



FACULTY OF COMMERCE

In recent years, the Faculty of Commerce has undergone a significant reorganisation to align our research thematically and is now home to 13 research units. The impact of this organisational principle has been seen in a number of milestones, including a tripling of the overall number of researchers rated B or A in 2013 in the faculty.

DEAN'S REPORT

PROFESSOR DON ROSS



THE RATE OF NEW POSTGRADUATE ENROLMENTS TICKED UPWARD, AND AS OF 2014 STANDS AT A THIRD HIGHER THAN IT DID IN 2008. THE FACULTY SET A NEW RECORD FOR GRANT AND CONTRACT INCOME, AND FOR PUBLICATION OUTPUTS.

33 

NRF-RATED RESEARCHERS

R77.43M

VALUE OF RESEARCH CONTRACTS

910 

REGISTERED POSTGRADUATES

A primary strategic goal of the Faculty of Commerce is to organise most academic staff into thematic research units. This offers several benefits. First, a strong research unit is more likely to attract significant grants and contracts. Second, research units with international visibility attract world-class graduate students. Third, graduate students enjoy the network effects that help them succeed, and are apprenticed in the team approach to research that is characteristic of contemporary science. Fourth, research units can establish institutional relationships with businesses and non-governmental organisations (NGOs) that have material interests in the units' agendas, and can thereby create working partnerships among academia, business and organised citizenry. Economists recognise these elements as crucial engines of growth and innovation. A strong research unit very much resembles an entrepreneurial small business, with all the dynamism and engagement that comparison implies.

The faculty now has two dedicated postgraduate training institutes in addition to the long-established Graduate School of Business (GSB). The Graduate School for Development Policy and Practice (GSDPP), launched in late 2012, welcomed its first cohort of executive master's students in early 2014. A consortium of funders from the national financial services sector joined forces with the Western Cape Government to establish the African Institute for Financial Markets and Risk Management (AIFMRM) (see p174), which will be the first consolidated entity on the

continent to offer master's and doctoral qualifications in quantitative finance, investment banking and risk management.

A review of highlights of research unit activities over the past year provides a sense of the diverse range of work, spanning 21st-century priorities in business and economics, that makes our faculty the leading hub of commercial scholarship in Africa.

The Institute for Monitoring and Evaluation has completed contract research in the areas of literacy and extended curriculum programmes. It is currently leading an innovative global Astronomy for Development programme.

The Development Policy Research Unit (DPRU) continued to combine academically credible research with high-level policy impact. Achievements in 2013 included research into the impact of minimum wages and enforcement on general employment, wages and hours of work in South Africa; skills needed at the workplace; and understanding the African jobs challenge. The DPRU remains a key partner in the Africa Growth Initiative at the Brookings Institution in the USA. Towards the end of 2013, the unit engaged in a World Bank initiative as the Sub-Saharan African partner for the Jobs Knowledge Platform.

The UCT Unilever Institute of Strategic Marketing released two landmark research studies. *The Majority Report* shatters longstanding misconceptions about South Africa's 21 million "survivor households" living on less than R25 000 per month and is the first comprehensive cross-disciplinary study into this market segment. Another study, *4 Million and Rising*, tracks the dizzying dynamics of South Africa's new black middle class.

The Environmental Economics Policy Research Unit (EPRU) emphasised two main avenues of exploration. The first was into conservation, specifically the impacts of conservation zones on nearby communities and the optimal pricing of entry into national parks. The second concerned climate change and behaviour.

The Centre for Actuarial Research launched *Tools for Demographic Estimation* at the "27th International Population Conference" in Busan, South Korea. This work, funded by the United Nations Population Fund, sets out state-of-the-art methods of estimating demographic parameters from limited and deficient data – the kind of data characteristic of Africa and other poor and emerging regions.

Among the activities of the Research Unit for Behavioural Economics and Neuroeconomics

(RUBEN) were two studies in Cape Town townships. RUBEN teamed up with the Southern African Sustainable Development Initiative (SASDI) Foundation, Knowledge Pele and Georgia State University to study the rollout of new crèches in Mfuleni, and with the National Responsible Gambling Programme to study the extent and consequences of unlicensed gambling in Khayelitsha. RUBEN researchers also worked with the Western Cape Government to develop interventions to promote after-school programmes, healthy lifestyles among teen girls, recycling in the city business district, and safe behaviour by youth in Cape Town townships. Each of RUBEN's two National Research Foundation (NRF) A-rated researchers (Professor Don Ross and Professor Harold Kincaid) published a book with a leading international publisher.

A STRONG RESEARCH
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A nascent unit incubating within RUBEN, the Development Unit for New Enterprise (DUNE), in partnership with the Manufacturing, Engineering and Related Services Sector Education and Training Authority, hosted an international colloquium on technology-based entrepreneurship in 2014, following a successful national colloquium in 2013. In collaboration with the SASDI Foundation, DUNE raised two tranches of funding to conduct community-needs analysis intended to establish an early-childhood development hub in New Crossroads, and additional funds for equipping the Mfuleni Computer Centre, a township-based educational resources facility. DUNE worked with the UCT Angel Fund to help raise the funding required to run training programmes for a total of 27 township entrepreneurs.

The Centre for Information Technology and National Development in Africa (CITANDA) found its research emphasis continuing to shift toward M4D (Mobile Communication for Development) – how mobile technologies drive development, governance and

innovation. Apart from its focus on larger research issues and projects, one tiny mobile application developed within CITANDA's Samsung–UCT Mobile Innovation Laboratory to teach English-speaking South Africans basic Xhosa/Zulu/Tswana phrases, is averaging well over 100 downloads daily.

It was a year of threes for the Southern African Labour and Development Research Unit (SALDRU). The third wave of the National Income Dynamics Survey (NIDS) was publicly released and public downloads of NIDS data passed the 3 000 mark (see p91). Associate Professor Ingrid Woolard, a NIDS principal investigator, was asked to serve on the National Tax Review Commission by the Minister of Finance. The Poverty Action Lab, J-PAL Africa, celebrated its third year, with Laura Poswell taking over a well-established organisation as its second executive director. Dr Vimal Ranchhod, a chief research officer, was awarded a Y1-rating by the National Research Foundation (NRF). He is the third SALDRU researcher to earn this rating as one of South Africa's promising young researchers.

THESE COLLABORATIVE AND INSTITUTIONAL- SCALE PROJECTS WENT ON AMIDST HIGHLY PRODUCTIVE YEARS FOR INDIVIDUAL RESEARCHERS.



DataFirst opened its new Secure Data Service, which houses a version of the NIDS with global positioning systems information. It has also acquired administrative data from the Department of Basic Education. A new version of the *Post-apartheid Labour Market Series* was released with wage information stretching from 1994 to 2012.


Professors Mike Morris and Raphael Kaplinsky and Dr David Kaplan of the unit for Policy Research in Industry, Services and Manufacturing (PRISM) produced a book titled *Making the Most of the Commodities Boom in Sub-Saharan Africa*. Professor Lawrence Edwards and Harvard University's Professor Robert Lawrence published a book and a policy brief with the Petersen Institute for International Economics on causes of recent employment shifts in the United States. Professor Morris and Dr Cornelia Staritz completed a large research project on Global Value Chains and Ownership in the Madagascar Apparel Industry, and Professor Morris

co-authored with Professor Anthony Black a report on *Industrial Policy Options for the South African Customs Union*. The Graduate School of Development Policy and Practice (GSDPP) established a research partnership with the Effective States and Inclusive Development Research Centre at the University of Manchester. The programme is implemented jointly with Harvard University's Kennedy School of Government, India's Institute of Economic Growth, Bangladesh's BRAC Development Institute, the Centre for Democratic Development in Ghana and the University of Malawi. The GSDPP's contributions include an analytical overview of South Africa's evolving political settlement in comparative perspective, with particular attention to the influence of inequality on governance and political stability, and research in partnership with humanities researchers on the politics and governance of basic education in South Africa.

Outside the research units, the faculty's departments promoted a range of additional scholarship. The GSB published a record 48 publications in 2013. Academics in the College of Accounting presented 10 papers at the biennial "South African Association of Accountants/International Association for Accounting Education and Research Conference". The first edition of the college's new electronic journal, *Accounting Perspectives in Southern Africa*, was published. Other projects include the adjudication of the EY Excellence in Integrated Reporting Awards and 2013 saw the appointment of a staff member to the board of the Global Reporting Initiative.

The Tax Section of the Department of Finance and Tax is actively engaged in a four-year research project funded by the Research Council of Norway titled Sustainable Tax Governance in Developing Countries through Global Tax Transparency.

Researchers in the Department of Information Systems secured an NRF grant of almost R1 million to explore the impact of mobile technology and public access on collective empowerment among the urban poor, and a South Africa–Tanzania research agreement to explore the role of ICTs in empowering women in rural areas. The department was chosen as the lead partner in the more than €3 million Enterprise Systems Education for Africa project to research and develop an enterprise system education programme for the African continent, linking up tertiary institutions from 10 African countries.

All these collaborative and institutional-scale projects coincided with highly productive years for individual researchers in the other departments and sections of the faculty, including the schools of Economics and Management Studies (Actuarial Science, Organisational Psychology, Marketing, Business Communication and Entrepreneurship). 



IDENTIFYING THE POTHOLES IN THE ROAD TO ECONOMIC SUCCESS

The 2013 *South African Global Entrepreneurship Monitor (GEM)* research report published by the GEM South African team in the Development Unit for New Enterprise (DUNE) in the Faculty of Commerce had some good news for the South African economy. The research, which is the largest and most authoritative longitudinal study of entrepreneurship in the world, shows that South Africa's entrepreneurial activity is on an upward trend.

Although the country still compares poorly with similar economies – the latest data shows South Africa's TEA (total early-stage entrepreneurial activity) rate is at 10.6% compared to Brazil's 17.3% – entrepreneurship levels, as measured by the number of individuals who are engaged in starting or have just started a new business, are now at their highest since 2002.

Dr Mike Herrington, executive director of the GEM international operations and co-author of the GEM South African report, says that this is significant because entrepreneurial activity is understood to be a necessary condition of healthy societies, specifically as it contributes to economic growth and job creation, which in South Africa is a key concern.

The GEM study provides very clear guidelines as to what needs to be done to support entrepreneurs and boost job creation. Its recommendations include investing in changing attitudes and perceptions towards entrepreneurship, which are still poor in this country, fixing the education and health systems and cleaning up crime and corruption. "These elements are the potholes in South Africa's road to economic success. And unless government takes the time to fill them in, very little will change and even the fanciest of policies to support entrepreneurs will founder," cautions Dr Herrington.

RESEARCH FLOWERING AT GSB



The UCT Graduate School of Business (GSB) celebrated a record intake of PhD students in 2014, a clear indication that the school's emphasis on research is paying off. In the past few years, research has gone from strength to strength, with 27 students registered for the PhD programme in 2014, including nine international students, and the highest research output to date being registered in 2013.

"An active research community is the foundation for our claim to be a leading business school with high aspirations," says Professor Ralph Hamann, research director at the school. The GSB is consistently rated as the top business school in Africa and it is the only African school to have its full-time MBA ranked in the prestigious *Financial Times* top 100 MBA ranking.

GSB research focuses on three thematic clusters: social innovation and sustainability; values-based leadership; and emerging markets finance, investment and trade. PhD students are supported by a rigorous programme of five PhD and Research Colloquia throughout the year to provide strong theoretical and methodological foundations and to develop a collegial, supportive and well-informed research culture at the school. First-year PhD students are required to participate, while other students and faculty are encouraged to become involved as participants and facilitators.

The investment in student research also contributes to the GSB's growing publication output. Faculty and students published a record 48 peer-reviewed scholarly publications in 2013, including 33 journal papers, 10 books or book chapters, and five accredited conference papers.

STATS AND MATHS FOR AFRICA

The African Collaboration for Quantitative Finance and Risk Research (ACQuFRR) Unit continued its drive over the past year to advance the theory and application of modern quantitative, statistical and mathematical techniques to the modelling and risk management of financial products and markets – particularly as they apply in Africa.

The unit, which is the research arm of the newly established African Institute of Financial Markets and Risk Management, co-hosted two groundbreaking “Prescient Securities/ACQuFRR Quant” conferences and co-organised the “African Institute of Mathematical Sciences Summer School in Mathematical Finance” in 2013. In addition to



its regular weekly Seminar Series, the unit also hosted two industry-led Masterclasses and four Extraordinary Seminars, and established a research collaboration with the University of Nairobi in Kenya.

ACQuFRR’s publication output continues to grow, with members publishing 13 peer-reviewed journal articles in 2013.

AFRICA'S FIRST ACADEMIC RISK INSTITUTE LAUNCHED

In a first for Africa, the Faculty of Commerce launched the African Institute of Financial Markets and Risk Management (AIFMRM) in January 2014, a unique academic institute that will conduct research and deliver education and training in financial markets and risk management.

“In the 21st century, capacity for situation-specific innovation in financial markets and risk management will be among the core determinants of which emerging markets graduate to mature development and which remain mired in middle-income traps,” commented the dean of the Faculty of Commerce, Professor Don Ross, at the launch. “AIFMRM’s establishment improves the prognosis in this area.”

Founding sponsors of the institute are FirstRand Ltd, Barclays Africa Group, Liberty Holdings Ltd and the Western Cape Government’s Department of Economic Development and Tourism.

The unit will be headed up by Associate Professor David Taylor, who said that the institute was specifically focused on two key areas. One was transforming the profile of quantitative finance, risk management, insurance and banking professionals. The other was ensuring that a steady and sustainable pipeline of African university graduates with sophisticated knowledge in banking, insurance, risk management and quantitative finance exists on the continent.

BOOSTING TOURISM IN SA



The Faculty of Commerce celebrated the launch of the Tourism Research Unit (UCT-TRU) in 2013, a specialist research and teaching unit within the School of Management Studies that will work to increase the knowledge base of the tourism industry in order to contribute to policy formation by business, governments and international organisations.

UCT-TRU, which is headed up by Dr Richard George, is currently working with Cape Town Tourism, Grant Thornton and the City of Cape Town in a United Nations–World Tourism Organisation collaborative project analysing the economic impact of tourism in Cape Town, and is also working with the Regional Tourism Organisation of Southern Africa on international tourist data collection for the Southern African Development Community.

DOCTORAL GRADUATIONS

R.C. DANIELS (ECONOMICS)

The income distribution with multiple sources of survey error

Supervised by Professor M. Leibbrandt and Professor M. Wittenberg

J. DIKGANG (ECONOMICS)

The economic value of natural resources around the Kgalagadi Transfrontier Park and implications for the Khomani San in South Africa

Supervised by Associate Professor E. Muchapondwa

J.G. FAY (GRADUATE SCHOOL OF BUSINESS)

The role of market-based incentives to promote low carbon development in developing countries

Supervised by Associate Professor R. Hamann

G. GAMARIEL (ECONOMICS)

Financial liberalisation and banking crises in sub-Saharan Africa

Supervised by Professor H. Abraham

A.V. GORDON (GRADUATE SCHOOL OF BUSINESS)

Adaptive vs. visionary-advocacy approaches in scenario planning: implications of contrasting purposes and constraint conditions

Supervised by Associate Professor M. Soko

S.K. KABANDA (INFORMATION SYSTEMS)

E-commerce and Small and Medium Enterprises (SMEs) in least developed countries: the case of Tanzania

Supervised by Professor I. Brown

M. KABINGA (GRADUATE SCHOOL OF BUSINESS)

Governance, capabilities and performance in state-owned enterprises: the case of South Africa's electricity sector

Supervised by Professor A. Eberhard and Dr H. Worch

E.L. MCKINNEY (GRADUATE SCHOOL OF BUSINESS)

The experiences of people with disabilities during their integration and retention into employment in South Africa

Supervised by Dr L. Ronnie, Professor F.M. Horwitz and Professor S.D. Amosun

A.S. METFULA (INFORMATION SYSTEMS)

The interplay between policy network actors and information and communication technology policies in a developing country context

Supervised by Associate Professor W.

Chigona

M.A. NCHAKE (ECONOMICS)

Product market price integration in developing countries

Supervised by Professor L. Edwards

D.E. PIETERSE (ECONOMICS)

Adverse childhood experiences and educational outcomes, problem drinking and the perpetration of violence

Supervised by Professor N. Natrass

S.L. SNYMAN (ECONOMICS)

High-end ecotourism and rural communities in Southern Africa - a socio-economic analysis

Supervised by Associate Professor A. Leiman

M.C. TANNER (INFORMATION SYSTEMS)

Social conditions leading to scrum process breakdowns during global agile software development: a theory of practice perspective

Supervised by Associate Professor W. Chigona and Associate Professor K. Sewchurran

B. TIBESIGWA (ECONOMICS)

An economic perspective on the influence of social interaction on risky behaviours

Supervised by Associate Professor M. Visser

COLLEGE OF ACCOUNTING

Head of Department: Associate Professor Mark Graham

College Profile

Research in the College of Accounting is carried out in five broad areas, namely auditing, financial accounting, financial management, management accounting and taxation. The research effort is conducted on three general levels: applied research related directly to professional practice; applied research of a more general nature; and pure research on the broader frontiers of the discipline. In addition, research is carried out on the educational aspects of accountancy. The research is carried out by the academic staff members and postgraduate students.

College Statistics

Permanent and Long-term Contract Staff

Professors	3
Associate Professors	4
Senior Lecturers	9
Lecturers	10
Administrative and Clerical Staff	10
Total	36

Students

Postgraduate Diplomas	306
Undergraduate	2701
Total	3007

Research Fields and Staff

Permanent Staff

MR JAMES ANTHONY

Management accounting; financial management; accounting education

ASSOCIATE PROFESSOR PETER BOURNE

Auditing; corporate governance; company law

MR RILEY CARPENTER

South African income tax; capital gains tax; international tax; trust and estate duty

PROFESSOR CARLOS CORREIA

Capital budgeting; cost of capital; valuations

MR PETER CRAMER

Cost of capital; taxation

PROFESSOR GEOFF EVERINGHAM

Financial reporting; International Financial Reporting Standards (IFRS); corporate governance

MS JOLANDI GEVERS

Financial management; accounting education

ASSOCIATE PROFESSOR MARK GRAHAM

International Financial Reporting Standards (IFRS); integrated thinking ; integrated reporting; financial analysis; corporate reporting

MR MICHAEL HARBER

Audit committees; corporate governance issues; risk management

MRS SHELLY HERBERT

International Financial Reporting Standards (IFRS); financial analysis; corporate reporting; accounting education.

MR ANDREW HYLAND

International Financial Reporting Standards (IFRS) development; framework based teaching and education

MS JACQUI KEW

Accounting education; financial literacy; entrepreneurship

MS ILSE LUBBE

Accounting education; International Financial Reporting Standards (IFRS); IFRS for SMEs.

MR RIYAAN MABUTHA

International taxation

MR DONALD MACDONALD

Accounting education; financial literacy; integrated reporting disclosure.

MR PAUL MAUGHAN

Accounting education; financial analysis

MRS TARYN MILLER

International Financial Reporting Standards (IFRS); integrated reporting

ASSOCIATE PROFESSOR TESSA MINTER

Information risk management; financial systems and controls; the teaching of financial systems and controls; corporate governance; corporate governance education

MR GOOLAM MODACK

Accounting education; International Financial Reporting Standards (IFRS); integrated reporting

MR SHAUN PARSONS

South African income tax; financial instruments; banking and the taxation thereof

MR BRAD STRAUSS

Accounting Education

PROFESSOR ALEX WATSON

International Financial Reporting Standards (IFRS) development; professional accounting education; integrated reporting

MS SUMAYA WEST

Corporate governance; auditing; accounting education

MS GIZELLE WILLOWS

Financial reporting; financial analysis; behavioural finance

MR JAMES WINFIELD

Accounting education; business and professional ethics; foundations of accounting

Associate Professor Michael Wormald
Corporate capital structures; financial policy

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Research output

Articles in Peer-reviewed Journals

Bakoro, L.E., De Jager, P. and Parsons, S.G. 2013. Commentary: how accounting information is used by the South African bank regulator. *SA Journal of Accounting Research*, 27(1): 181-203.

Holman, G.S., Correia, C.D.J., Pitt, L.P. and Majoni, A. 2013. The corporate use of derivatives by listed non-financial firms in Africa. *Corporate Ownership and Control*, 11(1): 671-690.

Lubbe, I. 2013. Educating accounting professionals: development of a theoretical framework as a language of description of accounting knowledge production

and its implications for accounting academics at South African universities. *SA Journal of Accounting Research*, 27(1): 87-124.

Thurner, W. and Varughese, A. 2013. Experiences of project developers around CDM projects in South Africa. *Energy Policy*, 61: 1271-1275.

Winfield, J.H. and Luyt, J. 2013. An evaluation of an exploratory intervention to improve progression in a first-year accounting course. *SA Journal of Accounting Research*, 27(1): 1-36.

Peer-reviewed published conference proceedings

Anthony, J.A. and Wormald, M.P. 2013. Assessment of the validity of use of the approaches to study skills inventory for students (ASSIST) within the context of a professionally accredited post-graduate accounting programme in South Africa. *Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.*

Correia, C.D.J. and Muller, M. 2013. An analysis of IPO underpricing in South Africa. In H. Siringoringo, R.M.S. Laureano and A.A. Rosa (eds), *Proceedings of the Fifth Global Management Conference on Managing Globalization in Times of Economic Crisis, 22-25 May 2013, Lisbon, Portugal. Lisbon, Portugal: ISCTE-IUL. ISBN 9789897321566.*

De Jager, P. and Parsons, S.G. 2013. Signs of Jibar manipulation? *Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.*

Gevers, J. and Lubbe, I. 2013. Effective teamwork design, implementation and assessment: addressing the need for the acquisition of pervasive skills by undergraduate accounting students. *Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.*

Herbert, S.L. 2013. Enhancing student understanding in an undergraduate accounting course through student-created videos. *Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.*

Pitt, L.P., Correia, C.D.J. and Holman, G.S. 2013. Does size matter? An analysis of derivative use by small South African firms listed on the JSE and AltX. Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

Willows, G.D. 2013. Differential investment performance in South Africa based on age. In U. Laptaned & G. Nartea (eds), Proceedings of the 4th International Conference on Business and Economics (ICBE 2013) "Business Challenges of Globalization for Sustainable Economic Development", 13-15 June 2013, Reykjavik, Iceland. Bangkok, Thailand: UP Organizer and Publication Co., Ltd. ISBN 9786163351302.

Willows, G.D., De Jager, P., Drummond, C.D., Sinton, D.S. and Carr, L. 2013. Is the CEO of Investec overpaid? Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

Wormald, M.P. and Miller, M.J. 2013. The value proposition of black economic empowerment transactions on South African companies. Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

SCHOOL OF ECONOMICS

Director: Associate Professor Edwin Muchapondwa

Departmental Profile

The School of Economics is located in two faculties, namely the Faculty of Commerce (which is also its administrative home) and the Faculty of Humanities. In March 2011, the School of Economics moved into a newly-constructed building on Middle Campus. The new infrastructure provides a good working environment for staff and helps the School in attracting good students and eminent academics from around the world. The School has 64 permanent and long-term contract staff. Two Honorary Professors are also affiliated with the School: George Ainslie and David Lam.

The School has more than 3000 undergraduate students. In 2013, the School had 198 Honours students (88 in Economics and 110 in Financial Analysis and Portfolio Management), 58 Masters students, and 79 PhD students.

The School's flagship programmes involve PhD training. Since 2003, the School offers two PhD programmes. In addition to the traditional PhD by thesis programme, the School also has a coursework-and-thesis based PhD programme which is offered in collaboration with seven other universities on the African continent. The four-year collaborative PhD programme consists of 18-24 months of core and applied coursework, followed by a thesis. Between 2003 and 2012 this programme has attracted 72 students, nearly all from African countries.

Since inception of the collaborative programme in 2003, a substantial number of PhD students in this programme have been funded by the African Economic Research Consortium (AERC). The AERC has typically funded about 11 students per year since 2011, up from 3-5 students per year before then. Furthermore, Carnegie Corporation has provided scholarships to another 24 PhD students since 2012. The scholarships from Carnegie Corporation are also tenable for students in the traditional PhD programme. The growth in PhD enrolment means that the School can expect a sharp increase in PhD graduates in three or four years' time. The School graduated a total of 10 PhD students in 2012 and 8 in 2013.

Current research activity, with an emphasis on policy related research, is spread across a number of fields, including development economics; international economics; international finance; financial theory;

growth theory and empirics; labour economics; poverty and inequality; health economics; education; environmental and resource economics; and political economy. Most of the School's research takes place in the context of big projects coordinated by our research units. The quality of our research is on an international level and several staff have received high recognition through the NRF rating system. The School is the only South African Department of Economics to host two NRF A-rated researchers. The School is also home to two SARChI chairs.

The School of Economics hosts six research units which are led by its academic staff but also recruit other research staff. These are the Aids and Society Research Unit (ASRU), the Development Policy Research Unit (DPRU), the Environmental-Economics Policy Research Unit (EPRU), Policy Research on International Services and Manufacturing (PRISM), Research Unit in Behavioural Economics and Neuroeconomics (RUBEN) and the Southern Africa Labour and Development Research Unit (SALDRU).

Aids and Society Research Unit (ASRU)

ASRU is an inter-disciplinary unit that conducts quantitative and qualitative social science research on various aspects of AIDS policy and the socio-economic dimensions of living with HIV. Recent research by students and researchers in ASRU has focussed on the socio-economic determinants of HIV infection, medical male circumcision, AIDS conspiracy beliefs (and how they are contested), sexual behaviour, the international AIDS response (including Millennium Development Goal 6), HIV and reproductive rights, HIV and gender, the modelling of HIV in Southern Africa, the effect of antiretroviral treatment on labour market behaviour and household composition. ASRU continues to engage with community organisations and NGOs outside of the university. ASRU is directed by Professor Nicoli Natrass.

Environmental-Economics Policy Research Unit (EPRU)
The Environmental-Economics Policy Research Unit (EPRU) is a research group which seeks to enhance environmental policy-making in South Africa through rigorous policy research and extension in order to attain sustainable development and poverty reduction. EPRU is funded by the Swedish International Development Cooperation Agency (SIDA) through the Environment for Development (EfD) Initiative managed by the Environmental Economics Unit (EEU) at the University of Gothenburg. The EfD consists of seven environmental economics research centers in developing countries (Costa Rica, Chile, China, Ethiopia, Kenya, South Africa and Tanzania), University of Gothenburg and Resources for the Future in Washington DC, US. The EfD Initiative provides EPRU with a rich network of

highly skilled academics trained in environmental economics to draw on.

The existing focus of EPRU's research projects are in the following areas: biodiversity and ecosystems management; responses to climate risk; distributional consequences of climate policy; poverty, service delivery and local environmental quality; community based resource management; fisheries; behavioural aspects of natural resource management including risk preferences and cooperative behavior.

EPRU has collaborated with a number of local and national stakeholders on medium-size projects; these collaborators include South African National Parks in the wildlife sector, The Department of Water Affairs and Forestry in the water sector, The Department of Environmental Affairs and Tourism on marine and coastal management, The Department of Agriculture, Forestry and Fisheries, and the City of Cape Town on air quality management and energy savings. Increasingly the unit's efforts are being channelled into research outputs accessible to policy makers.

EPRU's research fellows are actively involved in teaching Environment and Natural Resource Economics, both within the School of Economics and in the broader university.

EPRU has six Senior Research Fellows (Anthony Black, Anthony Leiman, Edwin Muchapondwa, Mare Sarr, Jane Turpie and Martine Visser); several Research Fellows (Sunday Adewara, Kerri Brick, Johane Dikgang, Dambala Gelo, Coretha Komba, Sue Snyman and Byela Tibesigwa); PhD students (Reviva Hasson, Gerald Kibira, Herbert Ntuli, Jackson Otieno and Grant Smith); an administration officer (Libbi Downes). A number of Masters students are also being funded and supervised by EPRU fellows. EPRU is directed by Associate Professor Anthony Leiman.

Southern Africa Labour and Development Research Unit (SALDRU)

The Southern Africa Labour and Development Research Unit (SALDRU) carries out research in applied empirical microeconomics with an emphasis on labour markets, human capital, poverty, inequality and social policy. SALDRU is governed by an executive committee. It strives for academic excellence and policy relevance.

SALDRU was founded in 1975 and, in the apartheid years, conducted a number of surveys revealing the negative impacts of apartheid on the population. In the post-apartheid period, SALDRU has continued to gather data and conduct research directed at informing and assessing anti-poverty policy. Recent survey projects include the ongoing Cape Area Panel

Study, the Financial Diaries Project, the Public Work Research Project and the Quality of Life Survey. In 2006 the Presidency awarded SALDRU the tender to set up and conduct the base wave of South Africa's first national panel study of well-being, the National Income Dynamics Study. In 2009, 2011 and 2014 respectively, SALDRU won the tenders for the second, third and fourth waves of NIDS. Data from the third wave was publically released in 2013. In January 2011 J-PAL Africa was launched as a project within SALDRU. Linked to a global network of researchers, J-PAL Africa is building capacity within Africa to run randomized impact evaluations of anti-poverty programmes. In 2012 the National Treasury asked SALDRU to run a national project to stimulate and support research in three areas; employment, income distribution and inclusive growth. Three national research groups are in place to undertake this work.

Currently SALDRU's research team includes a Director (Professor Murray Leibbrandt), a permanent Associate Professor, the Executive Director of J-PAL Africa, a Chief Research Officer, a Senior Research Officer, 3 Post-doctoral Fellows, a Survey Manager, 2 researchers, 19 research associates from within the School of Economics, 4 honorary research associates. There are 19 research affiliates, reflecting SALDRU's active national and international research collaborators. The NIDS survey office is run by the survey manager and contains 7 dedicated staff and, during fieldwork, up to 30 temporary staff members. The J-PAL Africa office is run by the Executive Director, Laura Poswell, and has two research managers, a policy manager and four research assistants.

Aside from the National Income Dynamics Study and the work of J-PAL Africa, current research work falls into the following research themes:

Post-apartheid Poverty, Employment, Education, Health and Migration dynamics In 2013 our key funders were the NRF Research Chair in Poverty and Inequality Research, the NRF Programme, Grand Challenges, Social Dynamics, European Union's NoPoor Consortium, the National Institutes of Child Health and Development, the Presidency's Programme to Support Pro-poor Policy Development, the National Treasury, WIDER and the OECD.

Fertility and Intergenerational Transfers (funded by the Hewlett Foundation and Population Reference Bureau).

Social Protection, Public Works and the Labour Force (funded by the International Development Research Centre, the Ford Foundation and the British ESRC).

The Economics of Tobacco Control in Africa (funded in 2011 by the American Cancer Society (ACS) and in

2012 onwards by the ACS and the Bill and Melinda Gates Foundation).

Since 1999 SALDRU has run the annual UCT Summer Programme in Social Science Research Using Survey Data. Currently this programme trains over 100 Southern African researchers per year. It was funded by the Mellon Foundation for the first decade and, in 2011 was endowed by large grants from Kresge, Ford and Mellon Foundations and Statistics South Africa as well as smaller grants from 10 of South Africa's universities. In addition, SALDRU runs Winter Workshops in the analysis of panel data and in programme evaluation.

Development Policy Research Unit (DPRU)

The Development Policy Research Unit (DPRU) aims to inform economic and social policy making by producing academically credible research and rigorous policy analysis of labour market challenges such as education and regulation, and their consequences as manifest in poverty and inequality.

One of South Africa's premier research institutions, the DPRU is located within the School of Economics at the University of Cape Town. The Unit has been actively engaged in policy-relevant research since 1990, and from inception fostered strong linkages with the anti-apartheid mass democratic movement. Valuable relationships have been cultivated with policy makers, national and provincial government departments (including the Presidency), and international and multilateral agencies.

The DPRU has three core objectives:

to foster high quality, policy relevant research within the DPRU;

to train a new generation of research economists within the Unit and engage in training and teaching activities; and to

to disseminate information and knowledge to, and develop effective networks with, decision- and policy-makers in government, the research community, the private sector and civil society.

The Unit publishes a number of research outputs including a notable Working Paper series, a Policy Brief series (featuring condensed versions of selected papers making key policy-relevant findings accessible), and a set of Factsheets analysing changes, and focusing on trends, in the South African labour market.

DPRU researchers are frequently published in peer-reviewed journals, book chapters, reports, online blogs and opinion forums, and the Unit is often cited in the domestic and global press, in print, radio and TV. The Unit has a growing social media presence via an active

Facebook page, the Director's flourishing Twitter feed and a dedicated Youtube channel. DPRU outputs are freely available in print, digital format and online.

Prof. Haroon Borat, DPRU Director, was awarded a Tier 1 Research Chair under the NRF SARCHI (South African Research Chairs Initiative) for 2010-14. The thematic focus of the Chair is Economic Growth, Poverty and Inequality, and has facilitated the awarding of post-graduate bursaries and fellowships to Economics students at the University.

Current and recently completed projects undertaken by the DPRU include:

- The Africa Growth Initiative (AGI) Programme
- Understanding Enforcement of Minimum Wage Laws
- Monitoring the Impact of the Economic Downturn on the SA Labour Market
- Labour Market Dynamics in the Western Cape
- The Labour Market Intelligence Partnership Project: Skills Biased Labour Demand, Human Capital Accumulation and Pro-Poor Growth etc.
- The Pursuit of Inclusive Economic Growth in South Africa
- National Transfer Accounts (NTA): Maximising South Africa's Demographic Dividend

Policy Research on International Services and Manufacturing (PRISM)

Policy Research in International Services and Manufacturing (PRISM) is a research and policy unit located within the School of Economics. PRISM provides a lens to focus research and policy work broadly on issues of globalization, trade and industrialization. It is home to a number of related research activities, projects and programmes concerned with issues of globalization, global value chains, industrialization paths, international trade, foreign investment, the defence industry, policy governance, infrastructure development, the role of knowledge intensive services, innovation, and international competitiveness. Another feature of PRISM's work has been its applied focus, responding to economic policy questions issues in South Africa, the rest of Africa and beyond. PRISM is managed by a Steering Committee consisting of Mike Morris (Head), David Kaplan and Anthony Black.

PRISM research and policy activities are focused around the following issues:

- Globalisation and industrialization development
- International trade and foreign investment
- Governance and economic policy
- Commodities and resource based linkage industrialization
- Innovation and upgrading in developing countries
- Industrial policy and development

- Employment intensive growth in South Africa
- International competitiveness of firms and sectors
- Clusters and learning networks
- China's economic impact on Africa
- Regulatory frameworks for trade, services and sectors
- The distributional gains of industrial growth.

Research Unit in Behavioural Economics and Neuroeconomics (RUBEN)

RUBEN's interdisciplinary team of experimental economics researchers seek to understand the way in which people in developing economies assess risk and make decisions. They do this through quantitatively analyzed laboratory and field experiments with people earning real monetary rewards for performing experimental tasks. RUBEN researchers especially focus on trust - the essential basis of business relationships – and people's attitudes to risk, uncertainty and time. This knowledge is crucial to innovative product design in insurance, banking and retail asset management. For certain studies, RUBEN researchers also have the technology and expertise to conduct brain imaging studies, of the kind needed for neuroeconomics and neuromarketing. In 2014, RUBEN was directed by Professor Harold Kincaid, and includes researchers from other Departments at UCT and international associates. Members within the School of Economics are Andre Hofmeyr, Don Ross, Mare Sarr, Martine Visser and Honorary Professor George Ainslie.

Current RUBEN research projects underway include experimental and neuroimaging studies of addictive consumption and illegal gambling; a study of the risk and time preferences of Western Cape fruit farmers that can inform the design and pricing of new insurance products to support innovation for export promotion; a study of the consistency of choices under risk among South Africans living in disadvantaged communities; a study of the prevalence and determinants of pathological gambling among Informal gamblers In a township; a study of a new initiative to deliver early childhood education in Cape Town townships; a study of behavioral "nudges" to reduce water consumption in Cape Town, and a national prevalence study of problem gambling and gambling behaviors in South Africa.

RUBEN is currently the only centre for experimental research in economics on the African continent and thus a key aspect of RUBEN activity is training. RUBEN hosts annual training workshops for scholars from the rest of the continent, and raises funds to cover all workshop costs for these participants.

Departmental Statistics

Permanent and long term contract staff

Professors	14
Associate Professors	11
Senior Lecturers	9
Lecturers	5
Research Staff	25
Administrative staff	18
Total	82

Students

Doctoral	79
Masters	58
Honours	198
Undergraduate*	3000+
Total	3335

* Number of students enrolled for economics courses. Students can take a number of courses in one year.

Research Fields and Staff

Permanent teaching staff

PROFESSOR HAIM ABRAHAM

Finance; futures and derivatives; monetary economics in a general equilibrium context.

PROFESSOR HAROON BHORAT

Director of the DPRU: Labour markets and labour market policy; poverty and income distribution.

PROFESSOR ANTHONY BLACK

Development economics, trade and industrial policy; automotive industry, garment industry, foreign direct investment, regional integration; global location of manufacturing and services.

ASSOCIATE PROFESSOR JUSTINE BURNS

Microeconomics; labour; poverty and income distribution; rural development; institutional economics.

ASSOCIATE PROFESSOR BEATRICE CONRADIE

Farm labour markets; women in agriculture; wine industry mechanisation; irrigation farming; human animal conflicts.

DR REZA C. DANIELS

Applied development microeconomics; applied econometrics; analyses of household & firm surveys; public policy.

ASSOCIATE PROFESSOR CLARA DELAVALLADE

Development economics; applied econometrics; corruption; health; education; evaluation of public policies.

PROFESSOR PAUL J DUNNE

Defence, conflict and peace economics; applied econometrics

PROFESSOR LAWRENCE EDWARDS

International trade and competitiveness; trade policy; trade and infrastructure; trade, employment and poverty.

MS KATHERINE EYAL

Labour; development; education; program evaluation; econometrics, behavioural economics

ASSOCIATE PROFESSOR LUKASZ GRZYBOWSKI

Industrial organisation; game theory; applied econometrics; network economics; telecommunications; competition and antitrust policy.

ASSOCIATE PROFESSOR SHAKILL HASSAN

Finance: fixed income, currency and commodity markets; arbitrage and asset pricing; applied financial econometrics. Economics: currency speculation and crises; monetary policy and asset prices; applicable economic theory.

MR ANDRÉ HOFMEYR

Game theory; behavioural economics; the economics of addiction; political economy.

PROFESSOR DAVID KAPLAN

Technology development; technology policy; industrial policy; telecommunications industry; migration of skilled persons. Work on the SA mining industry – technological change; innovation; mining based exports (capital equipment and services); local (Western Cape) economic development issues.

ASSOCIATE PROFESSOR MALCOLM KESWELL

Econometrics of Programme Evaluation, Behavioural Economics, Development Economics

PROFESSOR HAROLD KINCAID

Philosophy and methodology of social science; causal modeling; addiction; experimental elicitation of risk and time preferences and other topics in behavioral economics

MR KEVIN KOTZE

Macroeconomics; Financial Economics; Econometric Modelling.

MS LEIGH LAKAY

Labour economics; environmental economics.

PROFESSOR MURRAY LEIBBRANDT

Director of SALDRU; income distribution and poverty; survey econometrics; labour; education.

ASSOCIATE PROFESSOR ANTHONY LEIMAN

Director of EPRU; Environmental and resource economics; cost-benefit analysis; informal sector.

MR CECIL MLATSHENI

Youth and the labour market; participation, search and unemployment; fertility and labour market participation; the brain drain and skills migration.

PROFESSOR MIKE MORRIS

Director of PRISM; Globalisation; impact of China on Africa; industrialization and the Africa commodities boom; clothing and textiles; automotive industry; clusters and industrial development; industrial policy.

ASSOCIATE PROFESSOR EDWIN MUCHAPONDWA

Director of SoE; Community based natural resource management; nature-based tourism; valuation of non-market environmental amenities

PROFESSOR NICOLI NATTRASS

Director of ASRU; The socio-economic dimensions of living with HIV; the clothing industry; attitudes to employment; the political-economy of job creation; the moral economy of dealing with predators.

DR AMOS PETERS

International migration and development; aid and foreign direct investment; open economy macroeconomics.

MS NERYVIA PILLAY

Risk measurement, financial markets.

DR PATRIZIO PIRAINO

Applied microeconometrics; labour economics; economics of education; immigration; development economics; experimental economics.

DR VIMAL RANCHHOD

Labour economics; economics of education; economic demography; poverty; inequality and development economics.

PROFESSOR DON ROSS

Experimental economics of risk and time preference; game theory; philosophy of economics (methodology); infrastructure development; African trade and industry policy; philosophy of science.

DR MARE SARR

Natural resource wealth, institutions and growth; foreign policy interventions in dictatorships (foreign aid, military, etc.) and their impact on likelihood

of dictators to loot and prospect for investment in the country; Intellectual property rights in the biopharmaceutical industry (pharmaceutical and biotech); bioprospecting, intellectual property rights and traditional knowledge; neglected diseases.

DR ALBERT TOUNA MAMA

Macroeconomics (households' consumption/investment behavior); international macroeconomics (current account imbalances, sovereign borrowing); dynamic stochastic equilibrium models; development economics (informal insurance arrangements, terms of trade shocks, structural changes).

ASSOCIATE PROFESSOR CORNE VAN WALBEEK

The economics of tobacco control; the economics of alcohol policy; evaluating economic forecasts; the quality of official data, economics education.

ASSOCIATE PROFESSOR MARTINE VISSER

Behavioural and experimental economics applications to natural resource utilization; environmental and natural resource economics; poverty, inequality and sustainability; social institutions and networks; applied game theory and microeconometrics; valuation techniques.

PROFESSOR MARTIN WITTENBERG

Data Quality; Measurement of Poverty, Incomes and Economic Well-being; Labour economics; economics of the household; analysis of time-use data; microeconometrics.

ASSOCIATE PROFESSOR INGRID WOOLARD

Measurement of poverty; income inequality; labour economics; social assistance; tax policy.

Adjunct staff

ADJUNCT PROFESSOR BRIAN LEVY

Governance and political economy; development policy and practice.

ADJUNCT ASSOCIATE PROFESSOR MARK ELLYNE

Monetary economics (monetary transmission, monetary policy, inflation targeting); exchange rates (policy, valuation, exchange regimes and controls); regional integration (SADC convergence, African integration); IMF and World Bank (structural adjustment programs); country macroeconomic studies.

DR NICK SAMOUILHAN

Financial Economics: asset allocation and portfolio construction, asset class modelling, quantitative market strategies and volatility modelling and forecasting.

Honorary staff

HONORARY PROFESSOR GEORGE AINSLIE

Behavioral economics (picoeconomics); motivation; choice; self-control; higher mental functions; interface among economics; experimental psychology; philosophy (theory of mind).

Research Staff

ASRU

Nathan Geffen (researcher, deputy director of ASRU, and co-ordinator of GroundUp)

DPRU

MR MORNÉ OOSTHUIZEN

Deputy Director: Labour markets; poverty and inequality, inflation, wage inequality and demographic economics.

MS CARLENE VAN DER WESTHUIZEN

Senior Researcher: Labour economics; poverty and inequality.

MS AALIA CASSIM

Development economics; labour economics, competition and regulation; economics of education; social entrepreneurship.

MS SUMAYYA GOGA

Labour markets; poverty and inequality.

Ms Toughedah Jacobs

Project management, labour market profiles, poverty, inequality, development.

MS ELNE JACOBS

Development economics; labour economics; institutional economics; micro economics; survey data analysis; economics of education.

MS NATASHA MAYET

Labour economics; minimum wage

MS KARMEN NAIDOO

Development economics, financial sector, financial inclusion, small & medium size enterprise (SME) financing, growth & development, and economics of education.

MR BENJAMIN STANWIX

Applied economics, labour economics, economic and social history

MR NAN TIAN

Labour economics; conflict; economic growth.

MR DAVID (CHEN-WEI) TSENG

Labour economics; survival analysis; time series and forecasts.

MR DEREK YU (PART-TIME)

Labour economics, development economics, household survey analysis and economic education.

SALDRU

ASSOCIATE PROFESSOR CALLY ARDINGTON

Intergenerational support; analysis of household surveys; orphanhood; family background, school quality and educational outcomes.

PROFESSOR SEAN ARCHER

Economics of human rights; economics of education training, and economics and ecology of arid zones.

PROFESSOR FRANCIS WILSON

Poverty and development; unemployment; household survey data collection; water policy.

DR THOMAS BOSSUROY

Inequalities and social mobility; political economy; social structures and identities and evaluation of public policy.

DR BRENDAN MAUGHAN-BROWN

HIV-related stigma; socioeconomic and behavioural determinants of HIV.

DR EVA WEGNER

Political mechanisms of inequality persistence; clientelism; political parties; authoritarian regimes; Islamist movements.

DR NICOLA BRANSON

Quantitative research in education inequality and the intergenerational consequence of teenage childbearing in South Africa.

ARDEN FINN

Inequality, poverty and the analysis of panel data

CLARE HOFMEYR

Economics of education, training, communications and policy work.

MS LAURA POSWELL

Executive Director of J-PAL Africa.

LAURA COSTICA

J-PAL Africa Research Manager

EMMANUEL BAKIRDJIAN

J-PAL Africa Research Manager

Distinguished visitors

PROF LEONCE NDIKUMANA

Taught on LSE-UCT July School
University of Massachusetts

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Senior Economist, Economic and Health Policy
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DR HANA ROSS

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Dr Yussuf Saloojee
Executive Director
National Council Against Smoking

MR ALEX LIBER

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DR HELEN SUICH

Australian National University

PROFESSOR JANE CARRUTHERS

Department of History, UNISA

PROFESSOR RAPHAEL KAPLINSKY

Open University, UK

PROFESSOR JOHN BOARDMAN

Environmental Change Institute, Oxford.

PROFESSOR GLENN HARRISON

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Research output

Authored books

Edwards, L.J. and Lawrence, R. 2013. *Rising Tide. Is Growth in Emerging Economies Good for the United States?* 251pp. Washington: Peterson Institute for International Economics. ISBN 9780881325003.

Edited books

Ross, D.A., Ladyman, J. and Kincaid, H. (eds) 2013. *Scientific Metaphysics*: pp. 1-235. Oxford: Oxford University Press. ISBN 9780199696499.

Chapters in books

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Ross, D.A. 2013. The evolution of individualistic norms. In K. Sterelny, R. Joyce, B. Calcott, and B. Fraser (eds), *Cooperation and its evolution*, pp. 17-43. Cambridge, MA: The MIT Press. ISBN 9780262018531.

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Ainslie, G. 2013. Grasping the impalpable: the role of endogenous reward in choices, including process addictions. *Inquiry*, 56(5): 446-469.

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Bhorat, H.I. and Goga, S. 2013. The gender wage gap in post-apartheid South Africa: a re-examination. *Journal of African Economies*, 22(5): 827-848.

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- Bhorat, H.I., Mayet, N. and Kanbur, R. 2013. The impact of sectoral minimum wage laws on employment, wages, and hours of work in South Africa. *IZA Journal of Labor and Development*, 2(1): 1-27.
- Burns, J.C., Edwards, L.J. and Pauw, K. 2013. Revisiting wage subsidies: how pro-poor is a South African wage subsidy likely to be? *Development Southern Africa*, 30(2): 186-210.
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- Fessehaie, J. and Morris, M.L. 2013. Value chain dynamics of Chinese copper mining in Zambia: enclave or linkage development? *European Journal of Development Research*, 25(4): 537-556.
- Gummerson, E., Maughan-Brown, B. and Venkataramani, A.S. 2013. Who is taking up voluntary medical male circumcision? Early evidence from Tanzania. *AIDS*, 27(16): 2657-2659.
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- Lam, D., Marteleto, L. and Ranchhod, V. 2013. The influence of older classmates on adolescent sexual behavior in Cape Town, South Africa. *Studies in Family Planning*, 44(2): 147-167.

- Mah, T. and Maughan-Brown, B. 2013. Social and cultural contexts of concurrency in a township in Cape Town, South Africa. *Culture, Health and Sexuality*, 15(2): 135-147.
- Maughan-Brown, B. 2013. Concurrent sexual partnerships among young adults in Cape Town, South Africa: how is concurrency changing? *Sexual Health*, 10: 246-252.
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- Ross, D.A. 2013. Will scientific philosophy still be philosophy? *Repenser les rapports entre sciences et philosophie*, 29: 11-27.
- Ross, D.A. and Ladyman, J. 2013. Quantum probability, choice in large worlds, and the statistical structure of reality. *Behavioral and Brain Sciences*, 36(3): 305-306.
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Peer-reviewed published conference proceedings

Whelan, B. and Muchapondwa, E. 2012. Assessing the viability of small-scale wind turbines in different scenarios in South Africa. In W. Nyangena (ed), Proceedings of Natural Resource Management and Climate Change in Africa. Kenya: African Economic Research Consortium. ISBN 9789966345882.

Woolard, I.D. and Leibbrandt, M.V. 2012. The evolution and impact of unconditional cash transfers in South Africa. In C. Sepulveda, A. Harrison, and J.Y. Lin (eds), Proceedings of Annual World Bank Conference on Development Economics Global, 2010, Washington, USA. Washington, USA: The World Bank. ISBN 9780821385227.

DEPARTMENT OF FINANCE AND TAX

Head of Department: Associate Professor Craig West

Departmental Profile

The Department of Finance and Tax was formed with effect from 1 January 2012.

The Department houses two disciplines, namely: finance at an undergraduate and post-graduate level and taxation at a post-graduate level only.

As the Department becomes more established, it is anticipated that the research outputs of its staff will increase.

The tax section within the Department is participating in a collaborative research project with 6 other institutions around the world. The Research Council of Norway funds this project. The staff of this section of the Department are also participating in the Marie Curie International Staff Exchange Scheme (IRSES) for particular research topics in international tax. To this end, the Department hosted three visiting doctoral student from Vienna University of Business and Economics in Austria and will host further guests in 2014. Department staff will also participate in the exchanges in the coming years. The IRSES programme provides funding for the travel and accommodation of the visiting academic.

The department has two NRF-rated researchers, being Professor Paul van Rensburg (full-time) and Professor Enrico Uliana (part-time).

An exceptional 15 Master's students graduated from the department in 2013. The Masters graduates are expected to increase as are PhD students.

Departmental Statistics

Permanent and Long-term Contract Staff (including both full and part-time staff)

Professors	3
Associate Professors	3
Senior Lecturers	7
Lecturers	4
Administrative and Clerical Staff	5
Total	22

Adjunct and Honorary Staff

Adjunct Associate Professors	2
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Registered Students

Master's	15
Honours	31
Undergraduate	753
Total	799

Research Fields and Staff

Permanent Staff

MR ABDUL ABDULLA

Accounting education; financial ratio analysis. Islamic Finance.

DR EDWARD CHAMISA

International accounting standards in developing countries; corporate governance; corporate social responsibility.

MR PHILLIP DE JAGER

Fair value accounting; banks; capital markets.

ASSOCIATE PROFESSOR GLEN HOLMAN

Capital markets.

MR CHUN-SUNG HUANG

Financial risk management and modelling; Value-at-Risk estimates and Improvements; Utility-Indifference Pricing; Stochastic Modelling.

DR RYAN KRUGER

Predictive modelling of asset returns and the financial applications of machine learning.

MR AKIOS MAJONI

Liquidity in African financial markets; corporate restructuring and shareholder value.

MR LUCIAN PITT

General field of disclosure with emphasis on risk disclosure in AFS.

MR KANSHUKAN RAJARATNAM

Decision making in consumer credit finance; credit union models; optimisation.

PROFESSOR JENNIFER ROELEVELD

International double tax treaties; South African income tax. Estate duty

MR COLIN SMITH

Valuation models; working capital management; behavioural issues in Management Accounting; NGO accounting and financial management.

PROFESSOR PETER SURTEES

South African income tax.

DR FRANCOIS TOERIEN

Entrepreneurial and small business finance; alternative investments; equities.

PROFESSOR ENRICO ULIANA

Management accounting practices; strategic cost analysis; use of accounting in aligning performance with strategy; intellectual capital.

PROFESSOR PAUL VAN RENSBURG

Asset Pricing. Explaining the cross section of equity returns in local and international markets.

ASSOCIATE PROFESSOR CRAIG WEST

International Tax (Income and Capital); Tax Information Exchange Agreements and South African income tax.

MR DARRON WEST

Taxation of savings and investments; behavioural finance and investing.

Contact Details

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FinanceandTax/](http://www.commerce.uct.ac.za/FinanceandTax/)

Research output

Articles in peer-reviewed journals

Bakoro, L.E., De Jager, P. and Parsons, S.G. 2013. Commentary: how accounting information is used by the South African bank regulator. *SA Journal of Accounting Research*, 27(1): 181-203.

Campbell, A. and Rajaratnam, K. 2013. Avoiding frustrations of unprepared students with online quizzes. *International Business and Economics Research Journal*, 12(8): 969-977.

Hodnett, K., Hsieh, H. and Van Rensburg, P. 2013. Nonlinearities in stock return prediction: a blended approach. *Journal of Applied Business Research*, 29(1): 7-22.

Holman, G.S., Correia, C.D.J., Pitt, L.P. and Majoni, A. 2013. The corporate use of derivatives by listed non-financial firms in Africa. *Corporate Ownership and Control*, 11(1): 671-690.

Kruger, R. and Toerien, F. 2013. The impact of index migrations on share prices: evidence from the Johannesburg stock exchange. *Journal of Applied Business Research*, 29(6): 1861-1872.

Plimsoll, J., Saban, B., Spheris, A. and Rajaratnam, K. 2013. The day of the week effect: an analysis of the Johannesburg stock exchange top 40 firms. *International Business and Economics Research Journal*, 12(3): 319-330.

Rajaratnam, K. and Campbell, A. 2013. Enhancing students' learning through practical knowledge taught by industry professionals. *International Business and Economics Research Journal*, 12(6): 717-724.

Rubin, G.M., Overstreet, G.A., Beling, P. and Rajaratnam, K. 2013. A dynamic theory of the credit union. *Annals of Operations Research*, 205: 29-53.

van Gysen, M., Huang, C.S. and Kruger, R. 2013. The performance of linear versus non-linear models in forecasting returns on the Johannesburg stock exchange. *International Business and Economics Research Journal*, 12(8): 985-994.

PEER-REVIEWED PUBLISHED CONFERENCE PROCEEDINGS

Boraine, A., Jephthas, J., Rix, K. and Rajaratnam, K. 2013. The relationship of the South African stock market with those of its major trading partners. In U. Laptaned and G. Nartea (eds), *Proceedings of the 4th International Conference on Business and Economics*

(ICBE 2013) "Business Challenges of Globalization for Sustainable Economic Development", 13-15 June 2013, Reykjavik, Iceland. Bangkok, Thailand: UP Organizer and Publication Co., Ltd. ISBN 9786163351302.

Chinhamu, K., Huang, C., Hammujuddy, J. and Huang, C.S. 2013. Modelling the South African mining index with generalized hyperbolic distribution. In L. Santana (ed), Proceedings of the 55th Annual Conference of the South African Statistical Association for 2013 (SASA 2013), 4-8 November 2013, Polokwane, South Africa. Polokwane, South Africa: SASA. ISBN 9781868226498.

De Jager, P., Holman, G.S. and Nel, E. 2013. An investigation into the effects of liquidity draw downs by asset backed commercial paper conduits on South African banks. Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

De Jager, P. and Parsons, S.G. 2013. Signs of Jibar manipulation? Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

Hedley, G., Lu, D., van der Riet, C. and Huang, C.S. 2013. Impact of economic climate changes on significant style characteristics in predicting share returns on the JSE. In U. Laptaned and G. Nartea (eds), Proceedings of the 4th International Conference on Business and Economics (ICBE 2013) "Business Challenges of Globalization for Sustainable Economic Development", 13-15 June 2013, Reykjavik, Iceland. Bangkok, Thailand: UP Organizer and Publication Co., Ltd. ISBN 9786163351302.

MacFarlane, A. and West, D.G. 2013. Do macroeconomic variables explain future stock market movements in South Africa? Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Somerset West, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

Makan, R., Ramdenee, Y., Severaj, R. and Rajaratnam, K. 2013. The December effect: evidence from the Johannesburg stock exchange. In U. Laptaned & G. Nartea (eds), Proceedings of the 4th international Conference on Business and Economics (ICBE 2013) "Business Challenges of Globalization for Sustainable Economic Development", 13-15 June 2013, Reykjavik, Iceland. Bangkok, Thailand: UP Organizer and Publication Co., Ltd. ISBN 9786163351302.

Pitt, L.P. and Pamburai, H.H. 2013. A review of the compliance with disclosure requirements as outlined in IFRS 7 by a sample of non-financial companies listed on the Johannesburg stock exchange. Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

Pitt, L.P., Correia, C.D.J. and Holman, G.S. 2013. Does size matter? An analysis of derivative use by small South African firms listed on the JSE and AltX. Proceedings of 2013 Southern African Accounting Association Biennial Conference, 26-28 June 2013, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

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Willows, G.D., De Jager, P., Drummond, C.D., Sinton, D.S. and Carr, L. 2013. Is the CEO of Investec overpaid? Proceedings of 2013 Southern African Accounting Association Biennial Conference: Peer-reviewed Conference Proceedings, 26-28 June 2013, Cape Town, South Africa. Cape Town, South Africa: Southern African Accounting Association. ISBN 9780620563826.

DEPARTMENT OF INFORMATION SYSTEMS

Head of Department: Associate Professor Lisa Seymour

Department Profile

A core focus of the department and the Department's accredited research unit CITANDA (Centre for IT and National Development) remains the role of ICT in Developing Country context but this is complemented by our other key research areas IS and education, ICTs and innovation, IS management, IS development and digital forensics.

This year saw the departmental review as well as the review of CITANDA and both reviews were highly complimentary on the strong research ethic of the department and the high growth in both research outputs and post-graduate enrolments. We have increased our research outputs to 12 DHET-accredited journal articles, 4 chapters in books and 44 peer-reviewed published conference papers. This is also a record publication output for the department. With another staff member obtained his NRF-rating, we have eight rated staff, which is more than half the academics.

Our post-graduate program keeps growing strongly. The more than 10% growth meant that our 89 Masters and PhD students represent a new record enrolment in the department. An especially proud achievement is that, among our 2013 PhD graduates are three female staff members.

The department managed to secure some highly competitive research grants, including three NRF grants of almost R1.8 million to explore: the impact of mobile technology and public access on collective empowerment among the urban poor; the role of ICTs in empowering women in rural areas in South Africa and Tanzania; and the nature, prevalence and implications of mobile bullying in South African schools. These projects have also facilitated awarding of post-graduate bursaries to a number of Information Systems students. The department was also chosen as the lead partner in the €3+million ESEFA (Enterprise Systems Education for Africa) project to research and develop an Enterprise System education programme for the African continent, linking up tertiary institutions from 10 African countries. The department is also collaborating in a Water Research Council research project into mobile technology for increasing rural water quality.

Departmental Statistics

Permanent staff

Professors	2.5
Associate Professors	5
Senior Lecturers	6
Lecturers	0
Administrative and Clerical Staff	5
Total	18.5

Honorary Staff

Emeritus Professors	2
Registered Students	

Doctoral	38
Masters	51
Honours	98
Postgraduate Diploma	285
Undergraduate	2095
Total	2567

Research Fields and Staff

PROFESSOR IRWIN BROWN

IS in developing countries; IS management; Grounded Theory in IS research.

ASSOCIATE PROFESSOR WALLACE CHIGONA

ICT for national development; community informatics; and mobile technology for development.

EMERITUS PROFESSOR MIKE HART

Strategic use of IS; key management issues in IS; business intelligence; data mining and analytics.

ASSOCIATE PROFESSOR KEVIN JOHNSTON

ICT strategy and management, IS educational issues, Open Source Software, Social and Networking Systems, Emerging technology, and Entrepreneurship.

ASSOCIATE PROFESSOR MICHAEL KYOBE

Strategic IT planning; IT alignment; computer security and utilisation of IT to leverage knowledge management; enterprise and IT governance.

DR ELSJE SCOTT

Object-orientated programming and methodologies; efficient teaching methods for programming concepts; IS project management, with the specific focus on student group projects using C# as programming language.

DR SALAH KABANDA

IT adoption; M and E commerce; ICT4D.

PROFESSOR OJELANKI NGWENYAMA

Developing and using critical social science methods for IS research. Empirical research focused on: software process innovation; IS implementation; IS management; the impact of ICT on social and economic development.

DR JACQUES OPHOFF

Information and cyber security; privacy; design science research.

MR MIKE POLLOCK

Effective IS teams, IS programming with students; technology acceptance; the digital divide in South Africa; digital forensics; virtual teams.

DR SUMARIE ROODT

IS and Education: Technology-enhanced learning with a focus on using emerging technologies for the Net Generation, Digital Game-Based Learning (DGBL), Virtual Worlds, Educational Neuroscience & Technology- Enhanced Learning. IS and Business: Using emerging technologies for Competitive Advantage

ASSOCIATE PROFESSOR LISA SEYMOUR

Enterprise systems and business process management with a developing country focus.

EMERITUS PROFESSOR DEREK SMITH

Project portfolio management; project teams; project manager competencies.

MR ADRIE STANDER

Data communications; database design; human-computer interaction; culture and information systems.

DR MAUREEN TANNER

Agile, Global Software development.

PROFESSOR JEAN-PAUL VAN BELLE

Adoption of information technologies; ICT4D; e-commerce and m-commerce; e-government and m-government; open source software; enterprise IS architectures; e-readiness of SMEs and NGOs; Green IS/IT.

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Research output

Chapters in books

Brown, C. and Hart, M.L. 2013. Exploring higher education students technological identities using critical discourse analysis. In P. Isaias, and M. Baptista-Nunes (eds), *Information Systems Research and Exploring Social Artifacts: Approaches and Methodologies*: pp. 181-198. University of Sheffield, UK: IGI Global. ISBN 97814666249.

Johnston, K. 2013. Bringing the personal to the professional in information systems. In C. Ohajunwa and J. McKenzie (eds), *Disability Catalyst Africa - Series no. 4: Beyond "if" to "how": Disability Inclusion in Higher Education*, pp. 100-104. Cape Town: Disability Innovations Africa, Disability Studies Programme, DHRS, UCT. ISBN 9780987020938.

Mtingwi, J. and Van Belle, J.W.G.D. 2013. E-government status and m-government readiness in Malawi. In Z. Mahmood (ed), *E-Government Implementation and Practice in Developing Countries*: pp. 211-241. Hershey: IGI Publishing. ISBN 9781466640900.

Stevenson, G. and Van Belle, J.W.G.D. 2013. Using social media technology to improve collaboration: a case study of micro-blogging adoption in a South African financial services company. In N. Azab (ed), *Cases on Web 2.0 in Developing Countries: Studies on Implementation, Application, and Use*, pp. 313-341. Hershey: IGI Publishing. ISBN 9781466625167.

Articles in peer-reviewed journals

Bankole, F., Osei-Bryson, K. and Brown, I.T.J. 2013. The impact of ICT investments on human development: a regression splines analysis. *Journal of Global Information Technology Management*, 16(2): 59-85.

Bisimwa, K. and Johnston, K. 2013. Impact of mobile phones on integration: the case of refugees in South Africa. *Journal of Community Informatics*, 9(4): 11pp.

Chigona, W.M.G., Nyemba-Mudenda, M. and Metfula, A. 2013. A review on mhealth research in developing countries. *Journal of Community Informatics*, 9(2): 1-7.

Dawson, L.J. and Van Belle, J.W.G.D. 2013. Critical success factors for business intelligence in the South African financial services sector. *South African Journal of Information Management*, 15(1): 545.

Hinde, C. and Van Belle, J.W.G.D. 2012. Cloud computing in South African SMMEs risks and rewards for playing at altitude. *International Journal of Computer Science and Electrical Engineering (IJCSSEE)*, 1(1): 10pp.

- Johnston, K. 2013. A guide to educating different generations in South Africa. *Issues in Informing Science and Information Technology*, 10: 261-273.
- Johnston, K., Begg, S. and Tanner, M.C. 2013. Exploring the factors influencing the adoption of open source software in Western Cape schools. *International Journal of Education and Development using ICT*, 9(2): 64-84.
- Johnston, K., Chen, M.M. and Hauman, M. 2013. Use, perception and attitude of university students towards Facebook and Twitter. *Electronic Journal of Information Systems Evaluation*, 16(3): 200-210.
- Johnston, K., Tanner, M.C., Lalla, L. and Kawalski, D. 2013. Social capital: the benefit of Facebook 'friends'. *Behaviour & Information Technology*, 32(1): 24-36.
- Joubert, J. and Van Belle, J.W.G.D. 2013. The role of trust and risk in mobile commerce adoption within South Africa. *International Journal of Business, Humanities and Technology*, 3(2): 27-38.
- Makoza, F. 2013. The level of e-government implementation: case of Malawi. *Electronic Journal of e-Government*, 11(2): 268-279.
- Matavire, R. and Brown, I.T.J. 2013. Profiling grounded theory approaches in information systems research. *European Journal of Information Systems*, 22(1): 119-129.
- Metfula, A. and Chigona, W.M.G. 2013. The effects on policy of the composition of the ICT public policy network in Swaziland. *The African Journal of Information and Communication*, 1(13): 83-94.
- Mpazanje, F., Sewchurran, K. and Brown, I.T.J. 2013. Rethinking information systems projects using actor-network theory: a case of Malawi. *The Electronic Journal of Information Systems in Developing Countries*, 58(7): 32.
- Ononiwu, C. 2013. A delphi examination of inhibitors of the effective use of process industry enterprise resource planning (ERP) systems: a case study of New Zealand's process industry. *Electronic Journal of Information Systems Evaluation*, 16(2): 114-131.
- Rogerson, C. and Scott, E. 2013. Effective online staff training: is this possible? *World Academy of Science, Engineering and Technology*, 1(79): 1822-1829.
- Roodt, S. and Peier, D. 2013. Using Youtube in the classroom for the net generation of students. *Issues in Informing Science and Information Technology*, 10: 473-488.
- Seymour, L. and Naidoo, M. 2013. The usage and impact of broadband: a South African household analysis. *Electronic Journal of Information Systems Evaluation*, 16(2): 132-145.
- Stanton, G. and Ophoff, J. 2013. Towards a method for mobile learning design. *Issues in Informing Science and Information Technology*, 10: 501-523.
- Van Belle, J.W.G.D. and Cupido, K. 2013. Increasing public participation in local government by means of mobile phones: the view of South African youth. *Journal of Community Informatics*, 9(4): 1-17.
- Van Heerden, M., Ophoff, J. and Van Belle, J.W.G.D. 2013. Are university students ready to dump their textbooks? A survey on student attitudes towards e-readers and tablet computers. *International Journal of Cyber Ethics in Education (IJCEE)*, 2(3): 15-44.
- Weimann, P., Pollock, M.A., Scott, E. and Brown, I.T.J. 2013. Enhancing team performance through tool use: how critical technology-related issues influence the performance of virtual project teams. *IEEE Transactions on Professional Communication*, 56(4): 332-353.

Peer-reviewed published conference proceedings

- Abrahams, B. and Kyobe, M. 2013. Investigating the quality and effectiveness of the picture archiving communication system (PACS) at an academic hospital in South Africa. In B. John, M. Nkhoma and N. Leung (eds), *Proceedings of the 4th International Conference on Information Systems Management and Evaluation*, 13-14 May 2013, Ho Chi Minh City, Vietnam. Oxfordshire, UK: Academic Conferences and Publishing International Limited Reading. ISBN 9781909507203.
- Adeniran, T., Chigona, W.M.G., Madisha, M., Makoza, F. and Van Beulen, I. 2013. Perceived business benefits and risks of using social networking sites. In A. Koch and P.A. van Brakel (eds), *Proceedings of the 15th Annual Conference on World Wide Web Applications*, 10-13 September 2013, Cape Town. Cape Town, South Africa: Cape Peninsula University of Technology. ISBN 9780620595704.
- Bijker, M. and Hart, M.L. 2013. Factors influencing pervasiveness of organisational business intelligence. *Proceedings of The Third International Conference on Business Intelligence and Technology (BUSTECH 2013)*, 27 May - 1 June 2013, Valencia, Spain. Valencia, Spain: IARIA. ISBN 978612082783.

Chigona, A. and Chigona, W.M.G. 2013. South African pre-service teachers' under-preparedness to teach with information communication technologies. Proceedings of The Second International Conference on E-Learning and E-Technologies in Education (ICEEE 2013), 23-25 September 2013, Lodz University of Technology, Poland. Lodz, Poland: IEEE. ISBN 9781467350938.

Chigona, W.M.G., Petersen, T. and Nyemba-Mudenda, M. 2013. Uses & gratifications of social network sites revisited. In A. Koch and P.A. van Brakel (eds), Proceedings of the 15th Annual Conference on World Wide Web Applications, 10-13 September 2013, Cape Town, South Africa. Cape Town, South Africa: Cape Peninsula University of Technology. ISBN 9780620595704.

Chigona, W.M.G., Mgomozulu, N. and Makoza, F. 2013. Uses and gratification of mobile internet amongst the disadvantaged: case of South Africa. Proceedings of the 12th International Conference on Social Implications of Computers in Developing Countries (IFIP), 21-24 May 2013, Mongo, Jamaica. Mongo, Jamaica: IEEE. ISBN 9789764102557.

Dawson, L.J. and Van Belle, J.W.G.D. 2013. Critical success factors in South African business intelligence projects in the insurance industry. In J. Yerby (ed), Proceedings of Knowledge Management Conference 2013: Refereed Proceedings, 26-28 June 2013, Novi Sad, Serbia. Serbia: Middle Georgia State College. ISBN 9788662110879.

Faasen, J., Seymour, L. and Schuler, J. 2013. SaaS ERP adoption intent: explaining the South African SME perspective. Proceedings of 6th International IFIP TC8 WG 8.9 Conference on Research and Practical Issues in Enterprise Information Systems, 19-21 September 2012, Ghent, Belgium. New York: Springer. ISBN 9783642366109.

Gebbers, J. and Ophoff, J. 2013. Exploring cloud computing legal and privacy issues in South Africa. In A. Koch and P.A. van Brakel (eds), Proceedings of the 15th Annual Conference on World Wide Web Applications, 10-13 September 2013, Cape Town, South Africa. Cape Town, South Africa: Cape Peninsula University of Technology. ISBN 9780620595704.

Harry, R., Sewchurran, K. and Brown, I.T.J. 2013. The impact of introducing a mobile payment system to an emerging economy's mobile phone subscriber market. Proceedings of the 12th International Conference on Social Implications of Computers in Developing Countries (IFIP), 21-24 May 2013, Mongo, Jamaica. Mongo, Jamaica.: IEEE. ISBN 9789764102557.

Hope, S. and Van Belle, J.W.G.D. 2013. A framework

for the evaluation of e-commerce solutions for use by South African SMEs. In A. Koch and P.A. van Brakel (eds), Proceedings of the 15th Annual Conference on World Wide Web Applications, 10-13 September 2013, Cape Town, South Africa. Cape Town, South Africa: Cape Peninsula University of Technology. ISBN 9780620595704.

Hubbard, M. and Van Belle, J.W.G.D. 2013. Factors driving an organisation's capability to develop mobile compatible websites. In V. Potdar, P. Shah, R. Ingle and F. Liu (eds), Proceedings of 2013 International Conference on Cloud & Ubiquitous Computing & Emerging Technologies, 15-16 November 2013, Pune, India. ISBN 9781479922345.

James, E.C. and Van Belle, J.W.G.D. 2013. Information and support requirements ICT decision making in South African micro-businesses. Proceedings of The International Academy of Business and Public Administration Discipline, July 1-4, 2013, Istanbul, Turkey. Istanbul, Turkey: IABPAD. ISSN 1547-4836.

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SCHOOL OF MANAGEMENT STUDIES

Head of School: Associate Professor Anton F. Schlechter

Over the last five years the staff members in the School have dramatically increased their research outputs to the point where the School fares favourably when compared to much larger and traditionally research-focused departments in the faculty. Over the last 4 years the School has been placed in the second or third position in the faculty in terms of total research outputs. The increased focus on research and growing a research culture is evident in the growth in URC funding awarded to staff. Several staff members have also received best paper awards at conferences that to some extent reflects the quality of what is produced.

For a School that mainly consists of young/junior staff (42% of staff are at lecturer level and only a third of staff have PhDs) the research output is both gratifying and encouraging. Much of the research output, however, is dependent on the work of individual staff members and we are encouraging collaborations and across discipline partnerships in order to increase research emanating from research-teams.

The School makes use of the programmes offered by the Research Office to support, develop, and assist young and mid-career academics. The School has 33 active members within the Emerging Researcher Programme (ERP). The ERP is a university-wide, co-ordinated research and mentoring programme for young researchers. Two new research seminar groups have been formed in the last year, which adds to the already established groups which are active in the School. These are designed to further cement the research culture and provide support. The School also annually participates in Writer's Workshops facilitated by the Research Office.

We actively support the development of research capacity at mid-career level and above, and assist and encourage academics to achieve an NRF rating. There are currently two NRF rated researchers within the School, namely Prof Jeffrey Bagraim and Prof Tom Moultrie. Younger staff members are regularly encouraged to apply for a Y rating, while established researchers are encouraged to apply for higher ratings.

The School is focused on supporting both the University and Faculty research agenda. Given the multi-disciplinary nature of the School its staff work

on vastly different and wide ranging research topics which span both more theoretical and applied research approaches.

During 2012 academic staff at CARE were the principal investigators in a multi-year project funded by the UNFPA to update and rewrite a major manual on demographic estimation from limited and defective data. The results of this work appeared in 2013. During 2013 the unit was evaluated by an external panel, which included international experts and was reaccredited by the URC for another 5 years.

The Organisational Psychology Section has PhD students working in the areas of talent retention, work-family studies, organisational health and safety and programme evaluation. During 2013 the URC funded a Post Doc Fellowship within the Section. The Organisational Psychology Section hosts the Institute for Monitoring and Evaluation Unit (IME) (Director: Professor Joha Louw-Potgieter). During 2013 the IME presented various public short courses in programme evaluation. Despite some competition in the market, the IME remains the preferred provider of short courses for public sector and non-governmental clients. The Institute is inundated with various contract evaluations for clients within and outside of the university.

The Marketing Section continues to engage key questions in both the scholarly and applied domains of marketing. The UCT Unilever Institute of Strategic Marketing (Director: Emeritus Professor John Simpson) is aligned with the Marketing Section. The main purpose of the UCT Unilever Institute of Strategic Marketing is to develop marketing theory and information for the uniquely South African market place. This has become a critical source of marketing intelligence for South African marketers and is widely used by corporates, market research houses, advertising agencies and academics.

The research focus in the Section for Applied Management reflects the applied and varied nature of the disciplines being taught within this Section. The Tourism Research Unit (UCT-TRU) has published widely in the area of tourists' perceptions of risks and safety, and security of mega-events, such as the FIFA World Cup and the Olympic games. Dr David Priilaid is currently working on a large dataset collated to understand the effect of extrinsic cues as heuristic errors, and how these manifest across certain demographic transects like age, experience, gender and so forth. David is mapping out the neurological impact of cue-exposure as individuals become increasingly conditioned to price information, and similar cues. The price-cue is ubiquitous and the method developed is cheaper than prevailing fMRI techniques. More so it provides a remarkable degree of comparative accuracy.

School Statistics

Permanent and long-term contract staff

Professor	4
Associate Professor	5
Senior Lecturers	14
Lecturers	12
Emeritus Professor	1
Adjunct Professor	1
Research Staff	2
Technical Support Staff	4
Administrative and Clerical Staff	11
Contract lectures (3 of which are course convenors)	7
Total	61

Students

Postdoctoral	1
Doctoral	13
Visiting scholar	1
Dean of Commerce (offered by CARE)	58
Masters	53
Honours	43
Postgraduate Diplomas	1690
Undergraduates	5437
Total	7296

Research Fields and Staff

Permanent staff

PROFESSOR JEFFREY BAGRAIM

Work-family issues; organisational commitment; commitment to change; organisational culture; workplace attitudes; student integrity; Occupational Health Psychology

PROFESSOR ROB DORRINGTON (CARE)

Demography; mortality; migration; HIV/AIDS modelling; analysis of census and survey data; population estimation and projection; burden of disease quantification; ageing

PROFESSOR JOHA LOUW-POTGIETER

Programme evaluation; human resource management

PROFESSOR ERIC WOOD

Value creation; Innovation management; Entrepreneurship; The influence of religious belief on entrepreneurial behaviour; The survival and performance of entrepreneurial firms

ASSOCIATE PROFESSOR IAIN MACDONALD

Applied probability; new time series models (especially hidden Markov models); EM algorithm; mathematical finance

ASSOCIATE PROFESSOR TOM MOULTRIE (CARE)

Demography, especially the analysis of fertility patterns and trends; analysis of census and survey data; modelling of birth intervals; contraceptive use and adoption; HIV/AIDS

ASSOCIATE PROFESSOR ANTON SCHLECHTER

Reward Management and talent retention; leadership; positive organisational behaviour

ASSOCIATE PROFESSOR DAVID TAYLOR

Financial derivatives; mathematical finance; financial time series models (asset returns and volatility).

ASSOCIATE PROFESSOR GERT HUMAN

Industrial marketing and inter-firm networks; strategic marketing; strategic management and international marketing

DR TERRI GRANT

Business communications in the global economy; scenario learning and pedagogy; non-verbal communication and multimodality; graphics; commerce education and learning theories

DR RICHARD GEORGE

Safety and security issues in tourism, and events (with a specific focus on mega-events), township tourism, social media and tourism, tourism marketing

DR SUKI GOODMAN

Organisational and individual learning; training and programme evaluation; graduate attributes

DR SHANNON KENDAL

Measuring and managing retirement product risk; taxation of retirement funds; living annuities, defined benefit valuation bases

DR SURE MATARAMVURA

Financial Mathematics; Stochastic Calculus; Game Theory

DR DAVID MARALACK

Sport governance; sport policy and politics; sport and development; sport institution building; sport in transformation; sport strategic management; sport and tourism

DR INES MEYER

Humanitarian work psychology, intergroup relations in the workplace; transformation; workplace diversity

DR DAVID PRIILAI

Wine pricing and brand valuations; extrinsic cues; placebo effects; the entrepreneurial mind-set

DR VISSÉHO ADJIWANOU (CARE)

Maternal and Reproductive Health in sub-Saharan Africa, Gender Inequality, Demography, Endogeneity, Multilevel and Structural Equation Modelling

MR JUSTIN BENEKE

Retailing management; electronic marketing; customer relationship management & higher education marketing

MS SHIVANI RAMJEE

Health care financing; medical price indices; health care application of operations research; private-sector engagement with health care reform

MR DAVE STRUGNELL

Asset pricing; behavioural finance; experimental economics; decision making under risk and uncertainty

MRS ADIILAH BOODHOO

Monitoring and programme evaluation; decision making in evaluation; recruitment and selection

MRS ELSAMARI BOTHA

Viral Marketing; Digital Marketing; Social Networks; Marketing research methodology

MR FRANCOIS DE KOCK

Personnel selection; development and validation of psychological tests; accuracy and bias in ratings

MRS CHAO NKHUNGULU MULENGA

Occupational Health Psychology, Recruitment and Selection; Academic Integrity; & Monitoring and Evaluation

MRS CARREN FIELD

Monitoring and evaluation; training evaluation; employee relations

MS JOANNA LEGUTKO

Retirement and social security; subjective well-being

MR GAONTEBALE NODOBA

Inter-cultural Communication; Second Language Acquisition; Language Policy and Planning; Multilingualism in Higher Education

MR STUART HENDRY

High-Technology Entrepreneurship; social entrepreneurship and action-based learning

MRS AMEETA JAGA

Work-family; organisational design; performance management

MS CLAUDIA KALIL

Applied language and literacy studies; incentivising academic writing; scenario learning teaching practice

MR JACQUES ROUSSEAU

Religious conflict, philosophy of science, epistemology and business ethics

EMERITUS PROFESSOR

Emeritus Professor John Simpson
Consumer behaviour; retailing; strategic marketing; management in sport; teaching methodology

ADJUNCT PROFESSOR

Adjunct Professor Heather McLeod
Healthcare financing; risk adjustment; social security reform; health services research; palliative care and the financing of end-of-life care

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Research Output

Authored books

Moultrie, T., Dorrington, R.E., Hill, A.G., Hill, K., Timaeus, I. and Zaba, B. 2013. Tools for Demographic Estimation 419pp. Paris, France: International Union for the Scientific Study of Population (IUSSP). ISBN 9780620574914.

Chapters in books

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GRADUATE SCHOOL OF BUSINESS

Director: Professor Walter Baets

School Profile

GSB research broadly focuses on emerging market business. Our context places the GSB in one of the most interesting learning laboratories in the world, in a society and economy characterised by significant change and complexity. This presents GSB researchers with a special opportunity to conduct research that is of interest to leading scholarly journals while simultaneously addressing the various social, economic and environmental challenges facing emerging market societies. The GSB's overarching research mission is thus "engaged inquiry in a complex world."

With our focus on "engaged inquiry" we build on the work of Andrew van de Ven, Tima Bansal and others, who have been arguing for the need to design and implement research so that it impacts on both theory and practice. We feel that this orientation is particularly fitting to our context, given the many pressing organisational and social challenges facing our southern African societies, as well as the important opportunities arising from this context for contributing to global conversations on organisational theory.

Within this broad orientation, GSB research focuses on three thematic clusters: *Social innovation and sustainability*; *Values-based leadership*; and *Emerging markets finance, investment and trade*.

In our research node *Emerging markets finance, investment and trade* we seek to comprehensively unpack the political, institutional, economic, financial and social forces at work in emerging economies. This is to better inform organizations and investors as to how to adapt their strategies and portfolios to take advantage of the opportunities presented. This includes work on the impact of institutions on economic development in emerging markets; companies' strategic responses to institutional voids; democratisation, local governance and service delivery; and emerging financial markets, implications for corporate finance, and new developments in sustainable and responsible investment. Specific research units in this cluster include the GSB's Management Programme in Infrastructure Reform and Regulation (MIR), which undertakes research across the African continent on investment in network industries, restructuring of utilities and improved regulatory regimes.

In the research node *Social innovation and sustainability* we are concerned with the nature of intentional, collaborative work that creatively transforms social-ecological systems across multiple scales. We focus on the development of products, processes, initiatives, or organizations that: 1) create social value through both means and ends; and 2) reconfigure institutionalized rules, values, beliefs, or relational patterns. We see emerging economies as especially fertile places to explore these themes. GSB researchers currently explore these questions via a variety of topics and contexts, including health care, education, food security, climate change, impact investing, the sociology of finance, social entrepreneurship, supply chain innovation, and inclusive innovation. Much of the research in this area is supported by the Bertha Centre for Social Innovation and Entrepreneurship, which includes the Raymond Ackerman Academy of Entrepreneurial Development. Social innovation is also a prominent theme in the Lean Institute Africa.

In the cluster on *Values-based leadership*, researchers focus on the growing concern about unethical behaviour among managers. An array of scandals is eroding public confidence in corporations as agents of development and positive social change. Such scandals exacerbate worries about companies acting as vehicles for self-enrichment at the expense of society and the environment. Yet despite a plethora of analyses, debates and laws, it seems that nothing much has changed. Why is change so difficult and what is our role in such change? What are the assumptions supporting our current business management model, and what are their implications? These are among the key questions addressed in various ways in this GSB research cluster. Research on this theme is supported in particular by the Allan Gray Chair in Values-Based Leadership, and related work is also undertaken in the Centre for Coaching. In 2013 GSB researchers were awarded a grant of Swedish Krona 1,037,000 (approx 1.7m Rand) for a study of South African local government.

During 2013, the GSB's research strategy saw a number of important innovations. Chief among these was the development and the first round implementation of the GSB PhD programme and the associated GSB Research Calendar. This includes a series of PhD and Research Colloquia, in which students and faculty discuss key themes in organisational theory and research design. In some of these workshops, participants benefited from dedicated contributions from leading international scholars, including Ted Baker and Pratima Bansal.

2013 also saw the third instalment of the GSB's international conference on "The Business of Social and Environmental Innovation." Chaired by Verena

Bitzer, it focused on the theme of co-innovation and had keynote speakers including Trevor Manuel, Bulelwa Makalima-Ngwana, and Oana Branzei.

These various activities have started bearing fruit. 2013 was the GSB's best year ever in terms of publication output, including 26 accredited journal papers, three books and seven book chapters. The growing importance of students in the GSB's research effort is also apparent in their contributions to this publication output. It is also evident in the record number of PhD students joining the GSB in early 2014.

School Statistics

Permanent and long-term contract staff

Professors	8
Emeritus Professors	3
Associate Professors	4
Senior Lecturers	17
Professional and Administrative Staff	81
Total	113

Students

Doctoral (PhD)	31
Master of Business Administration (MBA)	144
Master of Commerce (MCom)	103
Master of Philosophy (MPhil)	35
Executive MBA	69
Associate in Management Programme (AIM)	47
Postgraduate Diploma in Business Administration (PDBA)	70
Customised Academic Learning - Associate in Management (AIM) in Management Practice	115
Customised Academic Learning - Postgraduate Diploma in Management Practice (PGDip)	216
Executive Education	1499
Total	2329

Research Staff and Fields

PROFESSOR WALTER BAETS

Innovation; knowledge management; management learning; non-linear dynamic (complex) behaviour in management; pedagogical approaches; workplace learning; personal development

PROFESSOR GEOFF BICK

Marketing, particularly marketing metrics

PROFESSOR NICHOLAS BIEKPE

Development finance, econometrics, statistics and financial economics.

PROFESSOR KURT APRIL

Human dynamics; organisational leadership; organisational psychology; personal psychology; diversity; inclusive workplaces and cross-cultural dynamics.

PROFESSOR ANTON EBERHARD

Strategic management; restructuring and regulation of infrastructure industries, including the electricity, gas, telecommunication and water sectors.

PROFESSOR THOMAS KOELBLE

Globalisation; European politics; business, governance and society; electoral laws; South African democracy.

PROFESSOR JOHN LUIZ

International business; business in Africa; business, society, and government economics of emerging markets.

PROFESSOR (EMERITUS) NORMAN FAULL

Operations management; strategy and implementation; lean thinking in operations; supply chain management; world-class manufacturing.

PROFESSOR (EMERITUS) PAUL SULCAS

Information systems and technology; business strategy; applied business strategy; change management.

ASSOCIATE PROFESSOR RICHARD CHIVAKA

Strategic cost management; supply chain management; business strategy; business process improvement.

ASSOCIATE PROFESSOR RALPH HAMANN

Sustainable enterprise; corporate citizenship and social responsibility; organizational strategy; cross-sector collaboration.

EMERITUS PROFESSOR TOM RYAN

Systems thinking and organisational development; management development and learning; management research methodology.

ASSOCIATE PROFESSOR KOSHEEK SEWCHURRAN

Innovation management, information systems, systems thinking and project organising.

ASSOCIATE PROFESSOR MILLS SOKO

International trade, international business; emerging markets; globalization; foreign direct investment; commercial diplomacy; regional economic integration, with a specific focus on southern Africa; public-private partnerships; economic competitiveness and innovation; government-business relations in South Africa.

DR FRANCOIS BONNICI

Social innovation, social entrepreneurship, health

MS JANINE EVERSON

Executive coaching; leadership and team development; large group facilitation; organisational development; productive dialogue skills; virtual teams; cross-cultural and global teams; implementation of small and large-scale coaching interventions.

DR CO-PIERRE GEORGE

Lecturer, microfinance, microeconomics of banking, computational economics, quantitative finance

DR STEPHANIE GIAMPORCARO

Responsible and sustainable investment; developmental finance; carbon finance and impact investment; social studies of finance; anthropology of markets and consumption; economic sociology; sustainability (green building, fair trade).

DR SEAN GOSSEL

Applied financial econometrics; applied macro econometrics; development finance; capital flows; corporate finance.

MS FATIMA HAMDULAY

Operations management; change leadership.

DR MLENGA JERE

Advertising; consumer behaviour; social marketing.

DR MUNDIA KABINGA

Lecturer, innovation, base of the pyramid, emergent market economic and business policy

MR FARAI KAPFUDZARUWA

Lecturer, Corporate sustainability, Inclusive business, organisational strategy, emerging market

DR SHADRICK MAZAZA

Health management; personal transformation; leadership; continuous quality improvement; healthcare quality and accreditation.

DR CHIPO MLAMBO

Investments; finance; financial markets.

DR WARREN NILSSON

Relationship between positive organizational dynamics (e.g., engagement, creativity, compassion) and broader patterns of deep, intentional, institutional change.

DR NCEKU NYATHI

Senior lecturer, organisation studies and theory leadership, critical perspectives on management, International management learning, post-colonialism

DR ELIADA W GRIFFIN-EL

Social entrepreneurship; entrepreneurial development in African emerging markets; social capital/

networks and economic development; international development; global political economics; grounded theory.

DR HAMIEDA PARKER

Manufacturing and operations; supply chain management; entrepreneurship; innovation and new product development.

DR STEVEN ROGERS

Lecturer, housing market and urbanization in developing countries, social and public policy analysis, changing socio-spatial configurations in developing countries, emerging markets and urbanization, regional economic integration, governance and political economy in Africa

DR LINDA RONNIE

Managing people in organisations; organisational change; adult learning; sociology of education; research methodology; HR good practice and management; organisational behaviour.

MS ELANCA SHELLEY

Executive development; systems thinking; organizational diagnostics and design.

MS BEVERLY SHRAND

Marketing; database marketing; business administration.

MR BARRY STANDISH

Macro-economic performance and trends; economic modelling; economic impact assessment; market size studies.

MR LANCE STRINGER

Technology strategy and management; IT management.

DR NOSAKHERE GRIFFIN-EL

Freirean thought, love as a theoretical framework, qualitative methods, autobiography as methodology, and educational and societal issues of peoples from oppressed backgrounds.

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Research output

Authored books

April, K., Kukard, J. and Peters, K. 2013. *Steward Leadership: A Maturational Perspective*. 116pp. Claremont: UCT Press. ISBN 9781919895321.

Borzel, T.A. and Hamann, R. 2013. *Business and Climate Change Governance: South Africa in comparative perspective*. 218pp. Hampshire, England: Palgrave Macmillan. ISBN 9780230235977.

Kapika, J. and Eberhard, A.A. 2013. *Power-Sector Reform and Regulation in Africa*. 247pp. Cape Town: HSRC Press. ISBN 9780796924100.

Chapters in books

Hamann, R., Frey, M., Waddock, S., Lozano, J.M., Willi, A., Grayson, D., Shrivastava, P., Zsolnai, L., Smith, N., Arragon-Correa, J.A., Wenlong, H., Blagov, E., Lemme, C. and Koljatic, M. 2013. *Business - and business schools - at a cross road in Southern Africa: innovation and collective action in response to systemic problems*. In M. Zollo (ed), *The Shared Value Debate: Academic Visions on Corporate Sustainability*, pp. 139-146. Milano, Italy: Egea. ISBN 9788823851207.

Borzel, T.A., Hamann, R. and Kranz, N. 2013. *Business and climate change governance: conclusions*. *Business and Climate Change Governance: South Africa in Comparative Perspective*, pp. 193-211. Hampshire, England: Palgrave Macmillan. ISBN 9780230235977.

Fay, J. 2013. *Renewable energy incentives across varying levels of statehood*. *Business and Climate Change Governance: South Africa in comparative perspective*, pp. 76-94. Hampshire, England: Palgrave Macmillan. ISBN 9780230235977.

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Plaatjies (ed), *Protecting the Inheritance: Governance and Public Accountability in Democratic South Africa*, pp. 106-122. Johannesburg, South Africa: Jacana Media. ISBN 9781431403318.

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Adonis, L., An, R., Luiz, J.M., Mehrotra, A., Patel, D.N., Basu, D. and Sturm, R. 2013. *Provincial screening rates for chronic diseases of lifestyle, cancers and HIV in a health-insured population*. *SAMJ South African Medical Journal*, 103(5): 309-312.

April, K. and Soomar, Z. 2013. *Female breadwinners: resultant feelings of guilt and shame*. *Effective Executive*, 16(4): 32-47.

April, K., Loubser, J., Ozbilgin, M. and Al Ariss, A. 2013. *Managing diversity in higher education: understanding and tackling ethnic stratification in social comfort*. *South African Journal of Higher Education*, 27(5): 1164-1180.

Basardien, F., Friedrich, C. and Parker, H. 2013. *The relationship between planning strategies and entrepreneurial success for start-up entrepreneurs in the Western Cape*. *International Journal of Entrepreneurship and Innovation*, 14(4): 281-288.

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Durbach, I.N., Katshunga, D. and Parker, H. 2013. *Community structure and centrality effects in the South African company network*. *South African Journal of Business Management*, 44(2): 35-43.

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- Gossel, S. and Biekpe, N. 2013. The cyclical relationships between South Africa's net capital inflows and fiscal and monetary policies. *Emerging Markets Finance and Trade*, 49(2): 64-83.
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