repair Cert (Micrographics)
Media Assistant – South Campus	P Genge ABET Level 4
Media Assistant – North Campus	Vacant
Media Assistant – South Campus	N Snyman
Media Assistant – North Campus	E Mtati
Media Assistant – Missionvale Campus	S Stafaans

Student Counselling, Career and Development Centre

Director	P P Kota-Nyati BA, BA Hons, MA Counselling Psych (NMMU)
Co-ordinator Research and Development	D L Gradidge BA, BAHons, MA (UPE)
Co-ordinator Orientation	S N Knipp BA (STD) (UWC), BAHons (UPE), MEd *cum laude* (NMMU)
Assistant Co-ordinator: Orientation	N Vantyi BEd (UFH)
George Campus	
Senior Student Counsellor	CA Persence BA, HDE, BEd (Psych) (UWC), FDE (Ed Man) *cum laude* (UP), MEd (Psych - first class) (UZ)
Student Counsellor	MM Potjo BA (UOFS), BScHons (UL), PGCE (UNISA), MA (UKZN)
Administrative Officer	I Joshua, BA General (UNISA)
North Campus	
Senior Student Counsellor	R E Connelly BA (HED) (RU), BAHons,MA (UPE), DPhil (NMMU)
Student Counsellor	S Pietersen BA (Psych), BA Hons, MA (CounsPsych) (NMMU)
Junior Student Counsellor	C Chetty B Psych (Couns), BA Hons (Ind Psych) (NMMU), Dip HRM and Trng (Varsity College), MA Psychology (NMMU)
Administrative Assistant	A Kader
Second Avenue Campus	
Senior Student Counsellor	Vacant
Student Counsellor	L George BA SW (UFH), BAHons (Psych) (UFH), MA (CounsPsych) (UPE)
Administrative Assistant	S Graham NDip (PET)
South Campus	
Senior Student Counsellors	J M van Lingen BA, BAHons (UOFS), MA (Couns Psych) (UPE), DPhil (NMMU)
	K Ramasamy BA, BAHons (History), BAHons

	(Psychology), MA (Clin Psych) (UPE), DPhil (NMMU)
Student Counsellors	Vacant
	F Hendricks BA, BAHons, MA (Couns Psych) (NMMU)
	Vacant
Junior Student Counsellor	B Smith B Psych (NMMU)
Administrative Assistant	S L Henning
Secretary	M H Sharp NDip (PET), BTech (NMMU)
Missionvale Campus	
Senior Student Counsellor	N Ntlokwana BA, BAHons (Vista), MA (Couns Psych) (NMMU)
Administrative Assistant	L van Wyngaardt ND Mgt (NMMU)

INNOVATION OFFICE

Director (Acting)	L M Nowell BCom (UNISA), MBA (Copenhagen Business School)
Secretary	E van Wyk
Innovation Manager	N Patel BMedSci Hons (UKZN), MTech (DUT),
Innovation Manager	PDBA *cum laude* (NMMU)
	Vacant
IP and Projects Administrator	Vacant
Contracts Lawyer	M J Leitch LLB *cum laude* (NMMU)
PR & Marketing Administrator	E le Roux NDip Software Development, NDip PR Management *cum laude*, BTech PR Management *cum laude* (NMMU)

RESEARCH CAPACITY DEVELOPMENT

Director	B M L Pretorius BSocSc (Social Work) (UND), MA (SW) (Clinical), DPhil (Social Work) (UPE), PG Dip (Health Research Ethics) (US)
Research Development Officer	I Khan BSc (NMMU)
Administrative Co-ordinator	D Gerber
Secretary	A Denakie
Postgraduate Administrative Officer	Ms T Mnonopi BA (Psych), BAHons (Group Dynamics) (NMMU)

RESEARCH MANAGEMENT

Director (Acting)	N J Bomela BACur (UNISA), BAHons (Social Demogr), MA (Social Demogr), DPhil (Sociology (UP)
Senior Manager: Research Management	K H Johnson BA (UWC), HDE (Vista/UPE)
Senior Manager: Research & Partnerships	N J Bomela BACur (UNISA), BAHons (Social Demogr), MA (Social Demogr), DPhil (Sociology (UP)
Research Officers	V Coopasamy BA (NMMU), PGCE (UNISA)
	N Taylor NDip (Mgt) (PET), BTech (Mgt), BComHons, LLM (NMMU)
	C C van Leeve NDip (IT) (UNISA)
RIMS Administrator	P A Jaques

OFFICE FOR INSTITUTIONAL PLANNING

Associate Professor and Senior Director	H J Nel BA, BAHons, MA, DPhil (UPE)
Institutional Researcher	M Neale-Shutte BAHons (Psych), MA (Research Psych) (UPE)
Personal Assistant	K Moodley BCom (UNISA), PGCE (NMMU)

Academic Planning

Director	F Southway-Ajulu BSc (Univ of Lesotho), MSc, DPhil (Univ of Sussex, UK)
Administrative Co-ordinator	S van der Vyver NSDip (CATE)
Senior Manager	T Khomo BA Ed, EdHons (UPE), MA in Dev Studies (NMMU)

Management Information

Director	C Sheppard BSc, HED (Potch), BEd (UNISA), MEd, PhD (UP), AEEP (Wits)
Senior Information Analyst	G van Leeve NDip (IT) (PET), BTech (IT) (NMMU)
HEMIS Officer and Information Analyst	T Webb BSc (UCT)
HEMIS Officer and Information Analyst	M H Voges NH Dip (Office Adm) (PET)
Senor Statistician	Vacant

Quality Advancement Unit

Director	P H Roodt NDip (Ind Eng), NH Dip (Ind Eng), NH Dip (Mech Eng), MDip Tech (Mech Eng) (PET), PrTech (Eng)
Administrative Co-ordinator	S van der Vyver NS Dip (CATE)
Quality Consultant (Academic Review)	L Jackson BSc (Natal), BScHons (UCT), MSc (Med) (UCT Medical School)
Quality Consultant (Support Services)	Vacant

Transformation, Monitoring and Evaluation

Director	R-A Levendal BSc, BScHons, MSc (UWC), MPhil (UPE), PhD (Wits)
Project Co-ordinator	RM Pillay BA, BAHons (NMMU)
Institutional Researcher	Vacant

Centre for Integrated Post-School Education and Training

Director	I Baatjies BSc Ed (UWC), MA (Dalhousie, Canada)
FET Researcher	U Baduza BA (UWC), PG Dip (Museum and Heritage Studies) (UCT/UWC/RIM), MA (UWC)
Administrative Assistant	A Jeftha

ADMINISTRATIVE AND SUPPORT STAFF

AUDIT AND RISK MANAGEMENT

Senior Director	R Gajjar BCom, BCom Hon (Acc) (UPE), Diploma in Advanced Auditing (National School of Accounting), CA (SA) (SAICA), Certified Risk Management Professional (Global Institute of Risk Management)
Internal Auditor and Risk Practitioners	A Hartney NDip (Int Aud) (PET), BTech (Int Aud) (NMMU)
	M Labuschagne BTech (Int Aud) (NMMU), CIA, CCSA (IIA-Inst of Int Aud), CFE (ACFE – Assn of Cert Fraud Examiners)
	O van Zyl BCom Hons (Natal)

CHIEF INFORMATION OFFICER

Chief Information Officer	S M Bosire BBA -MIS (Andrews), MBA (Heriot-Watt), MPA (UFH), MCSSA, DBA (NMMU)
Executive Secretary	N Moodley Cert (PR) (PRISA-accredited – Varsity College)

Information and Communication Technology Services and Operations

Director: ICT Services and Operations	C du Preez NDip (IT) (PET), MDP (UPE), MBIS (IT) (NMMU)
Secretary	Vacant

ICT Service Delivery Section

Deputy Director: ICT Service Delivery	E van der Westhuizen NDip (IT) (PET), BTech (IT) (PET), MTech (IT) (NMMU)
Assistant to Deputy Director, Service Delivery	J Schaefer
Lab Co-ordinator – South Campus	J Schaefer
Senior Manager ICT: End-User Support	S S Maqoqa BCom (Vista)
Lab Co-ordinator – Missionvale Campus	T Charlie
Head: ICT Helpdesk	R Vermaak BTech (Mgt) (NMMU)
Helpdesk Assistants	F Agherdien
	N Pindani
Lab Co-ordinator	S Scheepers
Senior IT Technician – Missionvale Campus	G Ludick
Senior IT Technician – 2nd Avenue Campus	B Moodalay
Senior IT Technician – South Campus	S Sauls
Senior IT Technician – North Campus	Z Abdullah NDip (IT) (PET), Dip (PC ENG) (Damelin)
IT Technicians	A Gardner
	A Kase
	S Naidoo
	M Njokweni
	M Nqeyi
	R J J Page Dip (Telecom) (Telkom College)

	R Pityana
	D Vosloo DipITNet, Cert (PC Eng) (Varsity College)
ICT Operations Section	
Deputy Director: ICT Operations	Vacant
Senior Systems Engineer	G Ownhouse BSc (UPE)
Systems Engineer: Firewall/DBA	B Smith BTech (IT) (PET)
Systems Engineer: General	Vacant
Systems Engineer: Active Directory	M de Jager NDip (IT) (PET)
Systems Engineer: UNIX	N Lubambo NDip (Com Admin), BTech (IT) (PET), MTech (IT) (NMMU)
Systems Engineer: Email/Messaging	W Cameron BAHons
Systems Engineer: SharePoint	C Robey BTech IT (PET)
Systems Engineer: Mobility	R Domingo
Senior Network Engineer	C van Zyl NDip (IT) (PET)
Senior Telecommunications Engineer	Q Booysen T2 (Telkom College)
Telecommunications Administrative Assistant	B Mpepo
Network Engineer	C Bagley NDip (Elec Eng) (PET)
Telecommunications Engineer	W Pio
Telecommunications Assistants	J Gcakasi
	J Madolo
George Campus	
Senior Manager	G Smith
Systems Engineer	TWS Blane
Senior Support Technician	JP Flanagan
Information Security	
Senior Manager: Information Security	R Boshoff NDip (IT), BTech (IT) , MTech (IT), MBA (NMMU)
Imaging/Reprographic Services	
Deputy Director: ICT Facilities Planning	Vacant
Section Head	D Nefdt
Supervisor	J M van der Berg
Receptionist	T Pienaar
Senior Photocopy Operator	L F Bruintjies
Photocopy Operators	T L Bokolo
	C Lombard
Senior Collator/Binder	G P Jacobs
Collators/Binders	M J Bawushana
	Z P Soul
Senior Imaging Administrator	N Liberty NDip (FIS)
Systems Operator	C L Frew
Imaging Assistant	I Smith

Information Systems and Development

Director: Information Systems and Development	Vacant

Deputy Director: Project Office and ICT Quality Assurance	G J Saunders BCom (Rat), BCom Hons, MCom (UPE), MIITPSA
Blended Learning Support Systems	
Senior System Engineer: Blended Learning	S Meyer NDip (Elec Eng) (PET), BTech (IT), MTech (IT) (NMMU)
Engineer: Blended Learning	K Terblanche NDip (FIS) (NMMU)
Business Analysts	
Senior Business Analyst (Student Systems)	L Williams BSc (Compt Sc) (UCT)
Senior Business Analyst (Finance Systems)	W A Croucamp
Business Applications & Development	
Deputy Director: ERP/MIS Development	D Els BSc Hons (RU), MTech (IT) (NMMU)
Analyst/Programmers	C Candasamy BSc (Comp Sc and Maths) (UPE) A du Preez BTech (IT) Vacant
Web Systems & Development	
Senior Manager: Web Systems and Development	T Hilmer BSc (Wits), BSc Hons (UPE), MSc (UPE), PhD (UPE), MIITPSA
System Engineer: Web Systems and Development	R Sitshetshe NDip (IT) (CPUT), BTech (Quality) (CPUT)

COMMUNICATION AND STAKEHOLDER LIAISON

Senior Director	L E Hashatse B(Journalism and Media Studies), BAHons(Rhodes), MA(Edith Cowan University)
Executive Secretary	S van der Vyver NSDip (CATE)
Secretary	S Adams BHMS (NMMU)
Deputy Director: Communication and Engagement	D Derry B Journ (RU), MA (NMMU)
Deputy Director: Marketing	J C R Daniels BA (UPE), BAHons (Group Dynamics) (NMMU)
Administrative Officer	Vacant
Brand Management	
Senior Manager: Branding	V Bongela ND (Project Mgt) (Damelin, EL), BTech (Mkg) (NMMU)
Senior Marketing Communication Practitioner: Advertising and Branding	M Bothma NDip (PR) (PET)
Communication	
Online Community Manager	B A Erickson NDip (PR) (PET)
Internal Communication Practitioner	E C de Koker BA, HED (US), BAHons MDP (UPE)
Publications Practitioner	L Sa Joe-Derrocks NDip (Journ) (NMMU)
Media Manager	Z Mbabela BA (Media, Communication and Culture) (NMMU)
Events	
Campus Events Coordinator	A Olivier NDip (PR) (PET), BTech (PR) (NMMU)
Campus Events Assistant	C Boukes
Student Recruitment and Marketing	

Marketing Practitioners: School Leaver Market	P B Botha NDip (Journ) (NMMU)
	N Mlonzi BTech (Marketing), NDip (Marketing) (CPUT) Cert (Financial Management) BCC FET
	L V Solomons BA, HDE, BA Hons (UWC)
Marketing Practitioner: Marketing Material	B Piater NDip (PR), BTech (PR) (NMMU)
Marketing Practitioner: Events	M Piko NDip (Journ) (NMMU), PR & Events Management (Varsity College)
Senior Marketing Practitioner: Mature and Postgraduate Market	A J Kock NDip (Mkt Mng) (PET)
Contact Centre	
Manager: Contact Centre	D Barnardo NDip (Mgt) (PET), BTech (Mgt) (NMMU)
Contact Centre Practitioners	S Booysen NDip (Mkt), BTech (Mkt) (NMMU)
	S Dyolivane BA (App Comm & Mgt) (UFH)
	Y Labuschagne BA (UNISA), BAHons Psych (NMMU)
	T Mcopela Dip (Ed) (Bellville Education College)
	G Paulse Dip (Ed) (Hewitt Education College)
George Campus	
Manager: Marketing & Corporate Relations	A M van Tonder BA(Languages) (UFS), BAHons (Mkt Comm) (UNISA), MPhil (Comm Man) (UP), ABMP (RAU)
Marketing & Communications Practitioner	M Tshangana NDip (Mkt) (DUT)

Alumni Relations

Director & Alumni Association Secretary	P Geswindt BComEd (UPE), BComHons (UNISA), PGDE, MA (NMMU)
President of Alumni Association	R Jonas BA (UWC), HDE, BAHons (UNISA), MA (UPE), DPhil(NMMU)
Alumni Relations Co-ordinator	S Petersen BA (Psych), BAHons (NMMU)
Alumni Administrative Officer	L Hendricks NDip (Journ), BTech (Journ) (NMMU)

University Shop

Shop Manager	S Du Toit ND (PR), BTech (PR) (NMMU)
Shop Assistant	W Scheepers

Arts and Culture

Senior Manager	M Barry BA (FA), HDE (UCT), MA Ed (NMMU)
Cultural Co-ordinator	M du Preez
Cultural Officer	L Matiwane NDip (PR); BTech (PR) (NMMU)

Archives and Exibitions

Curator	C Grobler Dip(Bib) (Stell)
Student Assistants	N Ntengenyana Cert. (PR Practise) (Boston College) NDip (PRM)(NMMU)
	D Ralarala BA(General)(NMMU)

ESTATE AND FACILITIES MANAGEMENT

Senior Director	Mr R Du Plessis Hons(Mech) BEng (Aeronautical) (Stell), MEng(Mech) (PTA), Pr Eng, GCC (Mech Eng of Factories)
Executive Secretary	N Jacobs-Stokwe Cert.HRFM (Rhodes University), ILP (NMMU Business School), Protocol Int.Cert. (EU International School of Protocol)

Infrastructure Services and Sustainability

Director: Infrastructure Services and Sustainability	G J Ducie BCom (UNISA), BTech (TRP) (UJ) MCom (NMMU)
Secretary	Vacant
Deputy Director: Infrastructure Services and Sustainability	G T Gouws NDip (Arch) (PET)
Manager: Planning and Projects	R Thomas
Section Head: HEMIS & Space	T Ebel
Construction Project Manager	G Smit
Construction Project Manager	Vacant
Technician Architectural Services	A Keyter

Horticulture Services

Senior Manager Horticulture	E Storm ND (Horticulture) (Cape Tech)
Horticultural Services: Senior Horticulturist	S A de Villiers BSc (Agric) (US)
Nature Reserve Ranger	C Breedt ND (Forestry) (PET)

Maintenance Services

Director: Maintenance Services	M Syce NHD (Arch) (CPUT), MSc (BE) (Fac Man) (UPE), Pr SArchT, MSACAP, MSAIAT
Secretary	J Kannemeyer ND (PR) (PET)
Maintenance Planner	B Goliath ND Logistics (Unisa), Dipl. Project Management (Varsity College PE), PPM (UP), SAMTRAC Cert (NOSA), Quality Specialist ISO 9001 cert (SABS)
Section Head Administration	C Barnardo
Administration Assistants	E Louw
	B van Rensburg
General Assistant	N Mqikela BSc (Chemistry) (Vista)

Engineering Services

Deputy Director: Engineering Services	P Peters Gov Cert of Competency (Mech & Elec), ND (Elec Eng), ND (Mech Eng), BTech (BA), MBA (NMMU)
Manager: Engineering Services	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)
Chief Artisan: Electricity, Air Conditioning,	J Ferreira

Refrigeration	
Senior Electrician	D Goosen
Chief Artisan: Electrical, Mechanical	I Kleyn

Building Services

Deputy Director: Building Services	S Agherdien Ince BSc (Con Studies), BScHons (CM) (NMMU)
Manager Building Services	H Minnaar
Administration Officer	C Perrow BA (Ed) (Vista), BTech (Bus Admin) (NMMU)
Administration Assistant	C Kayser
Campus Supervisor – Missionvale Campus	E Mqgolozana Snr Teacher's Dip (Algoa College of Educ)
Chief Artisan: Carpentry	R Landsberg
Chief Artisan: Plumbing and Bricklaying	Vacant
Chief Artisan: Locksmith, Signage, Painting and Carpentry	W Vorster
Artisan Assistant	A Mantile
Artisan Assistant Electrical	E Windvogel
Artisan Assisant	S Mtakati

Protection Services

Director	D Huebsch NDip (Pol Adm) (TSA)
Senior Protection Services Officer	B Nobadula
Assistant Electronic Systems Officer	R T Gallant
Site Controllers	G Beer M Maqude
Electronic Security Systems Controller	T Zeelie

Traffic and Parking Services

Senior Traffic Officer	J de Lange

Support Services

Director (Acting)	N Brown ND (Mkg Mgt) (PET)
Secretary to Director	S Marwayi NDip (Off Mgt & Tech), BTech (Mgt) (NMMU)

Catering Cleaning and Commercial Services

Senior Manager	N Brown NDip (Mkg Mgt) (PET)
Administrative Assistant	K Botes
Meal Management System Aadministrator	Vacant
Service Controllers	P Cakwebe V Woli

Support Services Co-ordinators

South Campus

Support Services Co-ordinator	E Pillay

North Campus	
Support Services Co-ordinator	R Japtha NDip (Mgt), BTech (Mgt) (NMMU)
Missionvale Campus	
Support Services Co-ordinator	T Niemand NDip (Pers Mgt) (PET)
2nd Avenue Campus	
Support Services Co-ordinator	D Myataza
Meal Management System	Vacant
Events	
Manager	F Bada
Conference and Hospitality Coordinator	V Mtshake BA Media Communication and Culture (NMMU)
Postal Services	
Senior Manager	J M M Nothnagel
Supervisor Courier and Despatch	S Sigcu
Supervisor: Collections and Delivery	A Denakie
Supervisor: North Postal Hub	S Q Erasmus
Supervisor: Missionvale Postal Hub	M J Saunders
Despatch Officer: Mail and Faxes	X E Adams
Despatch Officer: Mail and Faxes	S A Leander
Despatch Officer: Courier	T Jegels
Despatch Officer: Courier	L van As
Mail Handlers	A Brown
	C Daniels
	N S Kosi
	B Kramer
	P Mdila
	E Plaatjie
Drivers	R Domingo
Safety, Health and Environment	
Senior Manager	Vacant
Health and Safety Officer	Vacant

Operations George Campus

Director: Operations	M Loubser BJuris (PU for CHE), LLM (Private Law) (Stell), PGD (Labour Law Prac) (NMMU)
Secretary	R Kuschke NDip (Occ Therapy) (UP)

FINANCE DIVISION

Executive Director: Finance	M R Monaghan BCom (UPE), BComHons (UNISA), Professional Accountant (SA)
Personal Assistant	D Harris ND (Bus Man) (Tech (Free State)
Management Accounting Department	
Director: Management Accounting (Acting)	N C Tsita Cert (Higher Educ Mgt) (Wits), BCom (WSU)

Financial Assistant: Management Accounting	SK Perrow NDip (Mgt) (NMMU)
Deputy Director: Budget & Financial Management Information	W C Leander BCom (UWC), BComHons (UNISA), Professional Accountant (SA)
Deputy Director: Faculty Accountant	I McLaren BComHons, HDE Postgrad (UPE), MBA (PET), PhD (NMMU)
Senior Manager: Salary Budget Analyst	L van Willing BCom (UNISA)
Deputy Director: Costing	N C Tsita Cert (Higher Educ Mgt) (Wits), BCom (WSU)

Operational Finance Department

Senior Director: Finance	J Wasserman NH Dip (Cost Acc) (PET), PA (SA)
Director	M Jogee-Jamal BComHons(UPE),CA(SA)
Personal Assistant	C E de Wet
Deputy Director	H Mouton BCom (UPE)
Senior Manager: VAT	S Hardiman BCom (UPE)
Accountant 3rd Stream Income	R van Onselen BComHons(UPE)
Accountant Accounts Payable and Systems Manager	F van der Merwe BCom (UPE)
Accountant SRMO	D van der Berg
Assistant Accountant Ad Hoc Payments	M Slabbert NDip (CMA) (PET)
	S Boniwe NDip (Int Audit), BTech (Log) (NMMU)
	N C Xotyeni BCom (UPE)
Assistant Accountant Accounts Payable	N V Mti NDip (IT), Cert (Bookkeeping to Trial Bal)
Senior Creditors Officer	D du Preez
Accounts Payable Officers	E Claasen
	T Heunis BTech (Management) (NMMU)
	Z Nordien
	S Roux
	M Wippenaar
Financial Officers: Creditor Reconciliations	F Bruce
	C Davids
	S Mhambi NDip(FIS)(PET)
Financial Officers: Ad-Hoc Payments	B Barnard
	Vacant
	S Mkumbeni
Financial Officer: GL Journals	M Gongxeka
Financial Officer: Business School	M Vuma
Financial Officers: Research and Projects	A Botha BA (UPE)
	R Kirby
	C B Mkuhlu NDip (CMA) (UJ)
Senior Bank Reconciliation Officer	A Chamberlain
Bank Reconciliation Officers	L Botha
	NE Matyholweni
	D Minnie
Senior Manager Payroll	A Ramji NDip (Fin Acc) (TSA), Adv Cert Tax (RAU)
Senior Salary Officers	D Hickman-Davis
	B Kapp
	S Teubes
Salary Officers	J Arthur
	C Moodaley
	S Netnou BCom, MA (Dev Stud) (NMMU)
	Vacant
Deputy Director: Procurement and Assets	J Jacobs Dip (Purch) (PMS)
Senior Assets Controller	H O Bezuidenhout (LCIBM)
Senior Controller Stores	Vacant

Accountant: Assets and Stores	S Cameron BCom (NMMU)
Manager Procurement	T Balakistnen (Comm Admin)
Senior Buyer	Vacant
	D Wasserfall NDip (Inv & Stores Mgt)
Buyers	J Bosch NDip (Text Des)
	M Bosch NDip (Exec Secr)
	B Booysen Dip (Logistics)
	C Jewnarain NDip (Ed)
	W Kleinbooi NDip (Logistics)
	Y Kock NDip (Logistics)
	A Muller NDip (Anal Chem), BTech (Log)
	R Somiah

Revenue Management

Director	K A Scholtz NDip (Cost Acc) (PET), PA (SA)
Deputy Director: Student Accounts	H van Eck
Deputy Director: Financial Aid	W Muller ND (Pub Admin), NHD (Pub Mgt) (PET), Cert (Adv Mgt) (US)
Manager: Debt Recovery	R van Wyk ND (Mgt) (NMMU)
Manager: Financial Aid	K Warneke BCom (Ind Psych & Bus Man) BComHons (Ind Psych)(NMMU) **)**, MCom (Ind Psych) *cum laude* (NMMU)
Head: Student Accounts	M van Wyk
Systems Administrator: Student Accounts	S van der Riet
Senior Financial Officers: Student Accounts	R Griffiths
	E Lambrechs ND (Home Econ) (Wits Tech)
	N Motoboli NDip (Com Adm) (PET), NDip (CMA) (NMMU)
Senior Financial Aid Officers; Financial Aid	Vacant
	S Madatt
Financial Officers: Student Accounts	R Agherdien NDip (Man Assistant) (PECE)
	M Bernardo
	G Groener
	V Gxoyiya-Maneli
	W Kritzinger
	M Mauritz BA, BAHons(Group Dynamics) (NMMU), PG Cert (Archival Studies) (UNISA)
	A van Huyssteen
	L Witbooi
Financial Officers: Debt Recovery	Y Hamilton
	M Kitching
Financial Officers: Financial Aid	R Arends ND HRM (Varsity College)
	A Booysen
	J Botha ND Exec Secr (PET)
	B Tshamlambo NDip HRM, BTech (Mgt) (NMMU)
	Y Beta BCom (Vista)
	K Hendricks
	N Gayiya ND Com Admin (NMMU)
	Y Ferreira ND (Mgt), BTech (Mgt) (NMMU)
	S Douw PTD (Dower College), CJFI (UJ)
Financial Officers: Accounts Receivable	A Hendricks
	C Ball
	D Croucamp BCom (NMMU)
Cashier Supervisor	J Cain NDip (Mgt), BTech (Mgt) (NMMU)
Cashiers	Vacant
	Vacant
	L Shauza NDip (HR) (NMMU)

	L Sishuba NDip (Mgt) (NMMU) M Bouw S Ajam NC Banking (Bankseta)

GEORGE CAMPUS

Campus Principal	Prof Q Johnson B.Sc, HDE (UCT), BScHons, MSc., PhD (UWC), TGMP (Harvard)
Personal Assistant	L Muller
Director: Operations	M Loubser BJuris (PU for CHE), LLM (Private Law) (Stell), PGD (Labour Law Prac) (NMMU)
Secretary	R Kuschke NDip (Occ Therapy) (UP)
Senior Manager: Academic Administration	D F Alexander NDip (PA), NH Dip (PMA) (PET), MPA (UPE)
Co-ordinators: Academic Administration	Vacant
	E Labuschagne NDip (Com Admin) (TechPTA)
Admissions Officer	N du Plessis
Examinations Officer	D E Scholtz BAEd (UPE)
Manager: Communication Stakeholder Liaison	A M van Tonder Adv Cert (Proj Mgt) (UP), BA (Lang) (UFS), BA Hons (Mkt Com) (UNISA), MPhil (Com Man) (UP), ABMP (RAU)
Marketing & Communication Practitioner	P B Botha NDip (Journ) (NMMU)
Deputy Director: Higher Education Access and Development Services	Vacant
Sport Manager	H Loubser BA (Phys Ed) (US), BA Hons (Group Dynamics) (NMMU)
Senior Manager: Student Affairs	S Ramoshaba BA, BAHons (Geography), HED (UniN), Dip (CRMJFA) (RAU), ND (Law), BA Hons Public Gov and Mgt, MA Public Gov and Mgt (UJ)
Residence Manager: Student Housing	K Mvango BA, BAHons (Psych), MA (HIV and Aids Mgt) (US)
Off Campus Administration: Student Housing *Student Governance and Development*	M Setebe BEd, PGD (Disaster Mgt) (UFS) A Masebeni ND Mkt (NMMU) N Nombembe ND Mkt (Border Tech)
Administrative Assistant	I Joshua
Campus Accountant	S K Swigelaar BTech (CMA)
Senior Administrative Officer: Finance	N Mpange
Logistics & Reprographic Controller Co-ordinator	V Meyer
Technical and Protection Services	C Booysen
Senior Manager: ICT Services	R Khamazi
ICT Services: IT Systems Engineer	T Blane NDip (Inf)
Receptionist/Cashier	W Venter NDip (Tourism Mgt) (CPUT), BTech (Tourism Mgt) (NMMU)
Maintenance Officer: Buildings	M O'Neill
Maintenance Artisan Maintenance Services	S Tyeshani
Artisan: Maintenance	J Kerspey
Artisan: Maintenance	M Viti
Senior Campus Control Officer	R van Zyl
Clinic Sister *HIV Counsellor*	M Kock Dip (Comm Nursing) (Savley Dalley College), Adv Dip (Comm Nursing) (Potch Uni)

	A Piet BA, BAHons (Psych) (NMMU)

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	A van der Merwe BA (UOFS)
Senior Researcher	Vacant

HUMAN RESOURCES

Executive Director: Human Resources	N Bam BSocSc (Economics, Public Admin) (UCT), PGDip (Employment Law, Social Security) (UFH), MBL (UNISA)
Personal Assistant	Vacant
Senior Director : Organisational Development	Vacant
Organisational Development Consultant	A Ndung'u BAHons, MCom (LR & HR), LLM (Labour Law) (NMMU)
OD Project Manager	A Retief BAHons (Rhodes)
Director: Employee Relations	S Hlohlolo BA Hons (IR) (UDW)
Employee Relations Specialist	E Khomo MA (Dev Studies) (NMMU), Dip (Labour Law) (GIMT)
Deputy Director: HR Development and Organisational Development	L S T Doria MA (NMMU), BAHons (NMMU), BAdmin (UNISA), NHDip (Prod Mgt), NDip (Org & Work Study), RPP, MIPM
Employee Relations and HR Co-ordinator	T Peerbhai
HRD Co-ordinator	L Redcliffe BTech (HRM) (NMMU)
HRCM Co-ordinators	T Pyne
	N A Somana BTech (HRM) (NMMU)
HR Admin Assistant	A Chase
HR Equity Manager	V J Madwayi NDip (HRM), BTech (HRM) (PET)
Deputy Director: HR Specialised Services	J Strydom NH Dip (Pers Mgt) (PET), RPP
HR Consultants	F Grimsel NDip (HR), BTech (HR) (NMMU)
	N Nokwe
	S A Seale Dip (Pers Mg) (IPM)
	N Tsotsobe NDip (Pers Mg), BTech (Bus Admin)
Deputy Director: HR Strategic Projects and HRMIS	I Tserpelis BA (UPE), BA Hons (UNISA)
Senior Business Analyst: HRMIS	G L Steenberg BSc (Comp Sc & Stats) (Vista), BTech (IT) (NMMU)
HRMIS Analyst and Web Administrator	B McGuire
HRMIS Administration Supervisor	B Nell
HR Administrators	R Bruintjies BA, BAHons (Soc) (UPE)
	S Kameni NDip (Pub Mgt), BTech (Pub Mgt) (NMMU)
	L Kondile BA (NMMU)
Filing Assistant	G Ndoni
Leave Consultant	J Hattle
Leave Administrator	E Vosloo NDip (HRM), BTech (HRM) (NMMU)

Director: Remuneration and Budgets and HR Operations	B Sampson GRP BA (Psych) (NMMU), PG Dip (Financial Planning) (NMMU)
Remuneration and Budget Administrator	U Leeson BTech (HR), GRP

LIBRARY AND INFORMATION SERVICES

Director	R Pearce LDLS(SAILIS), Cert.Customer Serv. Excellence, BBibl, HonsBibl, M Info Sc (UNISA)
Secretary	N Lindoor NDip (Secretarial: Office Administration) (PENTECH)
Financial Officer	Z Ajam NDip (PET)
South Campus	
Deputy Director: Bibliographic Services	N Bell, BTech (LIS) (UNISA), HONS BINF (UNISA), PGDip (Arch) (UNISA)
Senior Librarian: ERM	E Crous BA (US)
Senior Librarian: Cataloguing	P Nongxa-Tokoyi BTech (LIS) (UNISA)
Librarians: Cataloguing	P Mlumbi BBibl (LIS) (UWC)
	P Sekhabi NDip (LIS) (TUT)
	B Sithetho NDip (LIS) (CPUT)
	P Tube BTech (LIS), BAHons INF (UNISA)
Librarian: Pre-Cataloguing	V Bussy BA (Translation) (RU), Communications (PET)
Librarians: ERM	M Bubb NDip (Info Science) (UNISA) P Mhlomeli BTech (LIS) (UNISA)
Senior Librarian: Acquisitions	A Human, BA (UPE), BBibl Hons (UNISA), STD (UPE), HDL (UP)
Librarian: Monograph Acquisitions	R Abrahams NDip (Admin Mgt: Finance) (UNISA)
Assistant Librarian: Orders Monographs	S Share
Assistant Librarian: Serials Orders	K van der Westhuizen
Library Assistant: Receipts Serials	Vacant
Library Assistant: Receipts Monographs	N K Penny
Library Attendants: Processing	L Matabeni BBbl (UFH)
	N G Mlambo
Deputy Director: Circulation Services	Z N Makrwede Primary Teacher's Cert, Dip (Sec Educ), BA (Ed), PG Dip (Library Studies) (UNITRA), M (LIS) (Natal)
Senior Librarian: Circulation	M M du Plessis NDip (LIS), BTech LIS (PET)
Librarian: ILL	L C Ngabase NDip (LIS) (PET), Programme in Business Management (UNISA)
Assistant Librarian: ILL	Z Bob BAHons (UPE)
Library Assistant: IBL	J V Buchner
Librarian: Customer Services	B B B Ntsiko Cert (Ess of Strat Mgt) (RU), NDip (LIS) (PET), MA (Dev Studies) (NMMU)
Library Assistants: Circulation	P Kuse NDip (HR) (NMMU)
	X G Mafana
	S Nyaningwe NDip (Educ), BEdHons (UPE), MEd (NMMU), B Info (UNISA)
	T M Solundwana
Library Assistants: After hours	F Hendricks
	L Mlumbi
	R Peters

	E Plaatjies
	W Scheepers
Library Assistant: Photocopier, Cash Officer	X Martin NDip (HR) (NMMU)
Library Assistants: Multimedia	V Khumalo
Co-ordinator: Shelving	M Coates BA Psych (NMMU), BAHons (English) (NMMU), Programme in Archival Studies (UNISA)
Shelver/Messenger	P C Malahle
Shelvers	S Magopeni
	C Marais
	M Ntantiso
Deputy Director: Information & Training	Vacant
Senior Librarian: Science	D Gerber NDip (LIS), BTech (LIS) (PET), HON INF (UNISA)
Senior Librarian: Training & Faculty Librarian: Education	M Ward BBibl Hons (UFH), MA (Rostov State Univ, Russia)
Faculty Librarian: Arts	J Esau BTech (LIS) (PET)
Faculty Librarian: Business & Economic Sciences	G V Mhlontlo BTech (LIS) (PET)
Faculty Librarian: Health Sciences and Music	M J Clare HPTD (GTC), NDip (LIS), BTech (Lib & Inf Prac) (PET), BA (UPE)
Faculty Librarian: Law	D Prinsloo BA (RU), HDLS (UNISA), MA (NMMU)
Librarian: Training	H van der Sandt BBibl (US)
Information Librarian	Vacant
Assistant Librarian Information Services	I J Samuels
Library Assistants: After hours	T Hermanus
	Vacant
Deputy Director: Library Information Systems and Digital Applications	E Burger NH Dip (Tech PSE) (PET), BAHons (UPE), HDLS (UOFS)
Senior Librarian: Systems	M D Minnaar BA (UCT), HDL (Natal)
Web Administrator	B Ngxila NDip (IT) (SD) (NMMU)
Business School	
Librarian: Business School	P Nyokwana NDip (LIS) (NMMU)
Second Avenue Campus	
Branch Librarian	D Dos Santos BBibl (UFH), PDIM (UJ), MDP (NMMU Business School), MPhil (Conflict Transformation and Management) (NMMU)
Senior Librarian: Circulation	C C Mlahleki BTech (LIS), BTech (Quality) (PET)
Information Librarian	N Bavuma NDip (LIS) (PET), Cert (Archiv Studies) (UNISA)
Library Assistants: Circulation	S N Faku
	D Liebenberg Silwood Kitchen Cordon Bleu Grande Diploma
	H Spamer Educ Dip (BOK)
Library Assistant: After hours	Z Nombande
George Campus	
Branch Librarian	N Mtshizana BBibl (Hons) (UWC), Cert: Train the

	trainer (CPUT), Cert: Next Generation Library & Information Professional (UP)
Librarian	L Magoso BBibl (Hons) (UKZN)
Assistant Librarian	M Luyenge B (LIS) (WSU)
North Campus	
Branch Librarian	J J Havemann Dip (Prim Teaching) (DTC)
Faculty Librarian: Engineering, the Built Environment & Information Technology	Ms F Nombande BA (UPE), HON INF (UNISA)
Information Librarian	Vacant
Library Assistants: Circulation	A J W Matroos
	B Poswayo
	R van Niekerk
Library Assistant: Multimedia	S Kolver
Shelver	Vacant
Missionvale Campus	
Branch Librarian	L Reid NDip (IT), PGDip (Arch) (UNISA) (UFH)
Faculty Librarian: Extended Programmes	M Breda NDip, BTech (PET), BAHons (UNISA)
Librarian: Information	K P Ngcuka NDip (LIS) (PET)
Library Assistants: Circulation	F Bruce NDip Management (NMMU)
	A Kriga
	E B Reid
Shelver	M Ndabeni
Library Assistants: After hours	Vacant
	S Grootboom BAdmin (HR) (NMMU)
	N Keseni BAdmin (NMMU)
	S Ngqezana Cert Marketing Management (PE College)

MISSIONVALE CAMPUS

Campus Director	Dr P Ntshongwana Dip (Trans Justice) (UCT), MA (Int Rel) (Commonwealth Univ, UK), MSc (Intl Dev) (Bath Univ, UK), DPhil (Social Policy) (Oxford Univ, UK)
Personal Assistant	G E Slabbert NDip (Mgt)
Manager: Operations Missionvale Campus	S Hoyi BA (Vista), NDip (HRM) (PET), BA Hons (NMMU)
Manager: Marketing and Communication Liaison	K Manzini BSocSci (UCT)
Information/Receptionist	B Christians
Campus Driver	G Mlonzi

OFFICE FOR INTERNATIONAL EDUCATION

Senior Director	N J Jooste BA (UP), BA Hons (UFH), MA (RAU), PhD (UFS)
Deputy Director: International Student Administration	T Moodien BTech (Bus Adm) (PET), MBA (NMMU)
Manager: Internationalisation at Home and Research	S Heleta BA (SJU), MPhil, DPhil (NMMU)
Manager: International Student Finance	B Sanderson
Manager: International Partnerships	Vacant
Study Abroad Co-ordinator (Europe and other	J Mentor BTech (Travel and Tourism Mgt)

countries)	(NMMU)
Study Abroad Co-ordinator (USA)	M Ndwayana BTech (PRM) (NMMU)
Public Relations, Events and International Visitors Co-ordinator	J Wagenaar BTech (PRM) (NMMU)
International Student Administrator	M Connelly
Postgraduate International Student Administrator	N September
Information Centre Co-ordinator	Vacant
International Student Accounts Finance Officer	J Bezuidenhout BTech (CMA) (NMMU)
International Student Accounts Finance Officer	A Koeberg BCom (Acc) (NMMU)
International Student Administrator	A Tele NDip (Off Mgt & Tech), BTech (HRM)
Data Capturer	M Sakata
Marketing and External Communications Co-ordinator	A Swanepoel NDip (PRM) (PET), Assoc in Mgt Progr (UCT GSB)
Short Programme Co-ordinator	C Dullisear BA (MCC) (NMMU)
Outgoing Study Abroad Co-ordinator and Assistant Short Programme Co-ordinator	J van Rensburg BCom (Acc) (NMMU)
English Programme Co-ordinator	K Smith BA Hons (Hull), PG Cert (Manchester Met)
Digital Media Co-ordinator	C Allen NDip (Graphic Design) (PET)

REGISTRAR'S DIVISION

Academic Administration

Director: Academic Administration	T T Kungune Cert in Ed (UZ), Cert (Mgt Prac), Cert (HR & IR) (RU), NCert (Mkg), Proj Mgt (PET), Cert (HE Mgt) (Wits)
Secretary	J C Olivier

Admissions Section

Senior Manager: Admissions	Z Mbuli BA (UNISA)
Manager: Undergraduate Admissions	M Calitz BA, BAHons (UPE)
Manager : Postgraduate Admissions	J Kakembo NDip (Com Admin), MA (Dev Stud) (NMMU)
Senior Admissions Officers	J Messiah NDip (Off Mgt and Tech) (PET)
	V Njamela BA, BA Hons (UPE)
Admissions Officers: Undergraduate	Vacant
	N Dara BA (UPE)
	N Draai BA (Admin) (UPE)
	E du Preez BA (Psych) (NMMU)
	SG Mabulu BTech (Pub Admin) (PET)
	NP Mwanda
	F Ncube BA (NMMU)
	Z Ramncwana JPTD (Algoa College)
	M N Sipamla BA (UPE), BAHons (NMMU)
	V Whitebooi NDip Management (NMMU)
Admissions Officer: Postgraduate	H Mzingelwa NDip (HR) BTech(HR) (NMMU)
Assistant Admissions Officers	S Mejanie
	F Qangule NDip Commercial Admin(PET), BAHons (Group Dynamics) (NMMU)
	N Sihlobo

	Y Koom
	T Majola
Examinations and Graduation Section	
Deputy Director	C L van Heerden NDip (Bus Comp), BTech (Bus Adm) (PET), MBA (NMMU)
Manager: Examinations	H du Toit BA (RAU)
Senior Examinations Officer	N Fumba Dip (Bus Man) (UFH), NDip (Com Adm) (PET)
Postgraduate Examinations Officer	W Mohamed NDip (HRM), BTech (HRM) (NMMU)
Examinations Officers	J Bosman
	J R de Lange
	M W Hendricks
	M Kemp
	N Maneli NCert (Off Mgt) (PET)
	M Mlisana NDip (FIS) (WSU)
	V Mjuza NDip (CMA) (NMMU)
	J Roth BA(NMMU) BAHons (NMMU) MA (NMMU)
	C Scholtz NCert (Secr) (PET), Dip (Mgt) (NMMU)
	A Tessner
	M S Tukela BCom (Law) (NMMU)
Faculty Administration and Timetabling Section	
Deputy Director	H Erasmus BA (UPE)
Faculty of Arts	
Senior Manager: Faculty Administration	N J Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)
South Campus	
Manager: Faculty Administration	D Nzioki BA (UPE), BAHons (NMMU)
Faculty Administrators	N Azem NDip (Off Mgt & Tech), BTech (Mgt), NDip (HRM) (NMMU)
	N Bobi NDip (Marketing) (NMMU)
	N Mngonyama NDip (Pub Man & Admin), BA Hons (NMMU)
	N Nzuzo BSocSc (UCT), MPA (NMMU)
Faculty of Business and Economic Sciences	
Senior Manager: Faculty Administration	Z Slabber BA, BAHons (UPE)
2nd Avenue Campus	
Manager: Faculty Administration	A Smith BCom (NMMU)
Faculty Administrators	X Sipoyo ND: Tourism Management (CPUT)
	M Mazinyo BA (UPE), BAHons (NMMU)
	F Ngubo NDip (Com Adm) (PET)
South Campus	
Manager: Faculty Administration	Vacant
	N Bulembu BCom (Vista)
	M Klaas NDip (Office Management and Technology) (NMMU)
	S Maswana NDip (Com Adm) (PET), NDip (CMA) (NMMU) BAHons (NMMU)

	J van Zyl
Missionvale Campus	
Faculty Administrator	D Gert
Faculty of Education	
Senior Manager: Faculty Administration	R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)
South Campus	
Manager: Faculty Administration	R Salie NDip (Mgt) (NMMU)
Faculty Administrator	J Hay
Missionvale Campus	
Faculty Administrator	D Gert
Faculty of Engineering, the Built Environment and Information Technology	
Senior Manager: Faculty Administration	R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)
North Campus	
Manager: Faculty Administration	J Dorothy NDip (HRM) (PET)
Faculty Administrators	J Ah Tow BCom (NMMU), BCom Hons (Business Management) (NMMU)
	H Boshoff BEd (FP) *cum laude* (NMMU)
	V T Mbola NDip (Mgt) (NMMU)
Faculty of Health Sciences	
Senior Manager: Faculty Administration	N J Kato NDip (Com Adm), BTech (Com Adm) (PET), BTech (HRM) (NMMU)
South Campus	
Manager: Faculty Administration	N Isaacs NDip (HRM) (PET)
Faculty Administrators	M Afrikaner NDip (Com Adm) (PET), BTech (Mgt) (NMMU)
	V Heunis NDip (Office Mgt & Tech) (PET)
	H Levack NDip (Office Mgt & Tech) (NMMU)
Missionvale Campus	
Faculty Administrator	D Gert
Faculty of Law	
Senior Manager: Faculty Administration	Z Slabber BA, BAHons (UPE)
South Campus	
Manager: Faculty Administration	N Terblanche NDip (Bus Comp) (PET)
Faculty Administrator	D Billie NDip (Com Adm) (PET)
Faculty of Science	
Senior Manager: Faculty Administration	R Jappie NDip (Bus Comp) (PET), BTech (Mgt), BAHons (Group Dynamics) (NMMU)
South Campus	
Manager: Faculty Administration	L Roodt BCom (NMMU)
Faculty Administrators	F Claassen
	Y Tembo

Central Timetabling Office

Manager	R Booysen NDip (Com Adm), BTech (Post-School Edu) (PET)
Senior Timetable Administrator	Vacant
Timetable Administrators	P S Hobana
	Vacant
	M C Mkondwana NDip (Com Adm) (PET)

Student Systems and Records Section

Deputy Director	J Harris
Senior Manager: Student Systems	V Robberts
Student System Administrators	M Muller NDip (Off Mng & Tech), BAHons (NMMU)
	M Naidoo NDip (Off Mng & Tech) *cum laude* (NMMU)
Manager: Student Records	S September NDip (Mgt), BTech (Mgt) (NMMU)
Student Records Officers	S Maneli BCom (UNISA)
	N Seedat BCom (UPE)
Senior Student Information Officer	B Brikkels
Student Information Officers	M Abrahams
	K Dikeni
	L Kuscus ND Ceramic Design, BTech Ceramic Design (NMMU)

Academic Administration: George Campus

Senior Manager: Academic Administration	D F Alexander NDip (PA), NH Dip (PMA) (PET), MPA (UPE)
Co-ordinators: Academic Administration	Vacant
	E Labuschagne NDip (Com Admin) (TechPTA)
Admissions Officer	N du Plessis
Examinations Officer	D E Scholtz BAEd (UPE)
	Vacant

Governance Administration

Deputy Director	T-L Viviers BA, BAHons(UPE)
Administrative Coordinator	R du Preez NDip (Management) (NMMU)
Committee Secretariat Services	
Manager	C Lategan BCom (UWC), BComHons(UNISA)
Committee Officers	S Bulose NDip Lang Prac (DUT)
	C Browne NCert (Off Mgt & Tech)(NMMU)
	Z Febana NDip Mkt (NMMU)
	S Patel NDip (PR Man) (UNISA)
	U Spies NDip (Com Adm) (PET)

Records and Information Administration Section

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

Legal Services

Director	D Newton
Secretary	Vacant
Contracts Administrator	C P Seaman
Contracts Lawyer (Research)	M Leitch LLB(NMMU)
Student Disciplinary Hearings Officer	L Kapp NHSC (Private Secretary)(CATE), Paralegal Diploma(INTEC)
Legal Advisor	Vacant
Copyright Officer	Vacant

STRATEGIC RESOURCES MOBILISATION OFFICE

Senior Director: Strategic Resource Mobilisation	D Webb DLitt et. Phil
Director: Bursaries and Scholarships	Vacant
Director: Capital Resource Mobilisation and Special Projects	Vacant
Manager: Bursaries and Scholarships	B Yaya BA (PRM), Dip (Mkt and Bus Mgt)
Project Coodinator:	Vacant
New Business Coodinator:	S Gerber BComHons (Bus Mgt)
Professional Services Officer	Vacant
Office Coordinator	J Bezuidenhout BTech (Mgt)(NMMU)

STUDENT AFFAIRS

DEAN OF STUDENTS

Dean of Students	LP Jack NDip (PMA) (EC Technikon), BTech (PM) (PET), BA Phil (US), MCom (Leadership Studies) (UKZN)
Personal Assistant	Ms S Sam BA Psychology (NMMU)

Campus Health Services

Deputy Director	AA Hawkins BCur Hons – Adv PHC (UPE), Dip Gen Nurs. Midwifery, H Dip CHN, RGN, RM, RCHN, RADV, RNE PHC Cert. Occ Health Nursing, Higher Cert Management (FPD), Dipl. Nurse Education
North Campus	
Primary Health Care Nurses	N Ngwekazi Dip Gen Nurs, Mid, CHN (Lilitha Nursing College), RGN, RM, RCHN
	W D Padayachee Dip Gen Nurs, Mid, CHN and Psych (Sarleh Dollie CPT); RGN, RM, RCHN, RPN. Cert in Occ Health and Audiometry
Occupational Health Practitioners(North)	K Magielies BCur (UPE), RGN, RM, RCHN, RPN Cert Occ Health Nursing, Cert. in Audiometry and Spirometry, Accredited in Audiometry and Spirometry
	V B Benjamin BCur Hon (NMMU),MCur (NMMU), Dip.GN, Midwifery, Psych. RGN, RM, RPN. Cert Occ Health,SAMTRAC (NOSA), and Master Degree Program (KI)
Health Secretary	N Pangwa BAA, Office Mgt and Tech (UNISA)
HIV Counsellor (North)	G Smith BPsych (NMMU)

Second Avenue	
Primary Health Care Nurses	C Heera Dip Gen Nursing, Midwifery, DCH, DPN, RGN, RM,RCHN, B Cur Hons PHC, H Cert in Mgt, Cert in Occ Health, Cert in Audiometry
Health Secretary	NS Mafanya NDIp (Off Mgt & Tech), BAA, BTech (Mgt) NMMU
South Campus	
Primary Health Care Nurses	LL Dalton BCur (UPE), RGN, RPN, RM, RCHN, Cert. Occ Health Nursing, MA Health and Welfare (NMMU), Higher Cert Management (FPD), DNE(NMMU)
	M Mbangi BCur (UPE), RGN, RM, RCHN, RPN
Health Secretary (South)	PF Van Neel Post Basic Pharmacist Assistant (NMMU), Secretarial Diploma, Public Management (UNISA)
HIV Counsellor	S Jeneker BA (Community and Health Psychology), BAHons (Social Behaviour Studies in HIV/AIDS) (UNISA) Registered at CCSA
Missionvale Campus	
Primary Health Care Nurse	S Le Roux RGN, RCHN, RM, Post Grad Dipl HIV Management (US)
HIV Counsellor (Missionvale)	N Williams BPsychHons (NMMU), HCert (Mgt) (FPD)
George Campus	
Primary Health Care Nurse	MS Kock RGN, RM, RCHN, Dip CHN & Adm, RNA
HIV Counsellor (George)	A Piet BPsychHons(NMMU)

Disability Unit

Head of Department	Vacant
Manager	R Sauls BAHons (Ind Rel) (UPE), BTech (Bus Admin) (PET)
Administrative Assistant	T Van Aardt BA (Psych) (NMMU)
Co-ordinator	Vacant
Information Access Officer	E Broekhuizen Dip Education (PTA College of Education), BA (Vista)
Driver: Specialised Vehicle	Vacant

Madibaz Sport

Director	Y Lumka BA (HMS) (Rhodes), BA(Sport Science) Hons (UP)
Deputy Directors	P B Boukes BA Ed (PhysEd), BAHons (Phys Ed) (UPE)
	R Osman NDip (Sport Adm & Mkg) (PET), BTech (Mkg) (NMMU)
	S A Thomas DE (Dower TC), HDE (Bellville TC), BA (Phys Ed) (UWC), BAHons (HMS) (UPE), BAHons (Group Dyn) (NMMU)
Sports Managers	M Awu FIFA/CIES/NMMU Cert (Sport Mng) (NMMU), NDip (Sport Mgt) (NMMU)

	C J Bothma HED (S Prim) NKP (Normaal Kollege)
	C Gie NDip (Sport Adm and Mkg) (PET)
	M L Goosen BA (HMS), BAHons (HMS) (Sport Science) (UPE)
	T le Roux
	Z Mdodana BTech (Sport Mgt) (NMMU)
	B Petersen NDip (Sport Adm & Mkg), NDP (Phys Ed) (Dower College), BA (HR), BAHons (Group Dyn) (NMMU)
	S Sibande BTech (Sport Mgt), BTech (Mkg)
	M Tommy FIFA/CIES/NMMU Cert (Sport Mng) (NMMU), DE, HDE (Dower TC)
Facilities Consultant	K Williamson BA (Psych) (NMMU)
Events Co-ordinator	T Hufkie NDip (Sport Mgt) (NMMU)
Facilities Co-ordinator	N Barnard NDip (Joinery and Shop fitting) (Olifantsfontein)
Financial Administrator & PA to Director	C Button
Front Line Office Administrator	S Noorshib NDip (IT) (Oval Intl Comp Educ)

Student Housing

Director: Housing, Living & Learning Programmes	M Ncapayi BA, BAHons (UFH), BAHons (UPE), MA (LR & HR) (NMMU)
Secretary	M Maliti Dip (Secr Comp) (Damelin Mgt College)
Financial Administration Assistant	S Solomon
Senior Manager: Living & Learning Support Services	R Minne BA, HDE (Post Grad), BEdHons, MA (Group Dyn) (UPE)
Senior Manager: Residence Operations	K Bada Dip (Snr Teacher) (Cape College of Educ), BA (UNISA), BTech (Educ Mgt) (PET)
Senior Manager: Off-campus and Vacation Accommodation	S Nhlangwini NCert (Journ) (PET), Cert (Basic German) (Univ Essen), BA (UFH), BAHons (Group Dyn) (NMMU)
Student Life Officer	B A Willemse Cert (Bus Mgt) (NMMU)
Acting Manager: Admissions, Records & Customer Relations	V Nomgqokwana NDip(HRM)(NMMU)

Residence Managers

Melodi	W Reeves
Veritas	N Zako B Admin (NMMU)
Unitas	M Goromondo Cert (Pub Rel) (Damelin Bus School), Dip (Practical English) (Cambridge TUT College), Dip (Education) (Unitra)
Xanadu	Vacant
Sanlam Student Village Ikamva	X Xaluva BA (Pub Adm) (UPE)
Sanlam Student Village Indwe	B L Cain BA (Psych) (UPE)
Oceana	C Ntseoane
Lebombo Residence Manager	L Beckett NDip (Off Mgt & Tech), BAHons (Group Dyn) (NMMU)
Letaba Residence	V Mentile–Gozongo Dip(JPTD), BTech (Edu Mgt)
Protea Residence	T Rubusana NDip(HRM)
George Campus	K Mvango Hons(Pysc) PGDip(HIV& Management)

	M Setebe HDE (Wits)
General Maintenance Practitioners	L de Klerk
	V Foley
	P Mbengo
	M Zomba

Student Governance and Development

Deputy Director	Vacant
Secretary	Vacant
South Campus	
Manager: Student Life & Events	K Snyman BA Ed (Vista) BA Ed Hons, BAHons (Corporate Communication) (NMMU)
Senior Manager: Leadership, Training and Development	K M Elliott BA, HDE, FDE (UPE), MA (NMMU)
Manager: Leadership, Training & Development	D J S Potgieter NDip (HRM), BTech (HRD) (UNISA), MTech (HRM) (NMMU)
Station Manager: Madibaz Radio	S Makapela BTech (Journ) (NMMU)
Student Governance Officers	M Matyila BAHons (Socio), ND (Sales and Mkg) (NMMU)
Societies Officers	S Heynes-Prinsloo NDip (PRM), BTech (PRM) (NMMU)
	Q Dyantyi BTech (Pub Mgt) (NMMU)
North Campus	
Societies Officer	T Makolota Dip (Prim Ed) (Lyceum College), NDip (HRM), BTech (HRM) (NMMU)
Student Life and Events Officer	S Mpepo NDip (PRM) (NMMU)
Missionvale Campus	
Society Officer	Y Lusasa B (HMS) (NMMU), BAHons (NMMU)
Driver Training Facilitator	P Moss BTech (Business Management)
Second Avenue Campus	
Societies Officer	S Mdlungu NDip (PRM) (NMMU)

REGISTERED ENGAGEMENT ENTITIES

INSTITUTES

ENTSA

eNtsa Director Prof DG Hattingh
MDip Tech (Mech Eng) (PET), PhD (Plymouth), Pr Tech (Eng), MSAIMechE

uYilo Director Mr Hiten Parmar MTech (Elec Eng) (NMMU), PDBA (NMMU) SAIEE

Housed
Nelson Mandela University, North campus, MTL – Building (Building 261), M-Block, M038

Vision
Engineering innovative solutions for a sustainable future

Slogan
Innovation through engineering

Values
Team work
Integrity
Innovation
Excellence

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.

SOUTH AFRICAN INTERNATIONAL MARITIME INSTITUTE (SAIMI)

CEO Dr Malek Pourzanjani
CEng, FIMar Est, FNI, BScHons, PhD

Objectives and functions
- Co-ordinate , promote and support the education, skills and research needs of the maritime sector
- Increase the quality of teaching, learning and research in the maritime sector.
- Support professional development in the maritime sector. Facilitate international and African continental co-operation
- Broaden the range of education options to meet industry needs.

SAIMI broadly focuses on meeting the identified needs of the maritime sector for:

- Co-ordination of programmes, projects and research
- Promoting co-operation and collaboration amongst industry, educational institutions and other role-players in the sector
- Ensuring educational gaps are filled
- Promoting articulation between levels of qualifications and institutions

Operation Phakisa Skills Initiative Working Groups

Marine Protection Services & Governance – Prof Patrick Vrancken (Nelson Mandela University)
Maritime Manufacturing - Ms Vanessa Davidson (MIASA)
Maritime Transport – Prof Ed Snyders (CPUT)
Oil & Gas Exploration – Prof Moctar Doucoure (Nelson Mandela University)
Agriculture – Dr Nial Vine (University of Fort Hare)

CENTRES

ADVANCED MECHATRONIC TECHNOLOGY CENTRE (AMTC)

Manager Mr K du Preez
M Dip Tech Mech Eng (PET), TMSAI Mech E, MSAI Mech E, MSAIRAC

Objectives and functions
To develop technologically competent persons who are able to:

- Expand the boundaries of technology by means of technology analysis and innovation.
- Operate independently or with limited supervision in a technology environment.
- Contribute to society, both within the community and the economy.
- Engage in research and development.

Supporting Objectives

- Provide resources that assist learners to acquire the intellectual and functional skills needed for technological tasks.
- Provide a mechanism for HR development through further education and recognition of learning.
- Develop entrepreneurial skills so that the learner can engage in meaningful and rewarding business activities.
- Assist SMME's to implement and manage Learnerships.

CENTRE FOR COMMUNITY SCHOOL (CCS)

Director Dr Bruce Damons STD (UWC), ACE School Leadership, BEdHons, MEd(NMMU), PhD (NMMU)

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 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 and Engagement

Objectives
- Promoting an intellectual project that focuses on democracy, citizenship and social justice as central to Post School Education (PSE) in South Africa;
- Defining, developing and implementing a research agenda that supports PSE in South Africa;
- Establishing programmes and projects that support PSE in South Africa;
- Collaborating with educational groups, institutions and agencies in order to develop and strengthen PSE;
- Building research capacity that advances the PSE system in South Africa;
- Producing academic and scholarly work in PSE in a manner that promotes social justice and the public good;
- Serve as a regional and national resource centre that focuses on research-informed, evidence-based strategies to enhance the strategic, policy and educational impact of the PSE sector.
- Provide research opportunities for postgraduate students and scholars in respect of PSE.

- Provide strategic direction and central administrative support for the various University initiatives within the PSE sector.

CENTRE FOR LAW IN ACTION (CLA)

Director Prof HJ van As
BJuris (UNISA), LLB (Vista), LLD (Stell), NDip Pol (SA)

Mission
CLA engages with all sectors of civil society that serve community needs and contributes to sustainable development through capacity building, skills development, the rendering of institutional support and the establishment of best practices and benchmarks. Since 2015 its focus includes sea fisheries and related crimes.

Housed
The Centre is housed in the Faculty of Law with offices at the Missionvale and Bird Street campuses, Faculty of Law Services Building in Cuyler Street.

Objectives and functions
Primary aim:

The primary aim of CLA is to improve the levels of service delivery by the different spheres of government through the effective implementation of existing legislation and to increase access to justice for the less fortunate sections of society 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 implement and enforce legislation to effectively manage public problems and issues.
- Assisting communities to improve their quality of life through creating access to legal resources.
- 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.
- Improvement of local government, by increasing the effectiveness of councillors and officials.
- Making the results of technical reports available for the benefit of communities and society at large and engaging appropriate government departments, NGO's and CBO's.

CLA operates as a number of structures that seek to fulfil various targets within its directive. The main structures are the recently established Fisheries Law Enforcement Academy (FishFORCE), the Refugee Rights Centre (RRC) and the Unit for Development (UD)

Fisheries Law Enforcement Academy (FishFORCE)

Project Manager*:* Prof HJ van As
BJuris (Unisa), LLB (Vista), LLD (Stell), NDip Pol (SA)

Housed
The FishFORCE is housed at the Bird Street Campus, Faculty of Law Services Building in Cuyler Street
An agreement was signed between the Nelson Mandela University and the Norwegian Ministry of Foreign Affairs in terms of which an Academy for the training of officials who are involved in the fight against fisheries crime will be established.

The project will be approached in three phases namely:
1) Phase 1, where the baseline in terms of fisheries law enforcement and prosecutions will be established and pilot training will be undertaken
2) In phase 2 a regional training centre will be established for Sub-Saharan Africa and coordination will be undertaken with strategic partners to facilitate cross-border and inter-agency law enforcement of fisheries crime

3) Phase III will involve the adjustment and improvement of the geographical spread to countries in South-East Asia.

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 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 xervices available to refugees, asylum seekers and migrants.

Unit for Development (UD)

Head: Prof HJ van As
BJuris (UNISA), LLB (Vista), LLD (Stell), NDip Pol (SA)

Housed
The Unit is housed at the Bird Street Campus, Faculty of Law Services Building in Cuyler Street.

Objectives and functions
- 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 implement and enforce legislation to effectively manage public problems and issues.
- Development and registration of short learning programmes.
- Marketing and presentation of short learning programmes.
- Project management, financial and personnel services for the various sub-entities in the Centre.

SOUTHERN AFRICA CISCO ACADEMY SUPPORT CENTRE (SACASC)

Manager Mr G Kudyachete
BEng(Electronics) Hons(N.U.S.T., Zim), MSc Tel(University of Pittsburgh, USA)

Objectives and functions
The Objectives of the SSA CATC are:
- To play a leading role in The Cisco Networking Academy Program in Sub-Saharan 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.

Objectives

- 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 Prof JG Howcroft
BA, BAHons, MA Clin Psych (UPE), PhD (Vista)

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 J Jansen
MA Clin Psych (UPE)

Objectives and functions
The Community Psychology Centre on the Missionvale Campus is a satellite of the University Psychology Clinic. It is 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

GOVAN MBEKI MATHS DEVELOPMENT UNIT (GMMDU)

Head Prof WA Olivier
BScHons, MSc, PhD (UPE)

Mission
To promote mathematical (primary focus) and science (secondary focus) expertise and awareness amongst school educators and learners; and to develop mathematical content knowledge and skills amongst educators and learners mainly, but not exclusively, at the FET level.

Housed
The Unit is housed in the CSIR Building, 4 Gomery Ave, Summerstrand, Block A.

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.

UNIT FOR BIOKINETICS AND SPORT SCIENCE (UBSS)

Head Prof R du Randt
BSc(PhysEd), M PhysEd, PhD(Stell)

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).

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.

REGISTERED RESEARCH ENTITIES

INSTITUTES

AEON – EARTH STEWARDSHIP SCIENCE RESEARCH INSTITUTE

Directors Prof Maarten de Wit
PhD (Cambridge University, UK)

Prof Moctar Doucouré
PhD (University of Paris, France)

Mission

AEON-ESSRI aims to provide a university-wide research and educational environment to seek consilient knowledge and engagement amongst earth and life sciences, engineering, resource economics, human and cultural sciences through application and dissemination of Earth Stewardship Science. It will foster cutting-edge, internationally-connected, science and analytical learning using advanced tools and technologies in an environment that fosters solving complex problems through transdisciplinary science to explore sustainability for people and the planet, particularly in Africa.

Housed
The Earth Stewardship Research Institute is temporarily housed in the Science Faculty (Building 13) South Campus.

History
AEON-ESSRI was established in August 2013 at the Nelson Mandela University out of AEON - Africa Earth Observatory Network, a self-managed research entity founded in 2005 while the co-founders were at the University of Cape Town.

Description of major programs and services
AEON-ESSRI will endeavour to continue as a lead institute in the DST's Global Change Grand Challenges program, as AEON has done, and provide an enabling space for the new SARChi Chair of Earth Systems Science and, where appropriate, other existing research units such as the Ethics Research Unit.

- ***Research and Development***
  Research at AEON-ESSRI is focused around 4 major programmes of national and international interest, all multidisciplinary in character.

  Programme 1: Inkaba yeAfrica – 'Total interconnectivity'
  The purpose of this programme is to understand the interconnectivity between Earth and Space through a blend of pure and applied Earth Systems Science while building scientific capacity in (southern) Africa. The programme has achieved flagship status because of its its fully integrated capacity building programme. It was initiated primarily as a joint research programme between German and South Africa research communities (http://www.inkaba.org). The Earth Observation component of this programme now includes a new National Academic Co-Located Seismology Network, with a node being developed at the University, managed from the AEON EarthTech Hub at the Tshwane University of Technology and linked to the Space Geodesy Observatory in Hartebeesthoek (HartRAO).

  Programme 2: iKhure – 'The story is the African wind''
  This programme explores the dynamic co-evolution of Earth and Life and their links to tectonics and climate change. It concerns the coupled geo-ecodynamic history of the solid Earth, its fluid envelope and the intervening biosphere, from the early earth to its present state. iKhure was initiated as a cooperation programme between South African and French Earth Science research communities (http://www.ikhure.org). A major scientific project under this programme is TopoAfrica, which aims to reconstruct and quantify the past topography of Africa over the last 250 million years.

  Programme 3: iPhakade – 'Observe the present and consider the past to ponder the future'
  Under this programme, AEON-ESSRI aims to induce and catalyse the emergence of a new trans-disciplinary science ─ Earth Stewardship Science ─ that will integrate research on, and teaching in, our understanding of the dynamic resilience of our Earth-Life-Social System and help us to better define our life support systems within which we will mitigate, adapt, and manage the global commons in the Anthropocene. Major research and development projects under iPhakade include
  - **Karoo Shale Gas Research** (see www.karooshalegas.org);
  - **Airborne Geophysical Observatory** (AGEO) – a combined multi-sensor data acquisition platform and data processing system to track coastal ecosystems, earth resources and the built environment in partnership with the industry.

  Programme 4: Africa Alive Corridors – 'Journeys through Africa's autobiography with everyone a stakeholder'
  Africa Alive Corridors aims to address major Earth Stewardship goals in Africa by tracking Africa's biographical journey through a selection of 20 chronologically sequenced corridors. This programme is about a holistic evaluation of unique heritages that are the corridors and offer ideal foci for facilitating sustainable socio-economic development through co-ownership and co-curatorship of Africa's natural laboratories.

- ***Teaching and learning processes***
  AEON-ESSRI through its members contributes to the teaching and facilitation of learning processes in the Geosciences at Nelson Mandela University. It's Commons, an interactive working space and multi-mentorship environment, host graduate and postgraduate students and researchers across disciplines. The Earth Stewardship Foundation Course, a major programme designed to facilitate learning processes across the university, is considered for implementation at the University through the Chair of Earth Stewardship Science.

- **Services and Engagement**
  AEON-ESSRI will offer internal and external services through a number of activities including short courses, earth stewardship club membership for industry, partnerships around the Africa Alive Corridors, and contract services in data processing and training. Outreach programmes for rural communities are being developed including through the Science and Technology Train to be operated by the EarthTech Hub out of a base near the newly established AEON-connected Geodetic Centre at Matjiesfontein. Direct engagement promoting interaction and outreach across the African continent is also provided mainly through the AEON-UNESCO partnership in Geoscience Education in Africa.

INSTITUTE FOR COASTAL AND MARINE RESEARCH

Head (interim) Dr D du Preez
BScHons (University of the Witwatersrand), MSc, PhD (UPE)

Mission
The mission of the ICMR is to provide up-to-date information and expert advice on all aspects of environmental management in the coastal zone of Africa. This is achieved by conducting relevant research, environmental assessments, specialist reports, environmental reviews and management plans. In doing this, the Unit strives to achieve the university's mission to be a major provider of cutting edge knowledge to local, national and international communities.

Housed
The Institute is housed in the Faculty of Science.

Objectives and functions
The main objective of the ICMR is to conduct relevant research in the coastal zone of Southern Africa to ensure that the resources in the area are sustainably managed and sensitive areas are adequately protected and conserved. The complexity of the coastal zone involves an integrated approach and the IECM facilitates multi-disciplinary research through the collaboration of experts in diverse disciplines such as botany, chemistry, economics, geosciences, sociology and zoology.

INNOVENTON: INSTITUTE FOR CHEMICAL TECHNOLOGY AND DOWNSTREAM CHEMICALS TECHNOLOGY STATION (INNOVENTON)

(Incorporating the TIA Downstream Chemicals Technology Station)

Director Dr G Dugmore
DTech Chemistry(PET)

Mission
InnoVenton's mission is to:

- Develop and commercialize new product and manufacturing technologies in the integrated disciplinary field of chemical technology, biotechnology, and engineering. In so doing we will train the next generation of technological scientists and provide R&D, technology support and analytical and testing services to our stakeholder community as part of the National Innovation System.
- Our aim is to commercialize at least 2 additional technologies, graduate at least 100 additional technologists, and increase our revenue by at least an additional R5 million/year by 2018.

Housed
The Institute is housed in the Faculty of Science at 1-11 Gomery Road, Summerstrand.

History of InnoVenton
InnoVenton has been operating formally as an Institute of Chemical Technology since the start of 2006.

Description of major programs and services

InnoVenton: Institute for Chemical Technology is a formally registered Research Institute at the University, whose principle research focus is in Product and Process Development. The Institute strives to be self-sustaining through income generated from services to industry, income from technology transfer projects and royalties from patents.

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.

Key Performance Areas
The 2016 - 2018 Strategic Plan approaches the deliberate focussing of the organization by revising and refining the key performance areas of the Institute into four areas, namely "Research Development Implementation" (RDI), Integrated Technological Training (ITT), Services Implementation (SI) and Organizational Design Implementation (ODI). The specific terminology chosen reflects the focus being placed on technological output. Thus, research and development is aimed at the development and implementation of technologies, products, etc.; training is aimed at training technologically competent manpower that could sustain the technological value chain as well as the development of the economy/society by implementation/operation of new technologies; Services implementation is aimed at deploying effective service renderings in support of the Institute's own development activities, as well as to the Institute's stakeholders as part of the wider National Innovation System; and organizational design implementation is aimed at designing business systems, policies, processes, procedures

CENTRES

BUILT ENVIRONMENT RESEARCH CENTRE (BERC)

Director Prof WMW Shakantu
BSc (CBU), MSc (Reading), PhD (GCU), MCIOB, Pr.CM Chartered Construction Manager

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
BSc Hons(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 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 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 Information 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 center 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 FOR ENERGY RESEARCH (CER)

Director Prof EE van Dyk
PhD(UPE), PrSciNat, PrPhys

Mission
The Centre for Energy Research is a research based entity that strives to serve the energy needs of the region by means of training students and conducting applied energy research.

Housed
The Centre is housed in the Faculty of Science, South Campus and School of Engineering, North Campus.

Objectives and functions
The Centre for Energy Research is a multidisciplinary entity incorporating scientists, engineers and economists. The aims of the Centre are to:

- Produce human resource skilled in the energy field at BTech, master's and doctoral level.
- Perform strategic and competitive applied research.
- Promote public awareness and understanding of all forms of renewable energy, energy efficiency and its importance.
- To undertake contract research for local and international industries.
- To contribute to multi-disciplinary research with the view to enable new research and development between Materials, Science, Engineering, Economics and Environment Studies.
- To promote and strengthen international collaboration with partner universities performing related research in energy.

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 JH Neethling
PhD (UPE)

Mission
To conduct the most advanced nanoscale materials research on the African continent using an analytical atomic resolution transmission electron microscope and related instruments, and train highly skilled MSc and PhD graduates.

Housed
The Centre is housed in the Faculty of Science, Building 124, South Campus.

Objectives and functions
- The main aim of the Centre for HRTEM is to provide a broad community of SA scientists and students with a full range of state-of-the-art instruments needed for nanoscale materials research.
- The research to be carried out in the Centre for HRTEM, in collaboration with other institutions, will make significant contributions in the following focus areas of the National Nanotechnology Strategy: energy, chemical processing, minerals and advanced materials.
- This research is also well aligned with the 3rd Research Focus Area of the University which is: Materials, infrastructure and process development for industry and manufacturing.
- The Centre for HRTEM will contribute greatly to the University mission as an engaged people-centred University since it will collaborate extensively with other universities, institutions and industry in South Africa and abroad, and it will provide excellent training opportunities for postgraduate students.

CENTRE FOR RESEARCH IN INFORMATION AND CYBER SECURITY (CRICS)

Director Prof RA Botha BSc (UPE), BScHons (UPE), MSc (RAU), PhD (RAU), PGCHE (NMMU, MIITPSA

Mission
The Mission of CRICS is to advance the knowledge and secure practices in the field of Information and Cyber Security. In achieving its Mission, CRICS will develop human capacity through postgraduate research.

Housed
The Centre is housed in the Faculty of Engineering, the Built Environment and Information 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.

MADIBAZ/ TELKOM CENTRE OF EXCELLENCE (CoE)

Head Prof JL Wesson
PhD(UPE), MIITPSA, MICSIT

Mission
The Madibaz/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 Centre is housed in the Departments of Computing Sciences and Information Systems and Physics in the Faculty of Science.

Distributed Multimedia Applications 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 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 smart environment will serve as a prototype for a smart home or a smart office.

Objectives directly related to the research project
1. Designing and building a smart environment using advanced technology to meet the requirements of SmartAssist.
2. Identifying what types of applications are most suitable for SmartAssist users in South Africa.
3. Developing prototype SmartAssist applications for South African users taking the socio-technical aspects into consideration.
4. Designing a model for SmartAssist incorporating natural interaction.

Optical Fibre Research Unit
Head Prof AWR Leitch
BSc, BScHons, MSc, PhD (UPE)

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 study the issues limiting high-speed optical fibre networks, in particular polarisation mode dispersion (PMD) and chromatic dispersion (CD).
- 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.
- To evaluate the cable deployment procedures in order to identify the key factors that may introduce additional PMD.

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 study of various aspects of solar energy module design and performance, in order to provide a University research base that will enable the industrial partners to better utilize energy resources.
- To design and build a prototype Laser Beam Induced Current (LBIC) system for use in characterizing solar cells and PV modules.
- To develop a prototype concentrator photovoltaic system for remote applications.
- 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 as part of

Telkom's Centre of Excellence programme. At present no other university in South Africa offers this specific training.
- To further develop the capabilities of the photovoltaic research facility at the NMMU for the benefit of solar energy users in South Africa and the rest of Africa.

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

CENTRE FOR COASTAL PALAEOSCIENCE (CCP)

Director Prof RM Cowling (PhD)
International
Deputy Director: Prof CW Marean (PhD)
National Deputy
Director: Dr AJ Potts (PhD)

Vision
By 2021, the CCP 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 CCP 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 proposed 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.

UNITS

ACTION RESEARCH UNIT (ARU)

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

Objectives and Functions
The objectives of the unit are to contribute towards whole school improvement, effect improvement in the personal/professional practice of teachers, provide opportunities for faculty members to become involved in action research, raise the community engagement and research profile of the Faculty of Education and provide undergraduate students with opportunities for research.

DRUG UTILIZATION RESEARCH UNIT (DURU)

Head Prof I Truter
BPharm, MSc, DCom (UPE), PhD (Potch)

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

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, Mainbuilding, Floor 11, Room 12, 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 Transgenertaional Entrerpeneurship Practices) project.

FRICTION PROCESSING RESEARCH UNIT (FPRU)

Interim Director Prof DG Hattingh
N Dip Mech Eng, NH Dip Mech Eng, M Dip Tech Mech Eng (PET), PhD (Plymouth), Reg Eng Tech, Pr Tech (Eng), MSAIMechE

Mission
The Unit aims to support the University's mission, to identify and serve the needs of the international/ national friction processing community by contributing to sustainable development through high quality research, technology development and continuing human resource development. The scope of the entity's activities include: Expanding the boundaries of technology by means of technology analysis and innovation to align research outputs with industry needs; Engage in research to grow knowledge in the field of friction processing with a focus on process optimisation, modelling and material characterisation; Advancement of existing research infrastructure with good student supervision.

Housed
The Unit is housed in the Faculty of Engineering, the Built Environment and Information Technology.

HIV & AIDS RESEARCH UNIT

Director — Director: Dr RC Kalenga
Dip (Teaching) (Kwame Nkrumah/Zambia), ACE-Maths *cum laude*, Hons Ed (Teaching & Learning) (Potch), MEd (Educ Psych), PhD (Educ Mgt) (NWU)

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.

SCIENCE, MATHS AND TECHNOLOGY EDUCATION UNIT (SMATE)

Head — Prof A du Plessis
HDE (PETC) with distinction, BA (UPE) *cum laude*, MEd (Rhodes Uiversity) *cum laude*, PhD (NMMU)

Science, Mathematics and Technology Education

The theme focuses on Language and SMT education; improving teaching, learning and assessment in SMT, SMT literacy; Indigenous Knowledge systems and SMT education; Environmental education and Education for Sustainable Development; diffusion of and challenges pertaining to implementation of ICTs for teaching, learning and assessment in SMT Technology and Integrated Computer Technologies (ICTS-Computers) in education; Blended and Online learning; and Curriculum and Teacher Development in SMT education.

The mission and the purpose of the SMATE Unit are to:
- **Contribute towards improvement in Science, Mathematics and Technology Education in South Africa**: The unit aims at providing research and developmental programmes to encourage and assist teachers to effect positive social and educational change in their immediate environments and spheres of influence through SMT teaching and learning.
- **Provide opportunities for staff at the University to become involved in research and development projects**: The expertise of interested staff members will be channeled and supported within the unit to provide meaningful inputs into SMT education. This approach will facilitate and encourage engagement, 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**: Members engage in projects in collaboration with schools, teachers, education departments, NGOs and funding bodies. These activities raise the community engagement profile of the Faculty and provide

opportunities for both faculty members and students to become involved in research projects based on community engagement for higher degree and/or for publication purposes.

Objectives
- To contribute towards improvement in Science, Mathematics and Technology Education in South Africa,
- To provide opportunities for staff at the University to become involved in research and development projects, and
- To raise the community engagement and research profile of the Faculty of Education.

SUSTAINABILITY RESEARCH UNIT (SRU)

Head Prof C Fabricius
PhD (UCT)

Mission
The Sustainability Research Unit develops the capacity for the sustainable management of ecological, social and economic systems through user-inspired research, training and policy contributions.

Housed
The Unit is housed on the 1st Floor in the Research Building, George Campus.

UNIT FOR ECONOMIC DEVELOPMENT AND TOURISM (UFEDT)

Director Dr S van Zyl
BA HDE (UPE), MSc (Bucks-Chilterns, UK), DPhil (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 0917.

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 HIGHER EDUCATION INTERNATIONALISATION IN THE DEVELOPING WORLD (UHEIDW)

Head Dr Nico Jooste
BA (UP), BAHons (UFH), MA (RAU), PhD (UFS)

Mission
Unit for Higher Education Internationalisation in the Developing World is the research and engagement arm of University's Office for International Education. The Unit focuses on current higher education (HE) internationalisation activities, practices and approaches around the world,

specifically in the developing and emerging world. Given South Africa's position and role in Africa and the BRICS, specific focus will be paid to the African continent and BRICS countries.

Housed
Office for International Education, Building 87 (Goldfields South), South Campus.

Functions and objectives
Unit's research objectives are to conduct research on practices, approaches and theories of HE internationalisation and develop new and more equitable practices and approaches appropriate for the developing and emerging world. In addition, the Unit will engage with universities, research institutions, academics, researchers and experts from South Africa, Africa, BRICS and other countries on research projects and research collaboration aimed at the transformation of higher education internationalisation globally.

In terms of the engagement objectives, the Unit will focus on promotion of HE internationalisation in the developing and emerging world, offer training and courses in HE internationalisation and organise talks, presentations, workshops, conferences and colloquiums for students, practitioners and experts in this field. The unit will also engage with post-graduate students interested in HE internationalisation and provide guidance, supervision and bursaries.

UNIT FOR POSITIVE ORGANISATIONS (UPO)

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

Mission
Our mission is to inspire and enable leaders to build high-performing organizations that bring out the best in people. We are a catalyst for the creation and growth of positive organizations

Housed
The Unit is housed in the School of Industrial Psychology and Human Resource Management

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 Prof N de Lange
DEd (UPE)

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.

HIGHER EDUCATION ACCESS AND DEVELOPMENT SERVICES (HEADS)

Mission of Unit

HEADS 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.

CENTRE FOR ACCESS ASSESSMENT AND RESEARCH (CAAR)

Objectives and functions

To contribute to broadening access and optimising the development of students by:
- Developing and following fair and equitable admission policies, assessment practices and decision-making processes.
- Conducting research and disseminating information through publications, reports, conference presentations, and workshops to inform admissions criteria and assessment practices, student development, access initiatives, and educational planning.

CENTRE FOR TEACHING, LEARNING AND MEDIA (CTLM)

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

STUDENT COUNSELLING, CAREER AND DEVELOPMENT CENTRE (SCCDC)

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.

OFFICE FOR INSTITUTIONAL PLANNING

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.

ACADEMIC PLANNING

Objectives and functions

Our mission is to enable the University to achieve excellence across its academic programmes and organizational systems and processes, through the development, facilitation and provision of academic planning processes that support the University's leadership, academic and professional support staff in the core processes of academic planning and the design and delivery of learning programmes, as well as the provision of effective professional support services.

MANAGEMENT INFORMATION

Objectives and functions

The purpose of this Unit is to direct the effective and efficient provision of management information in order to guide institutional strategic planning and decision-making processes in a manner that is responsive to the demands of the external regulatory environment for Higher Education in South Africa as determined by the Ministry of Higher Education and Training, the Higher Education Quality Committee, Higher Education South Africa, and other role-players. This Unit aims to support executive management in their decisions by modelling future trends through interpretive data analysis techniques, performing statistical analyses of data, developing comparative data and benchmarks in respect of other higher education institutions, and managing timeous and accurate student, staff and space HEMIS submissions in accordance with statutory requirements.

QUALITY ADVANCEMENT

Objectives and functions

The Quality Advancement Unit strives to promote awareness and initiatives around quality assurance within the institution and its various organisational units, so that the University can achieve its strategic priorities with respect to institutional innovation and excellence and the provision of a quality learning experience for all learners. The Unit works with both academic and administrative departments and sections in the design and implementation of quality assurance processes that address both internal and external requirements and benchmarks in a manner that is commensurate with the complex challenges facing higher education. To promote a culture of continuing quality enhancement, the Unit facilitates capacity development within the institution in the context of the core academic responsibilities of teaching, learning, research and engagement, as well as academic and non-academic support services.

TRANSFORMATION, MONITORING AND EVALUATION

Objectives and functions

The purpose of this Unit is to provide ongoing strategic and policy support and advice to the Office of the Vice-Chancellor and MANCO on the pace and efficacy of institutional transformation. This will be achieved through ongoing implementation monitoring and outcomes evaluation of the transformation dimensions identified in the strategic plan to enhance improvement, accountability, organisational learning, dissemination of information, and the alignment between strategic goals and the Vision of the University.

ARTS AND CULTURE

Arts and Culture focuses on the holistic development of students by creating opportunities for their participation in the arts. Arts and Culture provides an environment in which students are able to exercise and develop their need for cultural and artistic expression. It aims at introducing the University to a wider South African community as an institution with a responsibility towards community development and which has a commitment to addressing past imbalances in the arts.

Activities include: First Year's Concert, Campus Life Festival, Isisusa Music festival, Public Speaking, Light Entertainment, Dance and Drama Performances, Debating, Visual Art, Music Concerts for the external and internal University communities.

The Department organises a variety of concerts and events for the community with both local and international artists.

LIBRARY AND INFORMATION SERVICES

Nelson Mandela University has a centralised library and four branch libraries in Port Elizabeth and a branch library in George. Library and Information Services (LIS) are open during office hours and after hours on weekdays as well as Saturdays and Sundays at selected branches.

Membership – Nelson Mandela University students and staff are entitled to free membership of LIS upon registration as a library user. Outside persons, subject to certain conditions, may apply as members. LIS provides an effective and efficient lending service of library materials between the five Port Elizabeth 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) - Through Inter-Library Loan Services, library users can obtain materials not available at Nelson Mandela University LIS from other South African libraries or from overseas. This service is offered to all registered Mandela University BTech, honours, master's and doctoral 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.

LANGUAGE POLICY OF THE UNIVERSITY

1. PREAMBLE

The Language Policy of the Nelson Mandela University is designed to be consistent with Sections 6 and 29(2) of the Constitution of South Africa, Section 27(2) of the Higher Education Act of 1997, the National Plan for Higher Education of 2001, the report from the Council on Higher Education, July 2001 ("Language Policy Framework for South African Higher Education"), and the report from the Gerwel Committee, January 2002, on the position of Afrikaans in the university system. The nature and spirit of these national policy documents suggest that the acceptance of the linguistic realities of South African society by incorporating the principles of multilingualism can only lead to communicative empowerment and the optimisation of our country's intellectual potential. In the context of the geographical area served by the University, this would mean the appropriate and sensible utilisation of established proficiency in the languages best known to learners, coupled with the enhancement of academic skills in English as the predominant language of tuition and assessment. At the same time, it embraces the imperative to develop and promote the isiXhosa language and culture and to ensure as far as possible the retention and strengthening of Afrikaans as an established language of scholarship and science.

The Language Policy will be:

(i) sensitive to the educational, cultural and language background of students,
(ii) responsive to the changing language needs and circumstances of the staff and students,inclusive, and
(iii) non-discriminatory.

The Language Policy seeks to be in consonance with the Nelson Mandela University's Vision, Mission and Values Statement. This will be done through the recognition of the linguistic and cultural needs of the University's diverse communities, the eradication of all forms of unfair language discrimination (in accordance with the Constitution and the Bill of Rights) and the promotion of equal access to knowledge by providing for the development of multilingual skills.

2. GLOSSARY OF TERMS

"Additive multilingualism" means the appropriate utilisation of established proficiency in the languages best known to learners in the process of enhancing academic skills in English or another target language.

"Council" means the Council of the Nelson Mandela University.

"English second language student" means a student who took English as a second language in Grade 12.

"Multilingual" means:

(i) the ability to use more than one language;
(ii) the actual use of more than one language; or (iii) tolerance towards the use of more than one language.

"Functional multilingualism" means selecting an appropriate language for communication purposes, with due respect to the requirements of the situation and the proficiency of the interlocutors (partners in the communication context). The implication is that not all official languages need to be used in equal measure for all domains and at all levels of usage, so that certain functions may be performed only in English, others only in isiXhosa or in Afrikaans, others in all three languages, etc.

"Official language" means any one of the languages recognised as such by Council.

"Primary language" means the language in which an individual is most proficient, which is generally the language spoken at home.

3. A COMMITMENT TO MULTILINGUALISM

Council, senior management, all staff and students are required to adopt a tolerant approach and a preparedness to give effect to the principles of functional and additive multilingualism through the implementation of this policy.

4. GUIDING PRINCIPLES

The Language Policy is designed:

(i) to promote diversity, equity and reconciliation;
(ii) to be constitutional and in consonance with the Language Policy for Higher Education;
(iii) to be responsive to the needs of the university's constituency;
(iv) to be sensitive to the changing language needs and circumstances of the staff and students;
(v) to be academically justifiable, inclusive, non-discriminatory and practicable.

5. FLEXIBILITY AND TOLERANCE

It is accepted that the success of this policy is dependent on the adoption, throughout the institution, of a tolerant, flexible approach to matters concerning language and the recognition of the value of language in communicating clearly and providing unimpeded access to knowledge.

6. THE OFFICIAL LANGUAGES OF THE UNIVERSITY

The official languages of the University will be English, Afrikaans and isiXhosa and its corporate image must reflect this lingual identity.

7. LANGUAGE USE FOR COMMUNICATION

For practical reasons and to avoid duplication, the language of internal governance and of administration will be English.

7.1 Internal written communication

- Documentation submitted to decision-making bodies, such as Council, Senate, Faculty Boards, committees, etc., as well as minutes, agendas and such like will be in English.
- Contributors to University publications, both paper-based and electronic, may use the language of their choice, but English gist summaries are recommended to encourage the furtherance of multilingualism.
- In notices to staff and students, the principle of multilingualism will be applied in as far as is practicable.

7.2 Internal oral communication

English is regarded as the default language for meetings, with the proviso that the principle of functional multilingualism will apply when appropriate.

7.3 External written communication

- The language used for general external correspondence aimed at a cross-section of language speakers will be English.
- However, where the language preference of an individual or body is known, communication will be in that official language as far as is practicable.
- Official documentation that has legal implications for the institution will be available in English only.
- General documentation of an informative nature (e.g. for marketing purposes or explaining health matters) circulated to students and the public will increasingly be made available in all three official languages.

7.4 External oral communication

In verbal communication with members of the public, employees of the Nelson Mandela University should establish the language preference of a member of the public at initial contact and honour such preference inasmuch as it is feasible.

8. TEACHING, LEARNING AND ASSESSMENT

- While English is an international language of communication in science and in business, and is the preferred medium of teaching, learning and assessment in most programmes (with the exception of language and literature departments where other languages are studied), it is the primary language of not more than one third of the Nelson Mandela University's students.
- Whereas it is a major objective to ensure optimal access to language-mediated knowledge, two avenues to achieve this objective need to be pursued:
  (i) Effective literacy in English, by means of which all students should acquire the ability to communicate through the spoken and written word in a variety of contexts - academic, social, and in their future careers in this language; and

(ii) Optimum use of students' primary language (if not English) to ensure cognitive assimilation into the university sphere of knowledge acquisition.

These two aims should be pursued through an appropriate programme of language development based on additive multilingualism.

- Where assessment is conducted in English, allowances may be made for English second language (see Glossary) and English foreign language students.
- If the language needs in a particular programme and practical considerations (such as the language ability of lecturers, external examiners and students, class size and composition and infrastructure) warrant it, a faculty board can be requested to allow isiXhosa or Afrikaans to be used as the language of teaching and assessment. However, the choice of language must not have a negative impact on access for other language groups.
- Where an entire class shares Afrikaans or isiXhosa as first language, teaching and assessment may be conducted in that language, subject to the ability of the lecturer.
- Language departments will be able to determine the language to be used in their respective units.
- To ensure internal coherence, the teaching and assessment policies of the Nelson Mandela University must be in equilibrium with the language policy.

9. SIGNAGE

All three official languages will be used to generically identify offices and facilities.
In deciding on the language used for the generic component of names of buildings or facilities (if applicable), the criterion of functionality must be applied. The principle of multilingualism could be exercised by alternating the language in cases where multiple signs for the same entity are required.

10. THE DEVELOPMENT OF ISIXHOSA AS AN ACADEMIC LANGUAGE

- Resources should be made available to develop and expand the isiXhosa language for educational and technological purposes as required.
- Staff and students should be made aware of the value and importance of such development.
- The development of these resources should not detract from the importance of maintaining and developing resources in Afrikaans and English.

11. TRAINING AND CAPACITY BUILDING

The Nelson Mandela University will support the development of training programmes which enhance the capacity of employees and students to become proficient in any of the official languages.

12. LABOUR RELATIONS

The principle of functional multilingualism and recognition of the language rights of the employee will be maintained in respect of service contracts, letters of appointment, notifications, explanatory documents (e.g. with reference to pension benefits).

13. IMPLEMENTATION OF THE LANGUAGE POLICY

A joint Senate Management Committee, consisting of relevant stakeholders in the University community, will be appointed and be responsible for overseeing the implementation of the Language Policy.

The University acknowledges that the implementation of this policy may give rise to uncertainties in its practical application from time to time. For that reason, the University commits itself to playing a supportive role in assisting staff to meet their commitments in terms of the policy. The Implementation Committee is empowered to issue guidelines at the request of individual staff members and/or faculties to serve as guidelines on how this policy should be applied.

ADMISSION POLICY OF THE UNIVERSITY

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, 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 access assessment/testing, 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.

Placement As part of the admissions process, should an applicant not be admitted to a mainstream programme, he/she could be placed in an extended, articulation or developmental programme, where relevant.

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 offered an admissions place in a cognate programme.

3. CONTEXT

Admission to study at Nelson Mandela 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 Nelson Mandela University policies such as the *Recognition of Prior Learning Policy*, the *Readmission to Undergraduate Programmes Policy,* the *Teaching and Learning Policy* 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 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

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.

as students who are admitted should have a reasonable chance of succeeding in their studies and actualising their potential.

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 Senate, to determine additional admission requirements (over and above the statutory minimum admission requirements) for each programme.

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) and *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)

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).

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 the 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 the 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 Nelson Mandela University while still catering for students who are less well prepared, but talented academically.

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.

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

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, the 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.

The 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. The University also provides access to students with disabilities[16] 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 the 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 principles[17] 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.

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.

16 Note: Nelson Mandela University is working progressively towards enhancing access for students with disabilities. Disabled applicants are offered a place if they meet Nelson Mandela 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 Disability Unit in collaboration with the relevant programme coordinator/HoD to determine wether 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

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, Nelson Mandela University also makes provision for various forms of alternative access/admission routes into its academic programmes. Alternative admissions routes are provided through satisfactory performance on admissions assessment measures[22], interviews, portfolio presentations, submission of a research proposal, the use of Senate's Discretion admission[23], 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[24] 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 For undergraduate admissions, the access assessment battery used is linked to core entry level competencies that are required to succeed at higher education and is not based on the outcomes of one specific school leaving qualification. For postgraduate admissions research knowledge and competencies, discipline-specific knowledge, or suitability for a career or profession may be assessed.
23 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).
24 This is based on school and access test performance as well as 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[25].
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.

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, The 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, Nelson Mandela 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 Nelson Mandela 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***

25 An example of how this is put into effect is that applicants that do not meet the direct admissions requirements for undergraduate studies could be given a further opportunity to demonstrate their ability to succeed at higher education studies through an assessment process. Applicants' school/academic performance needs to fall in a certain range for them to be given a further opportunity to gain admission. This range is provided in marketing materials and in the relevant faculty *Prospectus*.

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.***

Nelson Mandela 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 Nelson Mandela University's *Master's and Doctoral Degrees Policy.*[26] 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 Nelson Mandela University's *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.

26 The Nelson Mandela University *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.

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 to the Admissions office. 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 applicant. Specific detail on appeal processes is contained in the *Procedures for Implementing Nelson Mandela Univerasity's Admission Policy for Undergraduate Programmes* and in Nelson Mandela University's *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 Nelson Mandela 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 Nelson Mandela University.
c. The role played by the Nelson Mandela University Admissions Committee and the Nelson Mandela University 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 Nelson Mandela University's *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[27].
- 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* (section F of 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[28]. This support includes 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

27 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.

28 Refer to Nelson Mandela University's *Teaching and Learning Policy* for more information in this regard.

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 Nelson Mandela University provides.

8. IMPLEMENTATION OF ADMISSIONS POLICY

As indicated in section 5.7, in reaching a decision on admission, Nelson Mandela University makes use of an admissions process that is fair and transparent.

Detailed admissions procedures[29] 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 policies[30].

The following role players are responsible for affecting 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. Approval of testing bands and access assessment standards for undergraduate applicants admitted on the basis of school and access assessment results.
v. 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[31].

29 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.

30 *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.

vi. 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
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. Referring applicants for undergraduate studies whose composite point score falls in the testing band to CAAR for access assessment.
iv. Consulting with HoDs and Programme Coordinators regarding the application of admissions criteria, particularly in difficult cases.
v. 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.
vi. Ensuring that quality control measures are in place and are adhered to for the purposes of data and decision-making integrity.

d. CAAR Consultants

i. Development of profile-based access assessment standards for undergraduate programmes.
ii. Advising academic departments on testing bands, admissions criteria and selection approaches.
iii. Admissions decisions to undergraduate programmes based on approved access assessment standards.
iv. Admissions decisions to undergraduate programmes based on approved access assessment standards and other relevant information, such as relevant work experience and other studies, in conjunction with the HoD/Programme Coordinator if necessary.
v. Consulting with HoDs and Programme Coordinators regarding the application of admissions criteria, particularly in difficult cases.
vi. Communicating with HoDs and Programme Coordinators regarding the profile of students accepted/placed after CAAR testing and the range of developmental recommendations made.
vii. Ensuring that quality control measures are in place and adhered to for the purposes of test data and decision-making integrity.

e. Departmental Selection Panels

Informed by the principles underpinning Nelson Mandela 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.

31 *The Management Information section supplies data to guide capping and the identification of programmes where targeted groups are under-represented. The Centre for Access Assessment and Research (CAAR) can assist in the design of selection mechanisms and processes.*

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.

f. 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 Management Information, 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.

g. Office for International Education

i. Receive applications for international applicants
ii. For undergraduate applications. The Office for International Education works in collaboration with Admissions to effect admissions decisions.
iii. For postgraduate applications, the Office for International Education refers the application to the relevant HoD/DoS for a decision.

h. Disability Unit

The Disability Unit is responsible for:

i. Identifying prospective applicants who have confirmed disabilities, in conjunction with school principals and Nelson Mandela University Communication Stakeholder Liaison, and advising them of the assistance that can be provided.
ii. Together with Student Counselling, Career and Development Services, faculties and other relevant stakeholders exploring 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, CAAR consultants, Departmental Selection Panels and HoDs, where relevant, that can assist in reaching an admissions decision.
v. Once admitted, issuing accommodation letters to students and introduction letters to HoDs and Programme coordinators.
vi. Regularly communicating with HoDs and Programme coordinators regarding the number of students accepted and disabilities involved.
vii. Adhering to all aspects with regard to confidentiality.

i. Admissions Committee

As a committee of Senate, the Admissions Committee:

i. Provides guidance related to admissions decisions.
ii. Considers and reaches decisions about undergraduate appeals in an ethical and transparent way.
iii. Advises Senate on appropriate admission criteria and methods and mechanisms for managing capping targets or the admission of under-represented groups.
iv. Submits reports to Senate regarding the efficiency of undergraduate admissions decision-making process and suggested improvements.
v. Monitors the implementation of the *Admissions Policy* and the procedures for its implementation for undergraduate studies and suggests refinements when necessary.

j. 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.

k. Faculty Postgraduate Studies Committee (FPGSC)

The FPGSC *inter alia:*

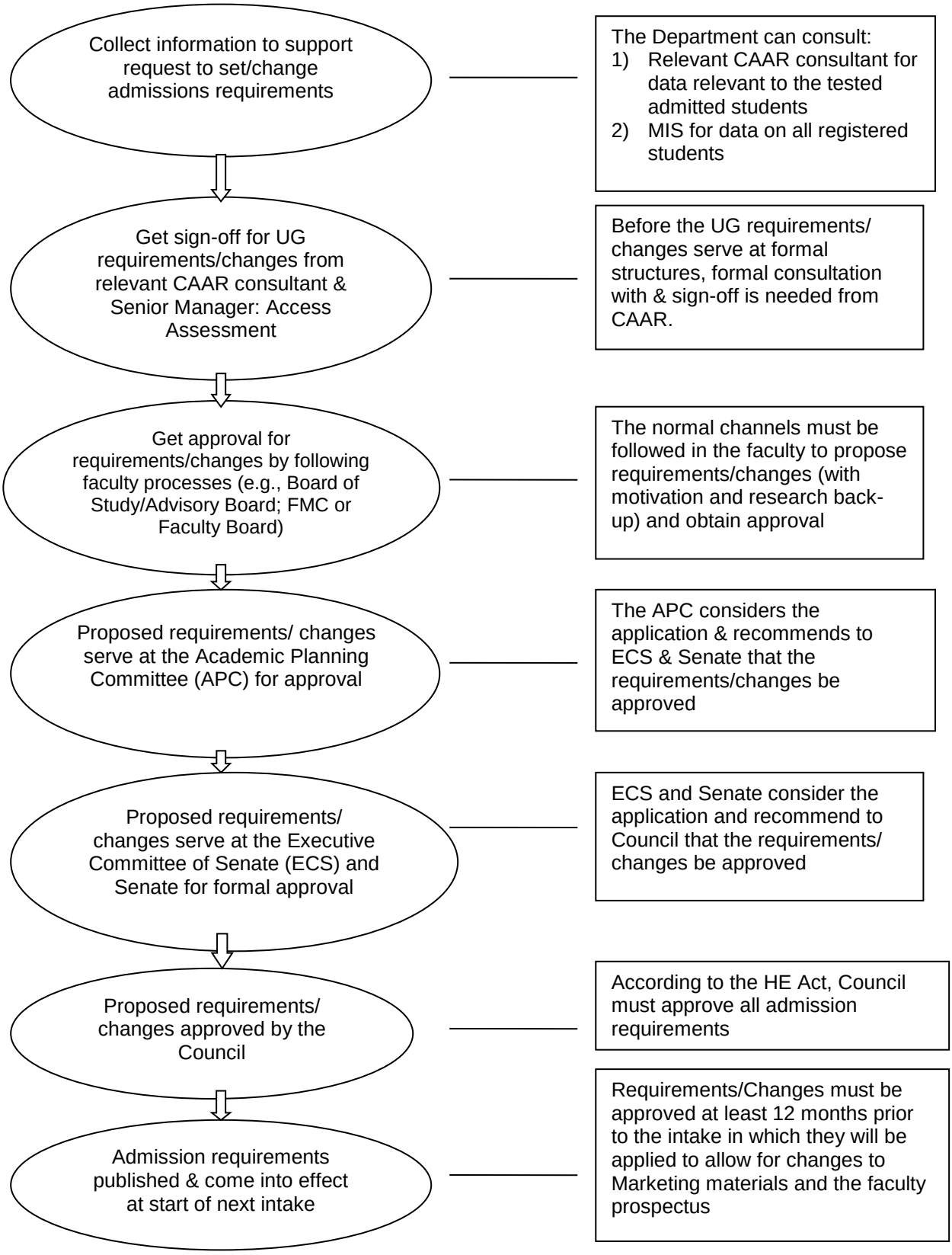
i. Ratifies postgraduate admissions decisions based on the recommendation of HoDs.
ii. Considers and reaches decisions about postgraduate admissions appeals in an ethical and transparent way.

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

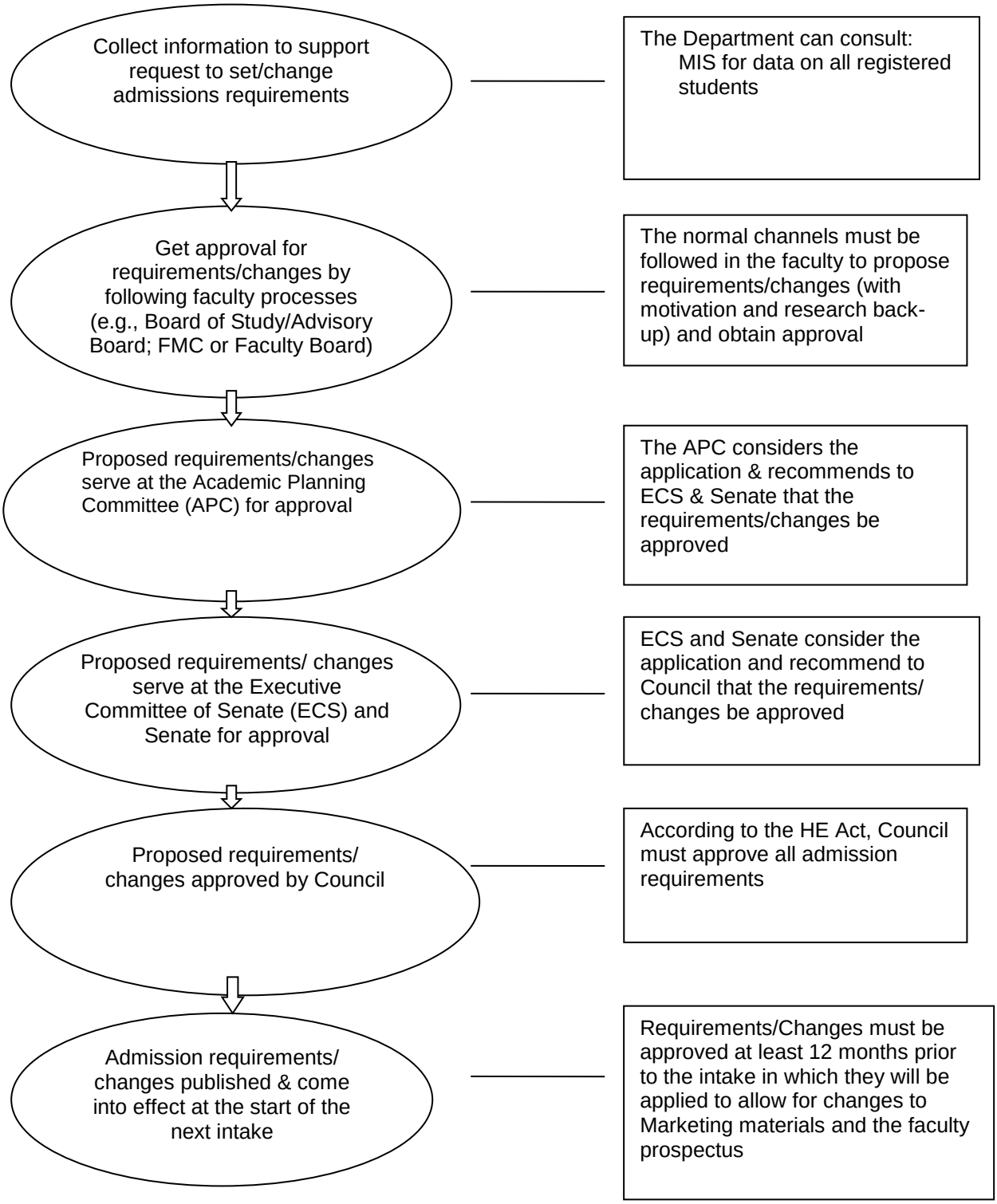
Nelson Mandela University's Senate has established an Admissions Committee and a Postgraduate Studies committee *inter alia* to:

a. monitor the admissions process and the consistency of admissions decision-making for undergraduate and postgraduate admissions respectively;
b. ensure that the *Admissions Policy* and procedures for implementing it continue to support the vision, mission, values and strategic priorities of Nelson Mandela 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.

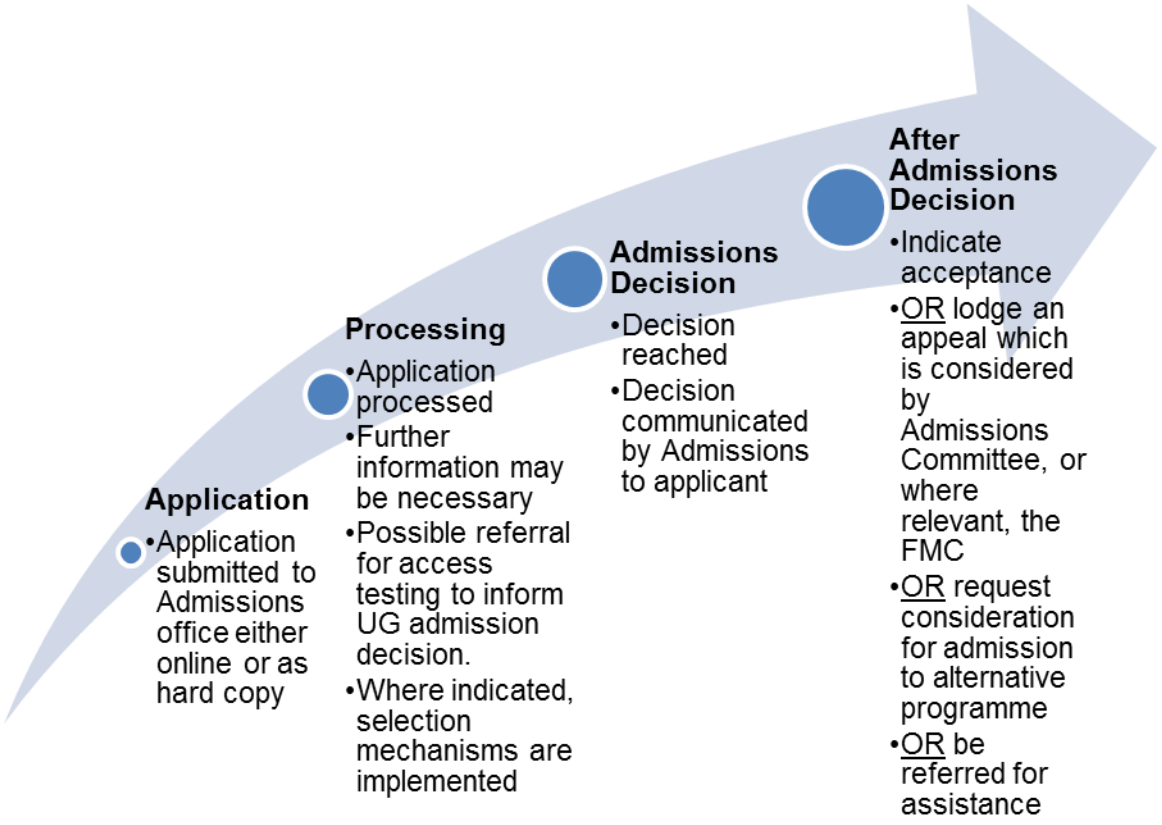
Appendix A
Setting/Changing Undergraduate Admissions Requirements: Process Followed



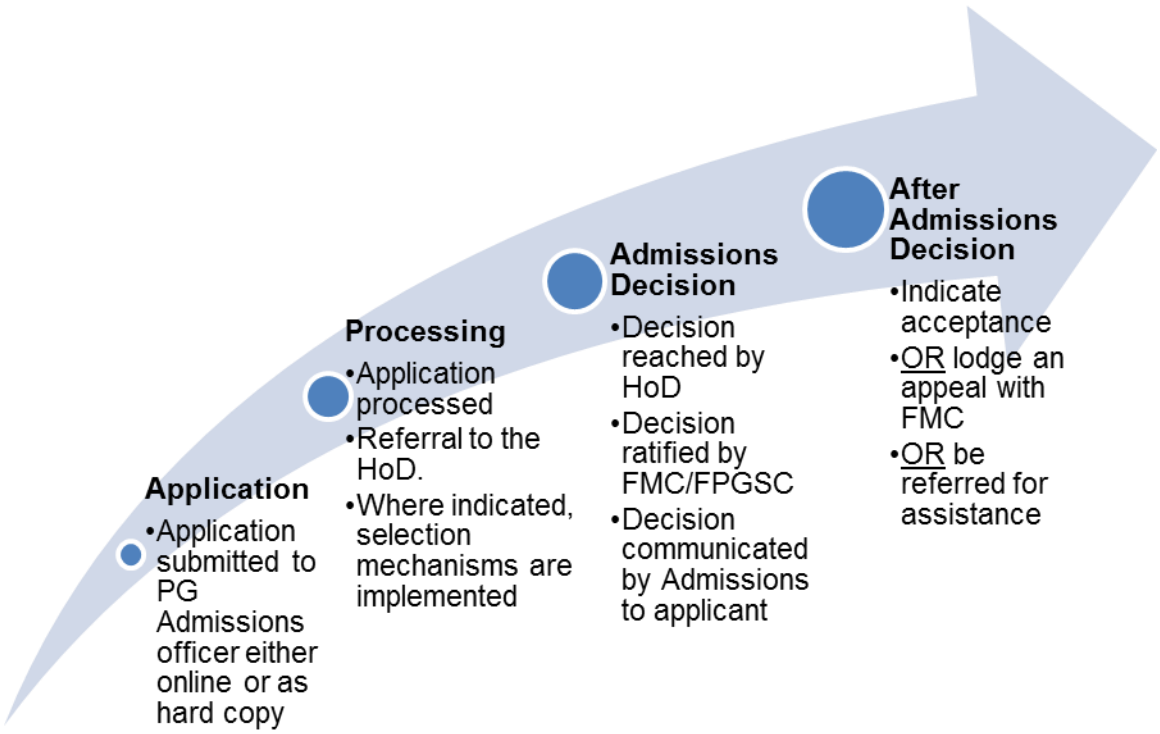
Appendix B
Setting/Changing Postgraduate Admissions Requirements: Process Followed



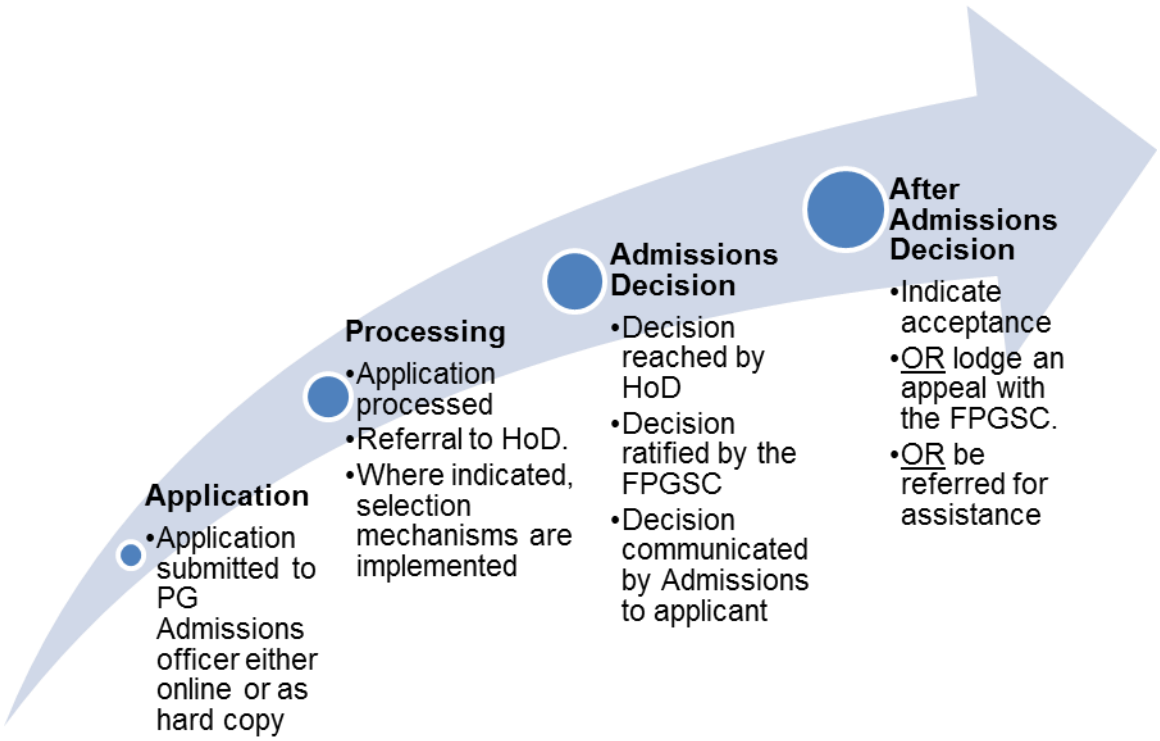
Appendix C
Flowchart of Undergraduate Admissions Process: Applicant's Perspective



Appendix D
Flowchart of Honours Admissions Process: Applicant's Perspective



Appendix E
Flowchart of Postgraduate Admissions Process: Applicant's Perspective



ADMISSION 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 where a student can obtain information on readmission requirements and the process to be followed to appeal a readmission refusal decision.

2. POLICY

2.1 Review of academic progress

Among the principles underpinning learning at the Nelson Mandela University[1] is that lecturers have high expectations that students will succeed in their studies. Consequently, many learning and development opportunities are provided by lecturers and professional academic support staff to develop and assist students in their learning endeavours and to foster academic success. 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. **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 University Teaching and Learning 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). 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 Keys to Success workshop; Supplemental Instruction; Student Counselling, Career and Development Services; Financial Aid; Campus Health). 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 that could assist them to succeed academically.

[1] *Policy on the Underpinning Principles of Learning Experience Provision* and the *University Teaching and Learning Policy*

2.2 Minimum Requirements for Readmission

Minimum requirements for readmission must be determined by faculties, submitted for approval to Senate and published in the faculty prospecti. **It is thus the responsibility of each Faculty Board to ensure that**:

2.2.1 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.

2.2.2 Readmission requirements for each programme (for all year levels) are determined, submitted for approval to Senate via the Academic Planning and Quality 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 Planning and Quality Committee and must be published in the faculty prospectus.

2.2.3 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 Process to determine if Readmission Requirements Have Been Met and to Refuse Readmission

The following process must be followed when reaching a decision that a student has not met the readmission requirements:

2.3.1 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. The Faculty Officer will identify the students that do not meet the readmission requirements and discuss them with the Head of Department/Director of School/Executive Dean (whichever is applicable). The Head of Department/Director of School/Executive Dean has the delegated authority to refuse the readmission of students who have not met the readmission requirements.

2.3.2 The Head of Department/Director of School in collaboration with the Faculty Officer must convey the fact that readmission has been refused and the reasons for this in writing to the student. A copy of this letter 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.

2.3.3 A student who has been refused readmission can apply to be enrolled in a different programme via the Admissions office provided that he/she had only been refused readmission on one occasion[2]. The Head of Department/Director of School, (whichever is applicable) has the delegated authority to decide whether or not the student should be admitted. The decision is guided by whether the student meets the admissions requirements for the programme and possible additional information such as a recommendation from the CAAR assessment consultant regarding the student's results on the Access Assessment Battery, and/or a recommendation from a student counsellor regarding the alignment

[2] If a student has been refused readmission more than once, he/she cannot apply for admission to a different programme.

between the student's career aspirations and aptitude and the programme applied for. When deciding to admit the student, the Head of Department/Director of School may impose reasonable requirements that the student must meet in an attempt to enhance the chances that the student will be academically successful. The outcome of the application for admission must be communicated to and placed on the student's record by the relevant Admissions Officer.

2.4 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, 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:

2.4.1 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 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.

2.4.2 The Faculty Management Committee will then handle the appeal where consideration could be given to factors such as:
(a) The student's academic record.
(b) The appropriateness of the reasons for the refusal to readmit the student
(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

2.4.3 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 on the number of decisions to refuse readmission, and on the appeals lodged and how these were dealt with, to the University Teaching and Learning Committee, whose responsibility it will be to review the application of the policy across the faculties, to report to the Executive Committee of Senate on the readmissions process annually, and to recommend revisions to the policy when necessary.

4. ABBREVIATIONS USED IN THIS DOCUMENT

HoDs Heads of Departments
DoSs Directors of Schools
FMC Faculty Management Committee
CAAR Centre for Access Assessment & Research

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) at which students are excluded, but also a range in which conditional readmission/warnings will apply;
b) Faculties should have the discretion to determine the minimum credit value for readmission to a particular programme;
c) In the light of all the factors that impact on students in their first year of study, students should normally be given a second chance, subject to possible conditional readmission/warnings;
d) In terms of space constraints and the resultant capping of student numbers in certain programmes, the conditions attached to the readmission of a student who has made unsatisfactory progress after their first year of study, should be considered very carefully so that good students that are applying for the first time are not turned away;
e) 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;
f) Faculties should have the discretion to deal with possible exceptions, including readmitting students not complying with the stated readmission requirements.

2. After the 1st year of registration

Students will normally be eligible for readmission to the 2nd year. Students who have obtained less than a specified number of credits (*see section 6*) will normally only be allowed to register for the next year subject to certain conditions. Such conditions may include being referred to the Student Counselling, Career and Development Center for assessment and intervention, limiting the modules for the next year and/or deregistration at the end of the first semester should defined performance requirements not be met. However, depending on certain circumstances in a particular programme, like space limitations, faculties can set minimum conditions for readmission to the 2nd year. In other words, students who have obtained less than a specified number of credits (*see section 6*) cannot be readmitted. Other options include the channelling of students to other programmes, career guidance, etc.

3. Subsequent years of registration (e.g. 2nd , 3rd, 4th year)

Students must have obtained a specified number of credits to be eligible for readmission (*direct readmission*). Students, who have obtained less than the credits required for direct readmission, but more than a specified number of credits, will be allowed to register for the next year subject to certain conditions (*conditional readmission*). Such conditions may include limiting the modules for the next year and/or deregistration of modules at the end of the first semester should the specified performance requirements not be met. Students who have obtained less than a specified number of credits will not be eligible for readmission to the same programme. Students who have been refused re-admission to their current qualification will only be allowed one further opportunity to change qualification. Students who had a break in studies of one academic year or more will be required to re-apply for admission.

4. Maximum period of study

4.1. 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

4.2. 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

4.3. 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

5. 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).

6. Progress-based readmission criteria in table format

6.1. 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)		
	No action	Conditions	No readmission	No action	Conditions	No readmission
After 1 year	*72+	Less than 72	None	80+	Less than 80	None
After 2 years	144+	80 – 143	Less than 80	160+	120 – 159	Less than 120
After 3 years	216+	150 – 215	Less than 150	240+	200 – 239	Less than 200
After 4 years	288+	240 – 287	Less than 240	320+	280 – 319	Less than 280
After 5 years			All, unless special circumstances	400+	360 – 399	Less than 360
After 6 years						All, unless special circumstances

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

6.2. 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	4 year programme (360+ credits)			5 year programme (480+ credits)		
	No action	Conditions	No readmission	No action	Conditions	No readmission
After 1 year	*45+	30 - 44	Less than 30	45+	30 - 44	Less than 30
After 2 year	72+	44 - 71	Less than 44	80+	44 - 79	Less than 44
After 3 years	144+	80 – 143	Less than 80	160+	120 – 159	Less than 120
After 4 years	216+	150 – 215	Less than 150	240+	200 – 239	Less than 200
After 5 years	288+	240 – 287	Less than 240	320+	280 – 319	Less than 280
After 6 years			All, unless special circumstances	400+	360 – 399	Less than 360
After 7 years						All, 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 of year of study will be refused readmission to the same programme.)

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)		
	No action	Conditions	No readmission	No action	Conditions	No readmission
After 1 year	*44+	Less than 44	None	48+	Less than 48	None
After 2 year	90+	40 - 89	Less than 40	96+	40 - 95	Less than 40
After 3 years	135+	88 – 134	Less than 90	144+	95 - 143	Less than 95
After 4 years	180+	140 – 179	Less than 140	192+	150 - 191	Less than 150
After 5 years	225+	190 – 224	Less than 190	240+	205 – 239	Less than 205
After 6 years	270+	240 – 269	Less than 240	288+	260 - 287	Less than 260
After 7 years	315+	288 – 314	Less than 288	336+	315 - 336	Less than 315
After 8 years			All, unless special circumstances	384+	370 – 383	Less than 370
After 9 years				432+	420 - 431	Less than 420
After 10 years						All, unless special circumstances

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

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 3 years prior to registration;
(ii) must have obtained a minimum NSC score of 38 points on their final matric results (remarks are not considered);
(iii) must be studying fulltime;
(iv) are SA students.
(v) No application is necessary – these are automatic awards;
(vi) Headboys/girls/ SRC presidents can qualify for a 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%
(ii) must have been registered for a minimum RCW of .80
(iii) must have passed all modules registered for at the first attempt
(iv) are SA students.
(v) 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 Financial Aid Office – 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 Arts	
Advanced Certificate in Education in Arts and Culture	2 years
Diploma in Music Education	3 years
National Diploma: Architectural Technology	3 years
National Diploma: Ceramic Design	3 years
National Diploma: Fashion	3 years
National Diploma: Fine Art	2years
National Diploma: Graphic Design	2years
National Diploma: Interior Design	3 years
National Diploma: Journalism	3 years
National Diploma: Photography	2 years
National Diploma: Public Management	3 years
National Diploma: Public Relations Management	3 years
National Diploma: Textile Design and Technology	2 years
Bachelor of Arts	3 years
Bachelor of Arts: Media, Communication and Culture	3 years
Bachelor of Administration	3 years
Bachelor of Architectural Studies	3 years
Bachelor of Music	4 years
Bachelor of Visual Arts	3 years
Bachelor of Technology: Architectural Technology	1 year
Bachelor of Technology: Applied Design	1 year
Bachelor of Technology: Fashion	1 year
Bachelor of Technology: Fine Art	1 year
Bachelor of Technology: Graphic Design	1 year
Bachelor of Technology: Interior Design	1 year
Bachelor of Technology: Journalism	1 year
Bachelor of Technology: Photography	1 year
Bachelor of Technology: Public Management	1 year
Bachelor of Technology: Public Relations Management	1 year
Bachelor of Technology: Textile Design and Technology	1 year
Bachelor of 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)	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 Science	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 Technology : Architectural Technology	1 year
Master of Technology: Ceramic Design	1 year
Master of Technology Fashion	1 year
Master of Technology: Fine Art	1 year
Master of Technology: Graphic Design	1 year
Master of Technology: Photography	1 year

Qualification	[1)] Minimum Duration
Master of Technology: Public Relations Management	1 year
Master of Technology: Textile Design and Technology	1 year
Master of Arts	1 year
Master of Arts : Media Studies	2 years
Master of Music	2 years
Master of Music Research	1 year
Master of Philosophy	2 years
Master of Architecture (Professional)	2 years
Master of Architecture	1 year
Doctor of Architecture	2 years
Doctor of Philosophy	2 years
Doctor of Literature	2 years
Doctor of Music	2 years
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
National Diploma: Accounting	3 years
National Diploma: Cost and Management Accounting	3 years
National Diploma: Financial Information Systems	3 years
National Diploma: Human Resource Management	3 years
National Diploma: Internal Auditing	3 years
National Diploma: Inventory and Stores Management	3 years
National Diploma: Logistics	3 years
National Diploma: Management	3 years
National Diploma: Marketing	3 years
National Diploma: Tourism Management	3 years
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 (Rationum)	4 years
Bachelor of Commerce (Accounting Sciences)	4 years
Bachelor of Technology: Business Administration	1 year
Bachelor of Technology: Cost and Management Accounting	1 year
Bachelor of Technology: Financial Information Systems	1 year
Bachelor of Technology: Human Resource Management	1 year
Bachelor of Technology: Internal Auditing	1 year
Bachelor of Technology: Logistics	1 year
Bachelor of Technology: Management	1 year
Bachelor of Technology: Marketing	1 year
Bachelor of Technology: Tourism Management	1 year
Bachelor of Arts Honours	1 year
Bachelor of Arts Honours in Development Studies	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 Financial Planning	1 year
Postgraduate Diploma in Internal Auditing	1 year
Postgraduate Diploma in Maritime Studies	1 year
Master of Technology: Business Administration	1 year
Master of Technology: Cost and Management Accounting	1 year
Master of Technology: Entrepreneurship	1 year
Master of Technology: Human Resource Management	1 year

Qualification	[1)] Minimum Duration
Master of Technology: Logistics	1 year
Master of Technology: Marketing	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
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 Tourism Management	1 year
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
Faculty of Education	
Postgraduate Certificate in Education (Further Education and Training)	1 year
Bachelor of Education: Foundation Phase	4 years
Bachelor of Education: Intermediate Phase	4 years
Bachelor of Education: Further Education and Training	4 years
Bachelor of Education Honours (Educational Psychology)	2 years
Bachelor of Education Honours (Language Education)	2 years
Bachelor of Education Honours (Mathematics Education)	2 years
Bachelor of Education Honours (Science Education)	2 years
Postgraduate Diploma in Educational Leadership and Management	2 years
Postgraduate Diploma in Language Educational Psychology	2 years
Postgraduate Diploma in Language Education	2 years
Postgraduate Diploma in Mathematics Education	2 years
Postgraduate Diploma in Science Education	2 years
Master of Education	1 year
Doctor of Philosophy: Education	2 years

Qualification	[1)] Minimum Duration
Faculty of Engineering, the Built Environment and Information Technology	
Higher Certificate: Information and Communication Technology in User Support Services	1 year
Higher Certificate in Mechanica Engineering	1 year
National Diploma: Engineering: Electrical (Extended)	4 years
National Diploma: Building	3 years
National Diploma: Engineering: Civil	3 years
National Diploma: Engineering: Electrical	3 years
National Diploma: Engineering: Industrial	3 years
National Diploma: Engineering: Mechanical	3 years
National Diploma: Information Technology (Software Development)	3 years
National Diploma: Information Technology (Communication Networks)	3 years
National Diploma: Information Technology (Support Services)	3 years
National Diploma: Operations Management	3 years
Bachelor of Human Settlement Development	4 years
Bachelor of Technology: Engineering: Civil	2 years
Bachelor of Technology: Engineering: Electrical	2 years
Bachelor of Technology: Engineering: Industrial	2 years
Bachelor of Technology: Engineering: Mechanical	1 year
Bachelor of Technology: Information Technology (Software Development)	1 year
Bachelor of Technology: Information Technology (Communication Networks)	1 year
Bachelor of Technology: Operations Management	1 year
Bachelor of Technology: Quality	2 years
Bachelor of Technology: Quantity Surveying	1 year
Bachelor of Technology: Construction Management	1 year
Bachelor of Science in Construction Economics	3 years
Bachelor of Science in Construction Studies	3 years
Bachelor of Engineering in Mechatronics	4 years
Bachelor of Engineering Technology in Civil Engineering	3 years
Bachelor of Engineering Technology in Electrical Engineering	3 years
Bachelor of Engineering Technology in Industrial Engineering	3 years
Bachelor of Engineering Technology in Mechanical Engineering	3 years
Bachelor of Science Honours in Construction Management	1 year
Bachelor of Science Honours in Quantity Surveying	1 year
Master of Engineering: Electrical	1 year
Master of Engineering: Civil	1 year
Master of Engineering: Industrial	1 year
Master of Engineering: Mechanical	1 year
Master of Information Technology	1 year
Master of Operations Management	1 year
Master of Philosophy in Information Technology Governance	2 years
Master of Technology: Construction Management	1 year
Master of Technology: Operations: Quality	1 year
Master of Technology: Quantity Surveying	1 year
Master of Engineering in Mechatronics	1 year
Master of Science in Construction Economics	1 year
Master of Science in Construction Management	1 year
Master of Science in the Built Environment	2 years
Doctor of Philosophy in Operations Management	2 years
Doctor of Engineering	2 years
Doctor of Philosophy in Construction Economics	2 years
Doctor of Philosophy in Construction Management	2 years
Doctor of Philosophy in Engineering (Mechanical)	2 years
Doctor of Philosophy in Engineering (Mechatronics)	2 years
Doctor of Philosophy in Information Technology	2 years
Faculty of Health Sciences	
Higher Certificate in Pharmacy Support	1 year
Advanced Certificate in Pharmacy Technical Support	1 year

Qualification	[1)] Minimum Duration
National Diploma: Biomedical Technology	3 years
National Diploma: Sport Management	3 years
Diploma: Sport Management	3 years
National Diploma: Environmental Health	3 years
National Diploma: Radiography	3 years
Bachelor of Arts in Psychology	3 years
Bachelor of Arts in Youth Work	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 Biokenetics	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 Psychology in Counselling	4 years
Bachelor of Radiography in Diagnostics	4 years
Bachelor of Social Work	4 years
Bachelor of Science in Dietetics	4 years
Diploma in Community Nursing Science	1 year
Diploma in Nephrology Nursing Science	1 year
Diploma in Nursing Administration	1 year
Diploma in Nursing Education	1 year
Bachelor of Arts Honours	1 year
Bachelor of Arts Honours in Psychology	1 year
Bachelor of Arts Honours in Human Movement Science	1 year
Bachelor of Arts Honours in Human Movement Science (Biokinetics)	1 year
Bachelor of Arts Honours in Human Movement Science (Sport Sciences)	1 year
Bachelor of Nursing Honours	1 year
Bachelor of Nursing Honours in Advanced General Nursing Science	1 year
Bachelor of Nursing Honours in Advanced Midwifery and Neonatal Nursing Science	1 year
Bachelor of Nursing Honours in Advanced Primary Health Care	1 year
Bachelor of Nursing Honours in Advanced Psychiatric Nursing Science	1 year
Bachelor of Arts Honours in Social Work: Probation Work	1 year
Bachelor of Technology: Biomedical Technology	1 year
Bachelor of Technology: Environmental Health	1 year
Bachelor of Technology: Radiography (Diagnostic)	1 year
Bachelor of Technology: Sport Management	1 year
Postgraduate Diploma in Health and Welfare Management	2 years
Master of Arts	1 year
Master of Arts in Psychology (Research)	1 year
Master of Arts in Social Work	1 year
Master of Arts in Human Movement Science (Research)	1 year
Master of Arts in Human Movement Science (Biokinetics) Coursework and Research	2 years
Master of Arts in Human Movement Science (Sport Science) Coursework and Research	2 years
Master of Arts in Clinical Psychology	2 years
Master of Arts in Counselling Psychology	2 years
Master of Arts in Health and Welfare Management	2 years
Master of Health Science in Medical Laboratory Science (Research)	
Master of Human Movement Science (Research)	
Master of Nursing (Research)	1 year
Master of Nursing (Advanced General Nursing Science) Coursework and Research	
Master of Nursing (Advanced Midwifery and Neonatal Nursing Science) Coursework and Research	
Master of Nursing (Advanced Nursing Education) Coursework and Research	
Master of Nursing (Advanced Primary Health Care) Coursework and Research	

Qualification	[1)] Minimum Duration
Master of Nursing (Advanced Psychiatric Nursing Science) Coursework and Research	
Master of Pharmacy	1 year
Master of Pharmacy: Industrial Pharmacy	1 year
Master of Science: Dietetics	1 year
Master of Science: General Health Sciences	1 year
Master of Social Work (Research)	1 year
Master of Social Work (Clinical Social Work) Coursework and Research	2 years
Master of Technology: Biomedical Technology	1 year
Master of Technology: Environmental Health	1 year
Master of Technology: Radiography	1 year
Doctor of Philosophy	2 years
Doctor of Philosophy: Nursing	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 Technology: Biomedical Technology	2 years
Doctor of Technology: Environmental Health	2 years
Faculty of Law	
Higher Certificate in Criminal Justice	1 year
Bachelor of Arts (Law)	3 years
Bachelor of Laws (Extended Curriculum)	5 years
Bachelor of Laws	4 years
Postgraduate Diploma in Criminal Justice Practice	2 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: 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	
Higher Certificate: Veldfire Management	1 year
Diploma: Agricultural Management	3 years
National Diploma: Analytical Chemistry	3 years
Diploma: Chemical Process Technology	3 years
National Diploma: Forestry	3 years
Diploma: Game Ranch Management	3 years
National Diploma: Nature Conservation	3 years
National Diploma: Polymer Technology	3 years
National Diploma: Wood Technology	3 years
Advanced Diploma: Analytical Chemistry	1 year
Bachelor of Technology: Agricultural Management	2 years
Bachelor of Technology: Forestry	1 year
Bachelor of Technology: Game Ranch Management	1 year
Bachelor of Technology: Nature Conservation	1 year
Bachelor of Technology: Wood Technology	1 year
Bachelor of Science	3 years
Bachelor of Science in Information Systems	3 years
Bachelor of Commerce Honours: Computer Science	1 year
Bachelor of Commerce Honours: Mathematical Statistics	1 year
Bachelor of Arts Honours: Geography	1 year
Bachelor of Science Honours	1 year

Qualification	[1)] Minimum Duration
Master of Agriculture (Research)	1 year
Master of Chemistry	1 year
Master of Chemistry (Product and Process Development)	1 year
Master of Forestry	1 year
Master of Game Ranch Management	1 year
Master of Nature Conservation	1 year
Master of Wood Technology	1 year
Master of Science	1 year
Doctor of Agriculture (Research)	2 years
Doctor of Chemistry	2 years
Doctor of Nature Conservation	2 years
Doctor of Forestry	2 years
Doctor of Philosophy	2 years

G1 GENERAL RULES FOR ALL QUALIFICATIONS

SCOPE AND DEVIATIONS

Scope

Unless stipulated otherwise elsewhere, these rules apply to all qualifications and students registered in 2018.

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.

G1.1 Definition of Terms

In these rules, unless the context otherwise indicates –

1.1.1 **"articulation"** means enabling progress and mobility of students within and across HEQSF qualifications.

1.1.2 **"assessment"** means collecting evidence of a student's competence to demonstrate the achievement of the learning outcomes of a module;

1.1.3 **"core module"** means a compulsory module;

1.1.4 **"co-requisite"** refers to a module that must be taken concurrently with another module;

1.1.5 **"coursework master's degree"** is a master's degree where, in addition to the treatise, if any, study modules are prescribed;

1.1.6 **"day"** refers to a working day (i.e. not Saturday, Sunday or a public holiday);

1.1.7 **"dissertation"** means the written or other approved* research work submitted in fulfilment of the requirements set for obtaining a research master's degree;
(Note: *Refers to e.g. artefacts, original music compositions, etc.)

1.1.8 **"elective modules"** refer to modules which form part of a curriculum which are not compulsory and in respect of which students can exercise a choice;

1.1.9 **"exit level module"** means a module which has outcomes and level descriptors at the exit level of the qualification;

1.1.10 **"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;

1.1.11 **"final results"** means results which have been approved by the relevant Faculty structure.

1.1.12 **"formal qualification"** means a qualification listed in the Programme and Qualification Mix (PQM) of the institution as approved by the Department of Higher Education and Training;

1.1.13 **"major module"** means an exit level module which has been identified as a major module in faculty rules;

1.1.14 **"module"** means 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 mark is entered in the student record;

1.1.15 **"occasional student"** means a student who has registered for one or more modules at the University, but who is not registered at the University as a student for a specific qualification;

1.1.16 **"pipeline programme"** means a programme which is being phased out, has no new intake and has been indicated as such in the Faculty Rules;

1.1.17 **"pipeline student"** means a student who is registered for a pipeline programme;

1.1.18 **"pre-requisite"** refers to a requirement that must be met prior to a student being allowed to register for a specific module;

1.1.19 **"programme"** is a purposeful and structured set of learning experiences that leads to a qualification;

1.1.20 **"provisional results"** means results which have not yet approved by the relevant Faculty structure.

1.1.21 **"re-assessment"** means a second assessment opportunity for modules assessed by continuous assessment.

1.1.22 **"recognition of prior learning" (RPL)** means the granting of credit to a student for specified knowledge and experience previously obtained in whatsoever manner;

1.1.23 **"student"** means 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;

1.1.24 **"syllabus"** of a module means a description of amongst others the learning outcomes and learning content dealt with in the module;

1.1.25 **"thesis"** means the written or other approved research work submitted in fulfilment of the requirements set for obtaining a doctor's degree or partial fulfillment in the case of a professional doctoral degree;

1.1.26 **"treatise"** means 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;

1.1.27 **"weighted average mark"** means the average of a set of final marks, each of which has been weighted by either the credit value or the relative course weight (RCW) of the individual module**.**

G1.2 Admission

1.2.1 Please consult the *Admission Policy* of the University. Admission of International applicants is subject to the conditions set out in the Immigration Act, 2002, as amended.

1.2.2 An applicant must apply to be admitted to the University on the prescribed application form. This form may be completed manually or electronically (online). The prescribed fee, where applicable, together with relevant documentation, must accompany the application.

1.2.3 By submitting the official application form, students confirm their acceptance of the rules and regulations of the University, their liability to pay prescribed fees and any amendments thereto for the duration of their studies. It is the student's responsibility to be acquainted with all the rules and regulations of the University.

1.2.4 Please consult the *Academic Programme and Almanac* section for closing dates for applications. Applications for admission as a student received after these official closing dates shall be regarded as "late" applications.

1.2.5 Certificate of good conduct and transcript of academic record:
An applicant who was previously registered at another/other University/ies, must submit an official certificate of good conduct and a transcript of academic record issued by such previous University/ies upon application to this University.

1.2.6 All applications for admission are subject to selection. An applicant will be notified of the outcome of his/her application. This notification may be via letter or electronic communication.

1.2.7 The admission requirements for all formal programmes are set out in the Faculty Prospectuses of the University and the Information Guides

Articulation

1.2.8 Articulation between qualifications is managed in terms of the official Articulation Policy of the University. A student or applicant who has completed a Higher Certificate/ Diploma and who may not have obtained the required endorsement status on his/ her National Senior Certificate (NSC) may be admitted to a cognate programme. Please refer to the Articulation Policy.

G1.3 Registration as a Student

1.3.1 ***General Rules Regarding Registration***

1.3.1.1 In order to pursue studies at the University, a student must register online. Prior to registration a student must ensure that all the required fees have been paid.

1.3.1.2 Students are required to register for all the prescribed modules applicable for the particular academic year or period subject to Rule 1.3.1.9

1.3.1.3 After the completion of registration, it is the student's responsibility to check his/her proof of registration to ensure that he/she is correctly registered for the qualification and modules.

1.3.1.4 A student, who registers at the University for the first time, where applicable, must furnish proof (original documents) that he/she complies with the prescribed admission requirements.

1.3.1.5 Students have to provide their correct contact details, which include four addresses (namely a postal, account, study and home address) and cellphone number. If, during the course of the academic year, any changes to a student's contact details occur, the Student Records Office must be notified of this in writing. Official correspondence sent to the contact details thus provided by the student will be deemed to have been received by him/her.

1.3.1.6 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. Such registration must take place within the normal registration period as stipulated in the Almanac of the University. Late registrations shall be accepted up to the predetermined date published in the Almanac of the University.

No person who is in arrears with the payment of any fees due to the University shall be registered as a student.

Registration for experiential learning is subject to the requirements stipulated above.

1.3.1.7 Prospective students shall register for a module before the commencement of such module. Late registrations or registration amendments shall be accepted up to the pre-determined date published in the General Prospectus only if the student has attended the module(s) in question from the commencement thereof. 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.

1.3.1.8 Written notification of qualification/module cancellations must be submitted to the Faculty Administration Office. The date on which such written notification is received will be deemed as the official date of cancellation. Module cancellations may be submitted electronically (online). The onus is on the student to ensure that he/she is duly registered correctly.

1.3.1.9 **Maximum number of credits that can be registered per academic year**

A student shall not be allowed to register for more than 120 credits per academic year unless prescribed in the relevant Faculty Rules. In exceptional cases, a deviation may be approved by the Executive Dean on recommendation of the Head of the Department or Director of the School.

1.3.1.10 Change of curriculum/qualification/programme

A student applying for a change of curriculum/qualification/programme, must apply in writing to the Faculty Administration Office by the date published in the University Almanac. In addition a student must ensure that he/she complies with the requirements of the new qualification/programme. Applications will be subject to selection by the relevant academic department. It is the student's responsibility to apply for recognition of credits already completed.

1.3.1.11 Subject to rule *G1.4*, 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. An Application to Study Elsewhere must be submitted prior to registration at the other institution. The relevant application form is available on the student portal (online) and from the Faculty Administration Office.

1.3.1.12 Compliance with qualification requirements:
The onus is on the student to ensure that the module(s) he/she is registered for will enable him/her to complete the qualification within the prescribed period.

1.3.1.13 Concurrent registration:
Except by permission of the Faculty Management Committees, no student shall concurrently be registered, in the same academic year for more than one qualification at the University.

Subject to G1.3.3, except by permission of the Faculty Management Committees, a student may not, in the same academic year, be registered for a formal qualification/module(s) of another higher education institution.

1.3.1.14 Offering of programmes and modules:

Subject to the provisions of rule G1.*3.2.2*, Senate may, with the approval of Council, determine the minimum number of students who must register for a programme/module for it to be offered. Once such 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 programme/module. In addition, Senate may with the approval of Council, determine the maximum number of students that may register for a particular programme/ module.

1.3.1.15 If only a small number of students wish to register for an elective module in any year, the Faculty Management Committee may, after consideration of the staffing resources and after consultation with the Head of the Department concerned, decide that such module shall not be offered in that year, provided that students are advised of this before the commencement of the second week of lectures.

1.3.1.16 Special requisites for particular modules:
A student shall not be admitted to a particular module unless he/she has met the requisite requirement(s) as stipulated in the faculty rules. In exceptional circumstances a deviation may be approved by the FMC.

1.3.1.17 If it becomes clear that a student is following a module for which he/she has not met the relevant admission requirements or pre-requisite, the registration for the module will be cancelled immediately.

1.3.1.18 Lecture Timetables:
Lecture timetables are prepared in accordance with curricula linked to the academic year of study and students who intend to register for modules across years of study may experience clashes.
Students may not register for modules that clash on lecturing timetables, except with the permission of the Executive Dean concerned. It is the responsibility of the student to ensure that he/she is not registered for modules that clash on the timetable. In the event of a clash, the responsibility is on the student to amend his/her registration accordingly.

1.3.1.19 A student must ensure that he/she attends the class group (including practicals and tutorials) he/she is assigned to. 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.If a clash is determined after registration, the onus is on the student to amend his/her registration accordingly.

1.3.2 Transitional General Rules for Undergraduate Qualifications

1.3.2.1 Transfer of students' registration between campuses:
A student who has registered for a qualification 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 consireded as one campus. Upon application and approval, transfer to another site or campus may occur only at the beginning of a subsequent registration period.

1.3.2.2 Phasing out of pipeline programmes:
Unless Senate decides otherwise, pipeline programmes shall be offered for two years longer than the minimum duration of the programme. Individual modules offered in programmes that are being phased out may be discontinued earlier. (See faculty rules for further details.)

1.3.3 ***Registration as an Occasional Student***
An applicant who does not wish to register for an approved qualification, but is only interested in a specific module(s), may register as an occasional student for non-qualification purposes. The normal admission and registration rules shall apply. Students registered for formal programmes who wish to register for additional modules on an occasional basis must apply for permission from the relevant Head of Department.

G1.4 Recognition and Retention of Credits

1.4.1 The relevant Head of Department may grant a credit for a particular module to a student if he/she has, at the University or at another accredited institution, previously passed a module(s), the required outcomes of which are sufficiently similar to those required for the module in question.

1.4.2 A student may accordingly, 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 half of the total credit value of the relevant programme or qualification at the University.

1.4.3 A student shall be required to complete all the exit level modules at the University, provided that 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. 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.

1.4.4 Applications for recognition of credits must be submitted to the Faculty Administration Office before the commencement of study. The prescribed form must be completed in full. In the case where modules from another accredited 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. The prescribed fee is payable to the university before consideration of the application by the relevant faculty.

1.4.5 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 University Almanac.

1.4.6 Where a student has had a break in studies for a year or longer, such student must re-apply for admission. In some instances, the retention of credits may be subject to departmental or equivalent structure approval.

1.4.7 A student may be granted credits in respect of modules obtained towards a completed qualification, provided that such credits shall not constitute more than 50% of the credits required for the new qualification.

G1.5 Attendance Requirements

1.5.1 A department may set attendance requirements, in which case satisfactory attendance must be clearly defined. Students must be notified thereof in writing through the module guide at the commencement of each module.

1.5.2 Departments may exclude students from an assessment or examination in a module on the basis of unsatisfactory attendance.

G1.6 Assessment

1.6.1 ***Assessment Manner***
The assessment of all students in every module shall be in the manner as approved by Senate and the final mark so obtained for a module shall be entered into the academic

records of the students. A final mark is usually determined by calculating the weighted average of the class mark and an examination mark.

1.6.2 Final Assessment

The time and venue for the final assessment of a module shall be determined by Senate.

1.6.3 Notification of Assessment Manner

Notification of how and when assessments will be conducted and exactly how the class and final mark will be computed will be by means of the module guide which will be handed to students at the commencement of each module.

1.6.4 Absence from Assessments

Satisfactory documentary evidence, e.g. a medical certificate, is required for absence from all types of assessments. Such documentary evidence must be submitted to the relevant lecturer no later than three (3) working days after the assessment. 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. 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. The lecturer will endeavour to accommodate the students where possible.

1.6.5 Release of Provisional Examination Results

Provisional results are released for the sole purpose of giving students advance notification of potential re-examinations/ special examinations/ extraordinary examinations. The onus is on a student to obtain his/her final examination results when published. (Refer Rule 1.6.19)

1.6.6 Examination Admission and Notification

Subject to rule G1.5, a class mark of at least 40% must be obtained in a specific module for admission to the examination in that module. Class marks will be published on the student portal and the onus is on the student to ascertain whether he/she qualifies for examination admission.

Request from faculties for exceptions may be approved by Senate subject to satisfactory empirical investigation and motivation. Such exceptions will be clearly indicated in the module guides.

1.6.7 Examination Timetable

Official notification of the examination timetable will be by means of email to the students' University email addresses as well as on the Student Portal. A provisional examination timetable normally precedes the final examination timetable and the onus is on students to ensure that their modules do not clash and point out any clashes to the Examinations Office. It remains the responsibility of a student to consult the final examination timetable when it is published as dates and/or times may have changed when compared to the provisional timetable.

1.6.8 Determination of Class Mark

1.6.8.1 A class mark is determined by means of the assessment (during the course of an academic term or semester) of a student's performance in a module through various methods, e.g. tests, practical work, assignments, etc.

1.6.8.2 A class mark is not transferable and is valid only for the specific registration period in which it has been achieved.

1.6.9 Determination of Examination Mark

In cases where a module has more than one examination paper:

- the examination mark for that module consists of the weighted average mark of the marks obtained for each question paper;
- departments may set subminima for question papers.

1.6.10 Determination of Final Mark

The final mark of a module is determined by weighting the class mark and the examination mark in a ratio which is normally in a range between 30:70 and 70:30. In some instances, for example portfolios, the class or examination mark may be set at 100%.

1.6.11 Continuous and Alternative Assessments

1.6.11.1 Senate may approve continuous and alternative assessment methods for a module. Such alternative assessment methods may include portfolios.

1.6.11.2 At the commencement of a module, the student shall be informed by means of the module guide of the manner in which such alternative 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 re-assessment, if any, will be conducted. Such re-assessment must be finalized before the due date for finalization of normal examination marks (June and November).

1.6.12 Pass Requirements

1.6.12.1 A student must obtain a final mark of at least 50%, subject to a subminimum mark of 40% for the examination, in order to pass a module.

1.6.12.2 Passing of linked modules

It is acknowledged that certain modules, while being stand-alone modules for which individual credit may be obtained in terms of Rule 1.6.12.1 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:

1.6.12.2.1 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 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 examination, must have been obtained for the first module.

1.6.12.2.2 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 examination, must be obtained for each individual module.

1.6.12.2.3 If all linked modules have not been passed in terms of rules 1.6.12.2.1 and 1.6.12.2.2 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.

1.6.12.2.4 The linking of modules and the consequent averaging of marks is only allowed in respect of the same academic year.

1.6.12.2.5 A specific faculty rule may determine that the minimum final and subminimum marks referred to in rules 1.6.12.2.1 and 1.6.12.2.2 above shall be at least 45%.

1.6.12.2.6 The linking of modules and the application of these rules must be explained in the module guide of a linked module which is handed out at the commencement of each module.

1.6.13 Passing a module with Distinction

A student passes a module with distinction if he/she attains a final mark of at least 75% in that module.

1.6.14 Obtaining a Certificate/Diploma/Degree Cum Laude

(Excluding BTech, Postgraduate diplomas, Honours, Master's and Doctoral degrees)

Unless Senate has approved a different faculty rule in respect of sub-rule (d) below, a qualification is awarded ***cum laude*** if the student:

(a) completed the qualification in the prescribed minimum period of study for the applicable full-time or part-time programme;

(b) passed all the prescribed modules of the qualification at the first attempt for each module;

(c) obtained a weighted average mark of at least 75% across all the modules of the qualification; and

(d) obtained a weighted average mark of at least 75% across all the major modules of the qualification as identified in the faculty rules.

1.6.15 Special Examinations

1.6.15.1 A student prevented from sitting for, or completing, a normal examination due to circumstances beyond his/her control may be granted permission by the Head of Department to sit for a special examination. Such a student must submit a written application, supported by documentary evidence to the Examination Office before the first examination, but no later than three (3) working days after that examination. In the case of illness a medical certificate must be submitted, in the case of death in the family*, a certified copy of the death certificate must be submitted and if the application is 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.

* "family" includes the following persons: student's spouse or life partner or student's parents, brother, sister, adopted parents, grandparent, child, adopted child, grandchild, or his/her legal spouse's parents

1.6.15.2 A 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 examination(s) on the day(s) of the examination(s) in question. The University also reserves the right to investigate the validity of a medical certificate and to make a final decision informed by the investigation.

1.6.15.3 A special examination will not be allowed if a student:

(a) Misreads/misinterprets the examination timetable;
(b) Acts on unofficial information;
(c) Arrives late for an examination;
(d) Is unable to identify him- or herself satisfactorily at the examination venue.
(e) Has completed an examination and afterwards applies for a special examination on the basis of illness or other circumstances.

1.6.15.4 A special examination may be granted by the relevant Head of Department, to a student who is required to take part in any recognised sport, cultural or other student activities at provincial level or higher, at a time which is likely to affect his/her preparation for and/or writing of an examination. Students participating in University approved activities may also be eligible to be granted special examinations by the relevant Head of Department.

1.6.15.5 If a student fails to write a special examination, the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. An appeal to the Faculty Management Committee must follow the procedure outlined in 1.6.15.1

1.6.15.6 A student who upon writing a special examination and is eligible for a re-examination or extra-ordinary examination shall write such examination on a date/time to be determined by the Examination Office.

1.6.15.7 The procedure as described in G1.6.19 below is applied for the notification of students for special examinations.

1.6.15.8 A special examination is written at the same time as the re-examination in that particular module.

1.6.16 Students whose religious or cultural observance coincide with the examination period

Students who object on grounds of religious or cultural observance to writing examinations on particular dates/times during the examination period may apply to the Examinations Office to have the examinations not scheduled on the dates/times in question.

The Examinations Office will endeavour to reasonably accommodate the students by not scheduling the affected examinations on the dates/times in question.

If this is not possible, the students will be allowed to apply for special examinations in terms of Rule G1.6.15.1.

Any such application must be submitted on the prescribed form by the published date in the Almanac of the University.

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.

1.6.17 Re-Examinations

1.6.17.1 Students who have failed the original final assessment in a module may qualify for a re-examination of any work (including portfolios) or examination in that module, provided that a re-examination shall not be granted in respect of modules offered in the academic recess periods.

1.6.17.2 In order to qualify for a re-examination, a student must have obtained a final mark of at least 45% in the original examination.

1.6.17.3 In addition to the normal examination periods, re-examinations are normally conducted during a period preceding the commencement of the following academic semester as scheduled in the Academic Calendar.

1.6.17.4 A re-examination does not constitute a separate new assessment. The criteria or ratios used in the original calculation of the final mark shall also apply to the re-examination, but the final mark thus obtained may not exceed 50%.

1.6.17.5 If a student fails to write the re-examination, the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. An appeal to the Faculty Management Committee must follow the procedure outlined in 1.6.15.1

1.6.17.6 A fee per module will be debited to the student's account after the re-examination has been written.

1.6.18 Extraordinary Examinations - Last Outstanding Module

1.6.18.1 A final year student or a student registered for an undergraduate one-year qualification who after the completion of the normal semester examinations or recess programme, needs to pass only one outstanding module to complete a qualification, and has not qualified for a re-examination or special examination in that module, shall nevertheless be granted an extraordinary examination in that module.

1.6.18.2 For the consistent implementation of this rule, the following definitions and sub-rules must be applied:

(a) A final year student is a registered student who has qualified to be categorized as such by virtue of his/her academic progress up to the end of the previous academic year.

(b) 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.

(c) The rule must be applied separately and independently in respect of the June and November examinations:

(i) *after the June examinations:* it must be assumed that the student will pass all year and second semester modules he/she has registered for, as well as all re-examinations and special examinations. A student who has not registered for his/her outstanding second semester module(s), should there be any, shall not be eligible for an extraordinary examination after the June examinations.

(ii) *after the November examinations:* the student must have passed all first semester modules.

(d) If the only outstanding module, as defined in (b) above, is a module for which the student did not qualify for admission to the examination in terms of rule G1.6.6, an extraordinary examination shall also be granted for that module. However, this sub-rule will **not** apply if the non-admission to the examination was the result of non-compliance with a sub-minimum requirement relating to a compulsory laboratory or assignment component of the class mark.

(e) An extraordinary examination does not constitute a separate new assessment and is therefore subject to rule G1.6.17.4.

(f) A student shall sit for an extraordinary examination in the normal period when re-examinations are written.

(g) This rule shall not apply if a student has failed a re-examination or an extraordinary examination in that module. The re-examination shall not be granted on an extraordinary examination.

(h) If a student fails to write an extraordinary examination, the opportunity shall be forfeited, unless deemed otherwise by the Faculty Management Committee. An appeal to the Faculty Management Committee must follow the procedure outlined in 1.6.15.1

1.6.19 Notification of Examination Results

(Including results of re-examinations, special examinations and extraordinary examinations. These results will only be released if the student account is not in arrears by any of the respective payment dates.)

1.6.19.1 The Department of Academic Administration is responsible for notifying a student of the official examination results. The official examination results will indicate whether a student qualifies for a re-examination/special examination/ extraordinary examination.

1.6.19.2 Examination results shall be made available by means of email to the students' University's email addresses as well as on the Student Portal. Notice of dates, times and venues for re-examinations/special examinations/ extraordinary examinations will also be included. In addition, examination results may also be made available via SMS to students' cell phone numbers. Printed examination results will be made available upon request at no cost to the student.

1.6.19.3 In the event of any discrepancy with regard to the information displayed via the various media, the examination results on the ITS System shall be regarded as the official examination results.

1.6.19.4 The onus is on the student to ascertain whether he/she qualifies for a re-examination/special examination/extraordinary examination and the time and place of such an examination. A student, who interprets the notification of the re-examination/ special examination/extraordinary examination incorrectly, cannot claim another opportunity to be examined.

1.6.20 Viewing of Examination Scripts

A student has the right to view his/her examination scripts* and associated memoranda on application to the Examination Office provided that the student account is not in arrears by any of the payment dates and subject to the following timeframes:

* (Includes examination scripts for normal examinations, re-examinations, extraordinary examinations and special examinations).

With respect to normal examination and the special/re-examination periods, the timelines for submitting applications will be as indicated in the University Almanac.

1.6.21 Re-Marking of Examination Scripts

1.6.21.1 If a student is not satisfied with the marking of his/her examination script*, he/she may apply for a re-mark of such a script, provided that the student account is not in arrears, subject to completion of the relevant application form at the Examinations Office and payment of the prescribed fees.

* (Includes examination scripts for normal examinations, re-examinations, special examinations and modules offered during the student recess period)

1.6.21.2 The timelines for the application process for the re-marking of an examination script shall be as indicated in the University Almanac.

1.6.21.3 Applications for re-marking apply exclusively to written examinations.

1.6.21.4 Cancellation of a request for the re-mark of an examination script will not be allowed once the prescribed fee has been paid. The prescribed fee is not refundable, unless the re-mark results in a change to the final result.

1.6.21.5 The Head of Department concerned shall appoint a person other than the original examiner/moderator to re-mark the script.

1.6.21.6 The outcome of the re-mark of an examination script, once approved by the relevant Head of Department, will become the official examination mark for that script.

1.6.22 Submission of Final Assessment Material for Graduation Purposes

The final date for the submission of documentation which may have a bearing on the graduation of a student in that particular academic year, shall be as published in the almanac in order to graduate in that particular academic year, e.g. portfolios, log books, applications for module credits, etc.

1.6.23 Moderation of assessments

1.6.23.1 On behalf of the Senate, the respective Faculty Management Committees appoint at least one examiner and one moderator for the examinations in modules offered by the University.

1.6.23.2 (a) Except by permission of Senate all modules other than exit-level modules or modules for a one-year undergraduate qualification shall be subject to internal moderation.

(b) Except by permission of Senate, all exit-level modules shall be subject to external moderation.

1.6.24 Writing of Examinations

1.6.24.1 When a student registers at the University, he/she simultaneously registers for the examination in those modules for which he/she registers, provided that he/she meets the examination admission requirements.

1.6.24.2 (a) A student may only sit for his/her examination at the examination centre for which he/she has been registered.

(b) (i) Notwithstanding (a) above, an undergraduate study abroad student or a local student who officially participates in a study abroad programme, who qualifies for a re-examination, special examination or extraordinary examination in a module, but is unable to write such examination at the University due to being abroad at the time of the examination, may apply to sit for the examination at any of the University's Partner Universities abroad or any other university abroad as determined by the relevant committee, as contemplated in subparagraph (iii) below, at its discretion.

(ii) Any such application must be submitted on the prescribed application form to the Office for International Education at least five (5) working days before the commencement of the re-examination/special examination period.

(iii) The prescribed fee for writing the examination is payable upon the relevant committee's approval of the application.

(iv) Additional information regarding the application procedure, prescribed fees and conditions applicable to such examinations is available on the University's website.

1.6.24.3 Students should be seated 15 minutes before the examination session commences and nobody may leave the venue within the first hour or during the last 15 minutes of the examination session. No student will be admitted to the examination venue once the first half hour of the session has passed.

1.6.24.4 A student will only be allowed to write the examination if he/she is in possession of his/her valid student card. If a student has misplaced or lost his/her student card on the day of the examination, he/she will only be permitted to write the examination if she/he is in possession of a recent (not older than 3 months) proof of registration together with his/her identity document or passport.

1.6.24.5 All students must abide by the examination instructions as detailed in the examination answer books, as well as those rules read out by the Chief Invigilator prior to commencement of each examination session.

1.6.24.6 Students, who as a result of acceptable reasons need additional time for the writing of examinations, must apply in writing to the Student Counselling, Career and Development Centre not later than one calendar month before the commencement of each examination period.

G1.7 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. A doctoral student is not entitled to use the title Doctor until the doctoral degree has been conferred at a graduation ceremony.

G1.8 Withdrawal and revocation of a qualification

The University Council in consultation with Senate reserves the right to revoke a qualification that was awarded-

(a) On the basis of 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

(b) as a result of fraudulent or dishonest act in connection with the obtaining of such qualification.

Prior to withdrawing and revoking the qualification, the University must-

i. Notify the recipient that a revocation and withdrawal is being considered;
ii. Provide the recipient with relevant information justifying the intended action;
iii. Provide the recipient with an opportunity to obtain assistance and to present his/ her case and
iv. Consider the submissions and the representations of the recipient.

G1.9 Qualifications awarded posthumously

The University may award a diploma or confer a degree posthumously if the student already complied with all the requirements of the qualification concerned before passing away.

G1.10 Conferring of honorary degrees

Unless determined otherwise by Council, with the concurrence of Senate, and in terms of its Statute, the University confers honorary degrees of master or doctor in accordance with criteria contemplated in the Statute of the University.

G1.11 Issuing of qualification certificates

Qualification certificates are issued once only, on the understanding that students who have graduated may, in the case of lost, stolen or damaged certificates, apply in writing (accompanied by an affidavit and the prescribed fee) for a replacement of the original certificate.

G1.12 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 Intergrity and Prevention of Plagiarism available on the student portal.

G1.13 Re-admission of Students

Council has the legal authority to refuse re-admission of a student and will do so, if a student is considered not to be making satisfactory academic progress in a programme he/she may be refused re-admission in terms of the policy approved by Council. Please consult the relevant Faculty Prospectus for the re-admission rules applicable to a particular Faculty or programme.

G1.14 Effect of Amendment of Rules

If either the general rules for qualifications or specific faculty rules applicable to an academic qualification 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.

G2 GENERAL RULES FOR ADVANCED DIPLOMAS AND B TECH DEGREES

(Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications shall also apply to BTech degrees - BTech degrees are in the process of being phased out.)

G2.1 Admission

2.1.1 The holders of a relevant national diploma of the University or holders of other qualifications approved by Senate, or students who have passed the examinations on the grounds of which they will be awarded a national diploma by the University or on the grounds of which the required status may later be granted to them, may be accepted as students for Advanced Diplomas and BTech degrees.

2.1.2 Additional requirements relating to the level of competence achieved for the national diploma may be stipulated in the faculty rules.

G2.2 Duration of Study

The curriculum for a full-time Advanced Diploma and BTech degree shall be offered over at least one year. The curriculum for a part-time Advanced Diploma and BTech degree shall normally be offered over at least two years. Additional specifications are stipulated in the faculty prospectuses.

G2.3 Examinations

2.3.1 On the completion of an examination 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.

2.3.2 The degree shall be awarded to a student who obtains at least 50% in each prescribed module.

The degree shall be awarded *cum laude* to students who –

(a) 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

(b) complete the qualification in the prescribed minimum period of study for the applicable full-time or part-time programme as stipulated in the faculty prospectus.

G2.4 Projects

2.4.1 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 University Almanac, 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 *G2.4.2*.

2.4.2 If the examination 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.

G2.5 Re-admission

Students, who have not completed the degree after two years (full-time) or four years (part-time), must apply for re-admission to the studies for the degree. Should such students be re-admitted, the retention of credits already obtained towards the degree shall be subject to departmental approval.

G3 GENERAL RULES FOR POSTGRADUATE CERTIFICATES AND DIPLOMAS

(Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications shall also apply to postgraduate diplomas.)

G3.1 Admission

3.1.1 The holders of an appropriate bachelor's degree or holders of an appropriate Advanced Diploma of the University or holders of other qualifications approved by Senate.

3.1.2 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 Duration of Study

The curriculum for a full-time Postgraduate Diploma and Postgraduate Certificate shall be offered over at least one year. The curriculum for a part-time Postgraduate Diploma and Postgraduate Certificate shall normally be offered over at least two years. Additional specifications are stipulated in the faculty prospectus.

G3.3 Examinations

3.3.1 On the completion of an examination 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.

3.3.2 The diploma shall be awarded to a student who obtains at least 50% in each prescribed module.

3.3.3 The diploma shall be awarded *cum laude* to students who –

(a) 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

(b) complete the qualification in the prescribed minimum period of study for the applicable full-time or part-time programme.

G3.4 Re-examinations

3.4.1 The Faculty Management Committee may, on the recommendation of the Head of Department or Director of the School, allow students to present themselves for a re-examination in a module or modules failed, provided that the student has obtained a final mark of at least 45% in the relevant module(s).

3.4.2 Last outstanding module - category

In exceptional circumstances, and with the permission of the Faculty Management Committee, a student who has obtained a final mark of less than 45% for a module, may be granted a re-examination in that module. Such exceptional circumstances include students who are in their final year of study, and who after either the first or second semester final assessments need only one module to obtain his/her qualification.

3.4.3 A re-examination does not constitute a separate new assessment. The criteria and ratios used in the original calculation of the final mark shall also apply to the re-examination, but the final mark thus obtained may not exceed 50%.

G3.5 Repeating modules in Postgraduate Certificates and Diplomas

Unless Senate approves a different rule for a specific programme, a Postgraduate Diploma student shall be permitted to repeat a failed module more than once provided that the maximum period of study is not exceeded.

G3.6 Research project

G3.6.1 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 University Almanac, unless an earlier date has been determined in the faculty rules. Students may nevertheless submit their research project after the above-mentioned submission date subject to provisions of Rule G3.6.2.

G3.6.2 If the examination 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.

G3.7 Re-admission

Students, who have not completed the diploma after two years full-time and four years part-time study, must apply for re-admission to the studies for the degree. Should such students be re-admitted, the retention of credits already obtained towards the qualification shall be subject to departmental approval.

G4 GENERAL RULES FOR HONOURS DEGREES

(Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications shall also apply to honours degrees.)

G4.1 Admission

4.1.1 The holders of a relevant bachelor's degree of the University or holders of other qualifications approved by Senate, or students who have passed the examinations on the grounds of which they will be awarded a bachelor's degree by the University or on the grounds of which the required status may later be granted to them, may be accepted as students for honours degrees.

4.1.2 Additional requirements relating to the level of competence achieved for the bachelor's degree may be stipulated in the faculty rules.

G4.2 Duration of Study

The curriculum for an honours degree shall be offered over at least one year full-time and two years part-time study. Additional specifications are stipulated in the faculty prospectus.

G4.3 Examinations

4.3.1 On the completion of an examination 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.

4.3.2 The degree shall be awarded to a student who obtains at least 50% in each prescribed module.

4.3.3 The degree shall be awarded *cum laude* to students who –

(a) 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

(b) complete the qualification in the prescribed minimum period of study for the applicable full-time or part-time programme.

G4.4 Re-examinations

4.4.1 The Faculty Management Committee may, on the recommendation of the Head of Department or Director of the School, allow students to present themselves for a re-examination in a module or modules failed, provided that the student has obtained a final mark of at least 45% in the relevant module(s).

4.4.2 In exceptional circumstances, and with the permission of the Faculty Management Committee, a student who has obtained a final mark of less than 45% for a module, may be granted a re-examination in that module. Such exceptional circumstances include students who are in their final year of study, and who after either the first or second semester final assessments need only one module to obtain his/her qualification.

4.4.3 A re-examination does not constitute a separate new assessment. The criteria and ratios used in the original calculation of the final mark shall also apply to the re-examination, but the final mark thus obtained may not exceed 50%.

G4.5 Repeating modules in Honours degrees

Unless Senate approves a different rule for a specific 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.

G4.6 Treatises

4.6.1 The date for the submission of treatises 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 University Almanac, unless an earlier date has been determined in the faculty rules. Students may nevertheless submit their treatise after the above-mentioned submission date subject to provisions of rule G4.6.2.

4.6.2 If the examination of a student's treatise is not completed in time for the degree to be awarded, the student must re-register for the academic year concerned.

G4.7 Re-admission

Students, who have not completed the degree after two years, must apply for re-admission to the studies for the degree. Should such students be re-admitted, the retention of credits already obtained towards the degree shall be subject to departmental approval.

G5 GENERAL RULES FOR MASTER'S AND DOCTORAL DEGREES

(Unless stipulated otherwise hereinafter, or unless the context indicates otherwise, the general rules for all qualifications shall also apply to master's and doctoral degrees.)

G5.1 Admission

5.1.1 Holders of a recognised Honours or four year professional bachelor's degree of a University (in the case of master's studies) and the holders of a recognised master's degree of the University (in the case of doctoral studies) or the holders of other qualifications approved by Senate, may be accepted as students for the relevant degree.

5.1.2 Students who have passed the examinations 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.

5.1.3 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.

5.1.4 Applicants wishing to pursue either a master's by dissertation or doctoral studies are required, as part of the application process, to provide a broad outline of a proposed area of research. Applicants wishing to pursue a coursework master's will receive guidance from the assigned postgraduate programme co-ordinator with regard to the choice of a research topic to fulfil the requirements for the treatise component of their chosen degree programme.

5.1.5 An application for registration as a student for a postgraduate qualification 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 Postgraduate Admissions Office.

5.1.6 Where applicable, a student must submit a research proposal for approval by the Faculty Postgraduate Studies Committee within the prescribed minimum period as stipulated in the *Policy on Master's and Doctoral Degrees*. Once such approval has been obtained, an official research project is registered by the Faculty Administration Office.

5.1.7 Unless the Faculty Postgraduate Studies Committee decides otherwise, no student will be allowed to continue with his/her studies if a research project has not been registered within the prescribed minimum period as stipulated in the *Policy on Master's and Doctoral Degrees*.

G5.2 Duration

5.2.1 The minimum period of study for a postgraduate research qualification is as follows:
Master's degree: One (1) year
Doctoral degree: Two (2) years

5.2.2 Unless Senate approves a different rule for a specific programme, the maximum period of study for the following postgraduate qualifications is as follows:

Full-time Studies

Master's by coursework and treatise: Three (3) years
Master's by dissertation: Three (3) years
Master in Business Administration full time: 4 years
Doctoral studies: Four (4) years

Part-time Studies

Master in Business Administration part time: 6 years
Master in Business Administration block release: 6 years
Master's by coursework and treatise: Four (4) years
Master's by dissertation: Four (4) years
Doctoral studies: Six (6) years

5.2.3 (a) A student's application for extension of the maximum period of study, as referred to in par. 5.2.2, must –
  (i) complete the prescribed form and provide comprehensive reasons for the student's failure to complete the programme within the prescribed period; and
  (ii) stipulate his/her proposed date of completion of the programme.

(b) An application for extension of the maximum period of study is subject to the approval of –
  (i) the Faculty Postgraduate Studies Committee for any period up to twelve (12) months;
  (ii) the University's Postgraduate Studies Committee, on recommendation of the Faculty Postgraduate Studies Committee, for any period exceeding twelve (12) months.

(c) 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.

(d) Applications for extensions of study period should be submitted to the Faculty Administration Office by the end of November for the following academic year.

5.2.4 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. The university may refuse a student re-admission, if such a student fails to make satisfactory academic progress in terms of agreed upon outcomes with his/her research supervisor.

5.2.5 If in any 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 G5.2.1 and will pay fees on a pro rata basis.

G5.3 Registration and Continuing Registration

5.3.1 Coursework Master's degree students must be registered before the start of the relevant lecture programme.

5.3.2 Subject to G5.2.5 above, the first registration of students for research Master's and Doctoral degree programmes may be at any time during the academic year.

5.3.3 A student must renew his/her registration for the study on an annual basis, for the full period of study, until he/she has complied with all the prescribed requirements for the degree. Such registration must take place within the normal registration period. Late registrations shall be accepted up to the predetermined date published in the Almanac of the University. If a student fails to renew his/her registration as a student, the registration of his/her research project shall lapse subject to Rule 5.3.5

5.3.4 If the examination 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.

5.3.5 The Faculty Postgraduate Studies Committee can, 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 year to the relevant Head of Department or Director of School.

5.3.5.1 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.

G5.4 Module Credits

Applications for credits in respect of coursework Master's studies will, on the recommendation of the relevant Head of Department, be considered by the Faculty Postgraduate Studies Committee.

G5.5 Outcomes of the Research

5.5.1 A student must in his/her treatise/dissertation/thesis achieve the relevant outcomes articulated in the University's *Policy on Master's and Doctoral Degrees*, a copy of which will be made available to him/her.

5.5.2 The Faculty Postgraduate Studies Committee must approve the research title of a treatise/dissertation/thesis in advance.

5.5.3 Students shall conduct their research under the guidance of a supervisor appointed by the Faculty Postgraduate Studies Committee. 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.

In the latter case 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.

5.5.4 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.

5.5.5 In compliance with the prescribed learning agreement, the student must liaise with his/her supervisor on a regular basis to report on the progress made with his/her research and to receive guidance from him/her.

5.5.6 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.

G5.6 Submission

5.6.1 When the treatise/dissertation/thesis nears completion, the student must inform the relevant Faculty Administration Office in writing of his/her intention to submit it for examination. 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.

5.6.2 A treatise/dissertation/thesis may only be submitted for examination 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.

5.6.3 A treatise/dissertation/thesis must be accompanied by a written declaration on the part of the student to the effect that it is his/her own original work and that it has not previously been submitted for assessment to another University or for another qualification. However, material from publications by the student may be embodied in a treatise/dissertation/ thesis.

5.6.4 For purposes of examination, students must submit at least three (3) securely bound copies and one electronic copy in PDF format of the treatise/dissertation/thesis to the Examinations Office on the first Friday of December for the autumn graduation and the first Friday in August for the summer graduation as published in the University Almanac.

5.6.5 Copies of the treatise/dissertation/thesis submitted for examination shall become the property of the University and shall not be returned to the student, provided that examiners choose to return their copies.

5.6.6 After the treatise/dissertation/thesis has been accepted and the student has made the required amendments, if applicable, he/she must submit the following documents to the Examination Office at least three (3) working weeks before the graduation ceremony:

(a) one hard bound copy of the final treatise/dissertation/thesis for the library;
(b) one hard bound copy of the final treatise/dissertation/thesis for each supervisor;
(c) one copy in acceptable electronic format; and
(d) if applicable, a written declaration by the supervisor that the proposed amendments to the treatise/dissertation/thesis have been effected.
(e) 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 CD.
(f) 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.

5.6.7 Students for doctoral degrees are required to submit to their supervisor(s) a manuscript in article format based on the research for their thesis.

This manuscript shall –

(a) be prepared in the format required by an appropriate accredited journal,
(b) be submitted to the supervisor within six weeks of the submission of the thesis for examination, but no later than six weeks before the graduation ceremony at which the degree will be awarded, and
(c) 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.

A declaration confirming that this requirement has been met shall be submitted to the Chairperson of the Faculty Postgraduate Studies Committee by the supervisor to serve at the relevant meeting of the Faculty Postgraduate Studies Committee that approves the award of the degree.

G5.7 Editorial Preparation

5.7.1 The technical editing of the treatise/dissertation/thesis must comply with the requirements as determined by the University.

5.7.2 The examination copies of the treatise/dissertation/thesis shall normally be printed or typed with a font size 12 in at least one and a half spacing on one side of A4-format paper.

5.7.3 A treatise/dissertation/thesis shall contain an English summary of its contents not exceeding 500 words in the case of a thesis and 300 words in the case of a dissertation. This summary must appear in the front of the treatise/dissertation/thesis following the table of contents and must end with a list of not more than ten key words. Students may include a second summary in a language of their choice, provided that, if the language is not the medium of instruction at the University, the translation must be a sworn translation furnished at the cost of the student.

5.7.4 The title of the treatise/dissertation/thesis, as well as the name of the student must appear on the cover and the spine of each copy. However, with the permission of the supervisor, an abridged title can be printed on the spine.

5.7.5 The title page of the treatise/dissertation/thesis shall contain the following particulars:

(a) Full title;
(b) Full name of the student;
(c) 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";

(d) Date of submission;

(e) Name of the supervisor and co-supervisor (if applicable).

5.7.6 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.

G5.8 Examination Rules for Master's and Doctoral Degrees

5.8.1 ***Constitution of the Examination Panel***

5.8.1.1 The Faculty Postgraduate Studies Committee appoints the examiners for the treatise/ dissertation/thesis.

5.8.1.2 The supervisor and the co-supervisor (where applicable) act as the internal examiners for the treatise or dissertation.

5.8.1.3 In the case of a treatise/dissertation, at least one external examiner must be appointed. In the case of a thesis, at least three examiners must be appointed as contemplated in 6.1.2 of the *Policy on Master's and Doctoral Degrees* with at least two of the examiners being external to the University. It is strongly recommended that, where possible, at least one international external examiner be appointed for the examination of a thesis.

5.8.2 ***Examination Process***

5.8.2.1 Examiners must conduct their assessment in accordance with the guidelines for examiners.

5.8.2.2 The completed reports of all the examiners are submitted to the Faculty Postgraduate Studies Committee for consideration and to resolve whether the degree should be awarded or not.

5.8.2.3 A student may be required to submit to an oral or *viva voce* examination on the treatise/dissertation/ thesis.

5.8.2.4 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 follows: Masters treatise or dissertation to be completed within three (3) months. Doctoral thesis to be completed within six (6) months. The student is expected to re-register for the applicable academic year. A student is allowed only one opportunity for resubmission.

5.8.2.4.1 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 year and will have financial implications.

5.8.2.5 In the event of a treatise/dissertation/thesis being rejected, the student may submit a duly motivated appeal in writing to the Executive Dean of the relevant Faculty within one month of the release of the result. The Executive Dean shall submit such appeal, together with the examiners' reports to the University Postgraduate Studies Committee who must decide, within two weeks, whether the appeal must be upheld or not. The Chairperson of the PGSC must notify both the Dean and the student in writing of the outcome. If the appeal is granted by the University 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 contemplated in 6.11.6 of the *Policy on Master's and Doctoral Degrees)*. The decision of the arbiter is final and binding.

5.8.3 ***Allocation of Final Mark for Research Project***

The mark for a Master's treatise/dissertation is calculated as follows:

(a) 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).

(b) 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).

5.8.4 Examination and Re-Examination of Coursework Modules in Master's Degrees

5.8.4.1 On the completion of an examination 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.

5.8.4.2 The degree shall be awarded to a student who obtains at least 50% in each prescribed module.

5.8.4.3 The Faculty Postgraduate Studies Committee may, on the recommendation of the Head of Department or Director of the School, allow students to present themselves for a re-examination in a module or modules failed, provided that the student has obtained a final mark of at least 45% in the relevant module(s).

5.8.4.4 In exceptional circumstances, and with the permission of the Faculty Postgraduate Studies Committee, a student who has obtained a final mark of less than 45% for a module, may be granted a re-examination in that module. Such exceptional circumstances include students who are in their final year of study, and who, after either the first or second semester final assessments, need only one module to obtain his/her qualification.

5.8.4.5 A re-examination does not constitute a separate new assessment. The criteria and ratios used in the original calculation of the final mark shall also apply to the re-examination, but the final mark thus obtained may not exceed 50%.

5.8.5 Repeating Coursework Modules in Master's Degrees

Unless Senate approves a different rule for a specific programme, a Master's student shall be permitted to repeat a failed module more than once provided that the maximum period of study is not exceeded.

5.8.6 Awarding the Degree Cum Laude

5.8.6.1 A Master's student obtains the degree *cum laude* if he/she –

(a) In the case of a coursework degree:
- Passes all the modules at the first attempt;
- obtains a weighted average mark of at least 75% for all the modules; and
- obtains a final mark of at least 75% for the treatise.

(b) In the case of a research degree, obtains a final mark of at least 75%

(c) Completes the qualification within the prescribed maximum period of study for the applicable full-time or part-time programme.

5.8.6.2 A Doctoral degree is not conferred *cum laude*.

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, whereafter 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 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.

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.

1. DEFINITIONS AND INTERPRETATION

1.1 **Central Disciplinary Committee** - means the Central Disciplinary Committee established in accordance with paragraph 5.1 of this Code.

1.2 **George Campus Disciplinary Committee** – means the disciplinary committee established in accordance with paragraph 6.1 of this Code.

1.3 **Initiator** – means a person who has the necessary appropriate knowledge, appointed by the Vice-Chancellor to act as initiator in proceedings of the disciplinary committees established in accordance with the provisions of this Code.

1.4 **Internal Review –** means a re-evaluation of the evidence and decision taken at the initial hearing, and includes both substantive and procedural matters.

1.5 **Residence Disciplinary Committee** – means a disciplinary committee established in terms of the disciplinary rules for residences.

1.6 **SRC** – means the Student Representative Council.

1.7 **SRC disciplinary committee** – means a disciplinary committee established in terms of the SRC constitution.

1.8 **Student** – means any person:

1.8.1 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 who has left the University where the question of the propriety of a degree improperly attending an orientation programme, prescribed for new entrants, at the University.

1.8.2 obtained, or of conduct pertaining to an assessment is in issue.

1.9 Council Sentencing Guideline is incorporated by reference into this document.

2. JURISDICTION

2.1 The Central Disciplinary Committee and the George Campus Disciplinary Committee 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 1.5 or 1.7 due to the seriousness of the alleged offence or lack of jurisdiction, the matter must be dealt with by the Central Disciplinary Committee or the George Campus Disciplinary Committee, as appropriate.

2.3 If, during the course of proceedings, or after a student has been found guilty by one of the disciplinary committees referred to in paragraphs 1.5 or 1.7, 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 or the George Campus Disciplinary Committee, as appropriate.

2.4 If, during the course of proceedings before the Central Disciplinary Committee or the George Campus Disciplinary Committee, it appears that the matter at hand falls within the jurisdiction of one of the disciplinary committees referred to in paragraphs 1.5 or 1.7, 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 or the George Campus Disciplinary Committee, as applicable, serves as a review body for decisions of the disciplinary committees referred to in paragraphs 1.5 and 1.7.

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.

3.1.12 conducts him/ herself in a manner that unfairly discriminates (directly or indirectly) against another student and/ or staff member, based on one or more grounds including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.

3.1.13 commits sexual harassment and sexual offences against another student and/ or staff member.

3.2 Conviction in a criminal court shall be prima facie proof of misconduct, where applicable.

4. SUMMARY SUSPENSION

4.1 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.

4.2 The period of suspension may extend until such time as:

4.2.1 the student has been found not guilty by the disciplinary committee,

4.2.2 the student's request for review has been settled in his/her favour, or

4.2.3 the coming into effect of the penalty imposed in terms of this Code.

4.3 The Vice-Chancellor may, at any time, set aside the suspension, which he/she has imposed on a student in terms of paragraph 4.1, and, after so doing; he/she may re-impose such suspension.

5. THE CENTRAL DISCIPLINARY COMMITTEE

5.1 Establishment of Central Disciplinary Committee

The Council shall establish a Central Disciplinary Committee for the Port Elizabeth campuses of the University.

5.2 Composition of the Central Disciplinary Committee

The Central Disciplinary Committee shall consist of:

5.2.1 a chairperson, who shall be a jurist, appointed by the Vice-Chancellor,

5.2.2 the Dean of Students or his/her nominee, and

5.2.3 a member of the SRC, preferably a law student, appointed by the SRC.

5.2.4 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).

5.2.5 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.

5.3 Quorum

5.3.1 At any meeting of the Central Disciplinary Committee the Chairperson and two other members shall constitute a quorum.

5.3.2 If at any stage during the sitting of the Central Disciplinary 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.

5.4 Procedure

5.4.1 Whenever misconduct is alleged, or if any person has reason to believe that misconduct in terms of this Code is being or has been committed, a report, preferably in writing, must be made to the Head of Protection Services at the University or to a person acting on his/her behalf.

5.4.2 After receiving the report referred to in paragraph 5.4.1, the Head of Protection Services who 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 may do whatever is necessary for the purpose of such investigation.

5.4.3 On conclusion of the investigation referred to in paragraph 5.4.2, a report must be submitted to the initiator, who will decide on the appropriate disciplinary committee to deal with the matter.

5.4.4 In the event of proceedings being instituted in the Central Disciplinary 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.

(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.

(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 hearing 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 5.5.3 and paragraph 7.1 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 Students and Executive Dean concerned.

(n) A Discipline Record Book 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) The Head: Legal Services shall submit an annual report to the Council, via MANCO**,** listing the offences and penalties imposed by the Disciplinary Committee**.**

(s) A student charged with offences categorised as a category three offence in the Council Sentencing Guideline, 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 Director: 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 Director: Legal Services, the Director: 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 Director: Legal Services and reviewed at the commencement of each academic year.

5.5 Competent Penalties

5.5.1 The Central Disciplinary Committee may impose any of the following penalties, subject to the provisions in paragraph 5.5.3:

(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 University 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

5.5.2 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.

5.5.3 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.

5.6 Powers Of Review

5.6.1 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 1.5 or 1.7, as applicable.

5.6.2 The request referred to in paragraph 5.6.1 must be accompanied by the reasons for making it.

5.6.3 The execution of the penalty imposed by a disciplinary committee referred to in paragraph 1.5 or 1.7, as applicable, shall be postponed pending the outcome of the review by the Central Disciplinary Committee.

5.6.4 The disciplinary committee referred in paragraph 1.5 or 1.7, 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.

5.6.5 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.

6. GEORGE CAMPUS DISCIPLINARY COMMITTEE

6.1 Establishment of the George Campus Disciplinary Committee

The Council shall establish a George Campus Disciplinary Committee for the George campuses of the University.

6.2 Composition of the George Campus Disciplinary Committee

The George Campus Disciplinary Committee shall consist of:

6.2.1 a chairperson, who shall be a jurist, appointed by the Vice-Chancellor,

6.2.2 a senior staff member appointed by the Dean of Students,

6.2.3 a member of the Student Council of the George Campus, appointed by the Council.

6.2.4 a member of the academic staff appointed by the Campus Principal.

6.2.5 The provisions of paragraph 5.2.5 are applicable.

6.3 Quorum

At any meeting of the George Campus Disciplinary Committee, the Chairperson and two other members shall constitute a quorum, and the provisions of paragraph 5.3.2 shall apply.

6.4 Procedure

As in paragraph 5.4, with the necessary changes.

6.5 Competent Penalties

As in paragraph 5.5, with the necessary changes.

6.6 Powers of Review

As in paragraph 5.6, with the necessary changes.

7. RIGHT OF REVIEW

7.1 If the Central Disciplinary Committee or the George Campus Disciplinary Committee, as applicable, imposes one or more of the penalties mentioned in paragraph 5.5, the student may, within ten (10) working days of written notification of such finding and penalty, submit a written request to the Director: Legal Services 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 or the George Campus Disciplinary 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 of Council, who shall be appointed by the Chairperson of Council for a period of 3 years. 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.

7.8 The decision of the Review Committee shall be included in the annual report submitted to Council in accordance with paragraph 5.4.4(r).

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 Director: 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 5.4.4 (u) and 5.5.1. 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 TO STUDENT DISCIPLINARY CODE:
GUIDELINE ON SANCTION

- This Code serves as a guideline when disciplinary action is taken and the sanction suggested does not detract from the inherent sentencing discretion of the Disciplinary Committee.
- The Disciplinary Committee shall impose a sanction having taken into account all relevant factors including (but not limited to) the offence, the interests of the University and the personal circumstances of the Respondent.
- The sanctions suggested in the Code are to be regarded as maximum sanctions.
- The Misconduct Offences listed in the Code is not exhaustive and a Respondent may be charged with other, unlisted misconduct.
- Note that any misconduct in categories 2 and 3 may be recognised as gross misconduct and be dealt with as a very serious offence.

Category 1:

VERY SERIOUS OFFENCE	First Offence
Murder	Expulsion
Possession of Stolen Property	Expulsion
Theft	Expulsion
Fraud	Expulsion
Malicious damage to property	Expulsion
Assault with intent to inflict grievous bodily harm	Expulsion
Sexual Harrasment	Expulsion
Rape	Expulsion
Sexual/ Indecent Assault	Expulsion
Dealing in dagga/drugs	Expulsion
Forgery	Expulsion
Possession of a dangerous weapon (e.g. Unlicensed firearm)	Expulsion
Burglary/Breaking and entering	Expulsion
Selling alcohol without a license	Expulsion

Category 2:

SERIOUS OFFENCE	First Offence	Second Offence
Plagiarism	Suspension for a period of 1 year	Expulsion
“Passing off” (e.g. art, graphic design, fashion, etc.)	Suspension for a period of 1 year	Expulsion
“Cribbing” in tests/examination	Suspension for a period of 1 year	Expulsion
Aiding a student in a test/examination	Suspension for a period of 1 year	Expulsion
Receiving aid from a student in a test/examination	Suspension for a period of 1 year	Expulsion
Bringing unauthorized material into an examination venue	Suspension for a period of 1 year	Expulsion
Squatting/sub-letting in Residence	Suspension for a period of 1 year	Expulsion
Interference with University CCTV/Electrical Systems	Suspension for a period of 1 year	Expulsion
Possession of dagga/drugs	Suspension for a period of 1 year	Expulsion
Assault – Common	Suspension for a period of 1 year	Expulsion
Substance abuse	Suspension for a period of 1 year	Expulsion
Driving under the influence of an intoxicating substance	Suspension for a period of 1 year	Expulsion
Misuse of I.T. privileges	Suspension for a period of 1 year	Expulsion

Category 3:

MODERATE OFFENCE	First Offence	Second Offence	Third Offence
Breach of Residence Rules	Warning/ Counselling	Suspension for a period of 6 months	Expulsion
Breach of Noise Policy	Warning/ Counselling	Suspension for a period of 6 months	Expulsion
Breach of Glass Free Policy	Warning/ Counselling	Suspension for a period of 6 months	Expulsion
Disorderly behaviour (e.g. swearing/abusive language)	Warning/ Counselling	Suspension for a period of 6 months	Expulsion
Smoking in unauthorized venues	Warning/ Counselling	Suspension for a period of 6 months	Expulsion
Negligent driving on campus	Warning/ Counselling	Suspension for a period of 6 months	Expulsion

NOTE:

- The offences in categories 1, 2 and 3 were extracted from the register of Student disciplinary offences extending over a 3 (three) year period;
- The suggested sanctions must be read together with paragraph 5.5.1 of the Student Disciplinary Code;
- The offences specified must be read together with paragraph 3 of the Student Disciplinary Code.
- Suspension is the temporary exclusion from the university.
- Expulsion is a permanent exclusion from the university.