Increasing research and postgraduate output is the Commerce Faculty's top strategic priority. Our basic output statistics for 2011 are the highest in the faculty's history, and show a 26 percent increase in peer-reviewed, accredited journal articles over the previous figure. Behind this significant and continuing improvement lie some important changes in structures and focus.

The faculty is striving to organise itself into ‘wall to wall’ research units, each led by one or more senior scholars and including mid-career and junior academics, postgraduate students and postdoctoral research fellows. One such new group, the Research Unit in Behavioural Economics and Neuroeconomics (RUBEN) came into official being in 2011. Three others are moving through the process of being accredited by the University Research Committee in 2012. Research units provide sites of mentoring in research skills for younger academics, anchor postgraduate theses and dissertations in the ongoing work of teams, so as to bring all the faculty's human capital resources to bear on supervision, and increase output by promoting co-authorship.

The faculty aims to continue its history of strong research of national importance, conducted in partnership with the public sector. The National Income Dynamics Study (NIDS), being conducted by our Southern African Labour and Development Research Unit (SALDRU), is an outstanding example of such work. But now, the faculty additionally seeks to expand its partnerships with private sector corporations to achieve a balanced range of activity that responds to the knowledge needs of all the key drivers of the economy. Each of the research units mentioned above is in the process of assembling a corporate advisory board to assist in project identification, data access, and fund-raising. The faculty's current fund raising campaign is aimed at building capacity in the research units. In 2011, 20 leading South African corporations made major donations to boost the faculty's capacity for research and postgraduate training. We continue to reach out to prospective corporate research partners, and will work to deepen and entrench relationships with our current partners, as our leading strategic objective of 2012.

In 2011, the faculty created a new role of research leader. This allows senior researchers, or junior researchers who have been unusually speedy in establishing their reputations, to trade off some undergraduate teaching duties for additional obligations in forming their colleagues and postgraduate supervisees into co-ordinated groups to apply for grants, build private or public sector partnerships, and find new funding sources with which to grow new academic talent.

The last goal is especially important. South Africa has a marked shortage of excellent business researchers, whose work will be critical for increasing the level of innovation among goods and services producers, and in growing national productivity for global competitiveness. Studies around the world have shown that among the most important drivers of economic growth are strong academic research hubs that work in close contact with innovative firms. The Faculty of Commerce is among the very few institutions in South Africa that can realistically aspire to be the centre of such a hub in the short to medium term. So, our mission in growing the quality and quantity of our research capacity is of national economic importance.

We can fulfill this mission only to the extent that we are successful in attracting more young South Africans from formerly disadvantaged backgrounds into academic careers. Thus transformation objectives do not compete with research excellence objectives; they are essential complements. Businesses urgently need to foster an atmosphere of excitement around commercial research among young people from formerly disadvantaged backgrounds. The faculty is the ideal site for building this atmosphere. The majority of our best graduates will always want to go directly into business careers. But if we can use the lure of stimulating research teams and working with corporate partners to inject knowledge that fuels innovation into the national environment to convince a small proportion of our brightest youngsters to pursue degrees beyond the BCom and BBusSci, then we can make our strongest possible contribution to steering South Africa towards the high growth regime we need to beat back poverty, unemployment and inequality.

The epicentre of research output in the faculty in 2011 remained, as it has been for many years, our Africa-leading School of Economics. The school's network of relationships with the South African government departments of Finance and Trade and Industry, with the World Bank and the IMF, and with collaborators at first-tier universities abroad, continues to push the school's profile upward. Our status as the African leading School of Economics.
host of the world-renowned Jameel Lateef Poverty Action Laboratory, based at MIT, is particularly notable in this regard.

Other units in the faculty, however, are pushing the school to avoid complacency. The Department of Information Systems has emerged over the past few years as a truly research-dominated enterprise. A new boom in IT-related commerce finds the department ready to ride the wave. Its Samsung Mobile Laboratory, in particular, will create customised African solutions to African business opportunities in the area of smartphone applications. The newly created Department of Finance and Tax concentrates researchers in financial innovation into one hub for the first time. These academics are working increasingly closely with our continent-leading actuarial science researchers to carve out the basis for bringing new-generation microinsurance and microfinance products into Southern African markets.

The highest growth in research output in the whole faculty in 2011 came from the small, but dynamic and growing marketing section of the School of Management Studies. This is hugely encouraging. As the world passes through revolutionary growth in non-traditional markets in countries such as China, India, Brazil, Turkey and Indonesia, what could be higher on the national knowledge agenda than marketing research?
Other parts of the faculty, including the applied management, organisational psychology and professional communications sections of the School of Management Studies, also enhanced the status and volume of the faculty’s research production. The newly launched College of Accounting promotes a scholarship agenda that is explicitly linked to one of our sources of comparative advantage in keeping the South African accounting profession up-to-the-minute in its knowledge of the expected impact of new regulatory requirements developed in response to the financial crisis. In particular, the college is well placed to assist South Africa’s accounting firms to bring professional standards, practices, and ethics up to global speed across Africa. This knowledge is an irreplaceable prerequisite for the emergence of African ‘lion’ economies that once-pessimistic commentators such The Economist now forecast as magnets for ambitious investors.

The Graduate School of Business (GSB) is another core component of our potential for globally prestigious research. Research highlights for the GSB included an international conference on the Business of Social and Environmental Innovation in mid-November, that attracted close to 100 scholars and practitioners from around the world. GSB publications for 2011 show a significant improvement relative to previous years, signaling that the school’s firmly established global eminence as a provider of MBA education is being complemented by growth in scholarship.

If we stand on the brink of Africa’s economic take-off, and if South Africa is to play its natural role in this longed-for development, then world-class business research will necessarily be an aspect of it. Based on its research accomplishments in 2011, the UCT Faculty of Commerce is confident that we can march in the vanguard.

PROFESSOR DON ROSS
Dean of the Faculty of Commerce

DOCTORAL GRADUATIONS

E. BLECHER (SCHOOL OF ECONOMICS)
The economics of tobacco control in low-and-middle-income countries.
Supervised by Associate Professor C. van Walbeeck

N. BRANSON (SCHOOL OF ECONOMICS)
Health and education outcomes for children born to teenage mothers in South Africa.
Supervised by Professor M. Leibbrandt and Dr C. Ardington

C. BROWN (INFORMATION SYSTEMS)
Excavating the meaning of information and communication technology use amongst South African university students: A critical discourse analysis.
Supervised by Professor M. Hart

S. DAKELA (INFORMATION SYSTEMS)
Web analytics strategy: A model for adopting and implementing advanced web analytics.
Supervised by Dr L. Seymour

A. ENDI (SCHOOL OF ECONOMICS)
Empirical essays in financial economics.
Supervised by Professor H. Abraham

J. ESEKOW (ACCOUNTING)
An exploratory study of behavioural finance insights in the small, medium and micro-enterprise creditworthiness assessment process.
Supervised by Professor E. Uliana

M. JERE (GRADUATE SCHOOL OF BUSINESS)
Supervised by Professor S. Burgess

K.A. JOHNSTON (INFORMATION SYSTEMS)
An IS perspective on managing change in a university.
Supervised by Dr L. Seymour and Professor J. Cronje

R. KRUGER (SCHOOL OF MANAGEMENT STUDIES)
Evidence of return predictability on the Johannesburg Stock Exchange.
Supervised by Dr F. Toerien and Associate Professor I. MacDonald

G. KUMCHULESI (SCHOOL OF ECONOMICS)
Supervised by Associate Professor M. Wittenberg

C. MPHUKA (SCHOOL OF ECONOMICS)
Poverty and inequality measurement and determinants: The case of Zambia.
Supervised by Professor M. Leibbrandt
RESEARCH CONTRACTS
120
VALUE OF RESEARCH CONTRACTS
R106,73 million
NRF-RATED RESEARCHERS
25
SARCHI RESEARCH CHAIRS
1
ACCREDITED RESEARCH GROUPINGS
7
DOCTORAL GRADUATIONS
18
ERP PARTICIPANTS
82
DHET-ACCREDITED JOURNALS
59.04 units
PEER-REVIEWED PUBLICATIONS
210
POSTGRADUATE STUDENTS
672
POSTGRADUATE FUNDING
R7,65 million
POSTDOCTORAL RESEARCH FELLOWS
7
POSTDOCTORAL RESEARCH FUNDING
R1,29 million

M. MUTOWO (GRADUATE SCHOOL OF BUSINESS)
A resource-based view of the firm: A path dependency investigation into the sources of sustainable competitive advantage – An empirical study of the University of Rhodesia, 1945 to 1980.
Supervised by Professor K. April

D. PRILAILA (SCHOOL OF MANAGEMENT STUDIES)
The hedonic valuations of South African wine brands.
Supervised by Professor P. van Rensburg

A.T. ROMM (SCHOOL OF ECONOMICS)
Three essays on retirement date expectations and saving behaviour.
Supervised by Associate Professor M. Wittenberg and A. Zimper

M. SCHNEIDER (SCHOOL OF MANAGEMENT STUDIES)
The determinants and outcomes of user commitment to mandatory information system change.
Supervised by Professor J. Bagrais

A. SIDDLE (GRADUATE SCHOOL OF BUSINESS)
Supervised by Professor T. Koelble

T.L. TELIMA (SCHOOL OF ECONOMICS)
Labour mobility, economic integration and external disturbances in a small dependent economy.
Supervised by Professor N. Viegi

A. WAITHIMA (SCHOOL OF ECONOMICS)
The role of gender, ethnicity and harambee in corruption: Experimental evidence from Kenya.
Supervised by Dr J. Burns
DEPARTMENT OF ACCOUNTING

HEAD OF DEPARTMENT: ASSOCIATE PROFESSOR MARK GRAHAM

DEPARTMENTAL PROFILE

Research in the Department 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 staff members and postgraduate students.

DEPARTMENTAL STATISTICS

Permanent and Long-term Contract Staff

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Students

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RESEARCH FIELDS AND STAFF

Permanent Staff

MR C. ABDULLA
Accounting education; financial ratio analysis.

MR MICHAEL ATTWOOD
Activity based costing/management.

ASSOCIATE PROFESSOR PETER BOURNE
Auditing; corporate governance; company law.

MS CAROL CAIRNEY
Activity based costing/management.

MR R. CARPENTER
South African income tax; capital gains tax; international tax; trust and estate duty.

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

PROFESSOR CARLOS CORREIA
Capital budgeting; cost of capital; valuations.

MR PETER CRAMER
Cost of capital and capital gains tax.

MR PHILLIP DE JAGER
Fair value accounting; banks; capital markets.

PROFESSOR GEOFF EVERINGHAM
Financial reporting; generally accepted accounting practice; corporate governance.

ASSOCIATE PROFESSOR MARK GRAHAM
International Financial Reporting Standards (IFRS); financial analysis; corporate reporting.

MRS SHELLY HERBERT
International Financial Reporting Standards (IFRS); financial analysis; corporate reporting.

ASSOCIATE PROFESSOR GLEN HOLMAN
Capital markets.

MS JACQUI KEW
Accounting education; financial literacy and entrepreneurship.

MS I. LUBBE
Accounting Education, IFRS & IFRS for SMEs.

MR PAUL MAUGHAN
Social Accounting; accounting education; financial analysis.

MRS TARYN MILLER

ASSOCIATE PROFESSOR TESSA MINTER
Information risk management and financial systems and controls and the teaching thereof; Corporate Governance and the education/teaching thereof.

MR GOOLAM MODACK
Accounting education; generally accepted accounting practice.

MR SHAUN PARSONS
South African income tax; capital gains tax; international tax; trust and estate duty.
ASSOCIATE PROFESSOR JENNIFER ROELEVLELD
International double tax treaties; South African income tax.

MR COLIN SMITH
Cash flow analysis and value relevance; behavioural issues in Management Accounting; NGO accounting and financial management.

PROFESSOR PETER SURTEES
South African income tax.

MS JOSEPHINE TAYLOR
Accounting education.

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

MR DAVID WARNEKE
Vat and income tax.

PROFESSOR ALEX WATSON
IFRS development and professional accounting education.

DR CRAIG WEST
Double taxation agreements; South African income tax.

MR DARRON WEST
Taxation of savings and investments; behavioural finance and investing.

MR JAMES WINFIELD
Accounting education; business and professional ethics; foundation of accounting.

ASSOCIATE PROFESSOR MICHAEL WORMALD
Corporate capital structures and financial policy.

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Website: http://www.commerce.uct.ac.za/accounting

RESEARCH OUTPUT

Authored books


Chapters in books


Articles in Peer-reviewed Journals


Peer-reviewed published conference proceedings


RESEARCH FIELDS AND STAFF

Permanent 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.

DR ERIC CLOETE
Computer architectures and software; information systems management; image processing; electronic commerce.

MR MIKE ECCLES
Object-oriented analysis and design; Agile Methodologies; information systems controls and security; e-learning; education and IS.

PROFESSOR MIKE HART
Strategic use of IS; key management issues in IS; perceptions of IS and the digital divide; data mining; knowledge management; customer relationship management; contact centres, business intelligence.

ASSOCIATE PROFESSOR KEVIN JOHNSTON
IS strategy; education and IS; open source software.

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

MS 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.

MS SALAH KABANDA
IT adoption; M and E commerce; ICT4D.

MR MIKE POLLOCK
Effective IS teams, IS programming with students; technology acceptance; the digital divide in South Africa; digital forensics; virtual teams; m-innovation.

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

ASSOCIATE PROFESSOR KOSHEEK SEWCHURRAN
Project organising, systems thinking, innovation and creating a desirable tension between best-practices, research and professions.

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.

MS MAUREEN TANNER
Agile, Global Software development.

PROFESSOR JEAN-PAUL VAN BELLE
Adoption of information technologies; appropriate ICTs; e-commerce and m-commerce; e-government; open source software; enterprise IS architectures; e-readiness of SMEs and NGOs; e/M-commerce; e/M government.

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E-mail: Linda.Magodla@uct.ac.za
Website: http://www.commerce.uct.ac.za/InformationSystems/

RESEARCH OUTPUT

Authored books


Chapters in books

Articles in Peer-reviewed Journals


**Peer-reviewed published conference proceedings**


two-year scholarships to another 12 PhD students in their places. Furthermore, Carnegie Corporation provided eleven and in 2012 to 15 students of which 11 took up students per year, but in 2011 this was increased to the African Economic Research Consortium (AERC). The AERC typically funded 3-5 have been funded by the African Economic Research Consortium. Since inception of the collaborative programme in 2003 graduated a total of 8 PhD students, of which 4 were from nearly all from African countries. In 2011 the School 2003 and 2011 this programme has attracted 61 students, coursework, followed by a standard dissertation. Between programme, the School has a coursework-and-thesis programme consists of 18-24 months of core and applied universities on the continent. This four-year collaborative programme, the School can expect a sharp increase in PhD graduates in three or four years’ time. 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 economics; and political economy. The School of Economics hosts a number of research units. These are the Aids and Society Research Unit (ASRU), the Development Policy Research Unit (DPRU), the Environmental-Economics Policy Research Unit (EPRU) and the Southern Africa Labour and Development Research Unit (SALDRU). Two new research units, not yet accredited during 2011 but accredited as of 2012 are: Research Unit in Behavioural Economics and Neuroeconomics (RUBEN) and Policy Research on International Services and Manufacturing (PRISM). 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 medical male circumcision, AIDS conspiracy beliefs (and how they are contested), sexual behaviour, the international AIDS response, HIV and reproductive rights, HIV and gender, the modelling of HIV in Southern Africa, representations of AIDS in the media, the effect of antiretroviral treatment on labour market behaviour and household composition, AIDS treatment literacy, and how to promote evidence-based medicine whilst acknowledging the continued importance of traditional healing belief systems. ASRU continues to engage with community organisations and NGOs outside of the university. In 2011 ASRU engaged in an action research project with Kheth’Impilo (an NGO which has partnered with South African government to provide antiretroviral treatment in four provinces). Researchers and students in ASRU helped Kheth’Impilo develop training materials - including the development of a manual for the use of Body Mapping techniques. 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 Goteborg University. The EFD consists of 6 environmental economics research centers in developing countries (Costa Rica, China, Ethiopia, Kenya, South Africa and Tanzania), the EEU 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 is coordinated by Mare Sarr (Director) and Jane Turpie (Research Convener). In addition, EPRU comprises of four senior research fellows (Anthony Black, Martine Visser, Edwin Muchapondwa and Anthony Leiman); eight junior research fellows (Kerri Brick, Reviva Hassan, Johane Dikgang, Sunday Adewara, Byela Tibesigwa, Grant Smith, Sue Snyman and Coretha Komba); an administration officer (Letitia Sullivan) and four domestic research associates (Stephanie Giamporcaro, Precious Zikhali, Harald Winkler and Andrew Marquard). A number of PhD and Masters students are also being funded and supervised by EPRU.

EPRU’s research fellows are actively involved in the School of Economics teaching programmes in environment and natural resource economics and also in the broader university. Our research fellows have been particularly prolific with a publication record of 16 papers in reputable international and local journals, 4 discussion papers and a book chapter.

EPRU has collaborated with a number of local and national stakeholders on medium-size projects, such as The 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, and the City of Cape Town on air quality management and energy savings. Increasingly the unit’s research is being channelled into research outputs accessible to policy makers.

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 important 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, SALDRU won the tender for the second wave of NIDS and in 2011 won the tender for the third wave. Fieldwork for the third wave will be conducted in 2012. In January 2011 J-PAL Africa was launched as a project within SALDRU. Linked to a global network of researchers, J-PAL Africa will build capacity within Africa to run randomized impact evaluations of anti-poverty programmes.

Currently SALDRU’s research team includes a Director (Professor Murray Leibbrandt), a permanent Associate Professor, the Executive Director of J-PAL Africa, 3 Post-doctoral Fellows, a Survey Manager, 2 temporary 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, Kamilla Gumede, and has 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:

- The Data Quality Project in collaboration with DataFirst (funded by the Mellon Foundation).
- Fertility and Intergenerational Transfers (funded by the Hewlett Foundation and Population Reference Bureau).
- Post-apartheid Poverty, Employment, Education, Health and Migration dynamics (funded in 2011 by the NRF Research Chair in Poverty and Inequality Research and the National Institutes of Child Health and Development and the Centre of Higher Education Transformation).
- 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 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) has been actively engaged in policy-relevant research since 1990, establishing itself as one of South Africa’s premier research institutions in the fields of labour markets, poverty and inequality. The Unit’s research feeds into policy decisions and pronouncements at the highest level, including Cabinet memoranda, State of the Nation Addresses and legislation, while our research findings are regularly featured in the print and electronic media.

Much of the DPRU’s work derives from government departments at national and provincial level, while the DPRU also receives funding from international and multilateral agencies. In particular, the DPRU has completed numerous research projects at the national level for National Treasury, the Presidency, and the Departments of Labour, Social Development, Education and Trade and Industry, as well as for various departments in the Western Cape Provincial Government.

As part of our engagement in the policy arena, the DPRU hosts highly successful biannual conferences aimed at fostering greater interaction between researchers and policymakers. The DPRU publishes a Working Paper and a Policy Brief series, both of which are freely available on our website. DPRU staff members also undertake limited teaching and graduate supervision.

Apart from its research and capacity building activities, the DPRU is engaged in managing the Employment Promotion Programme (EPP), an initiative of the UK Department for International Development (DFID), which aims at providing an enabling policy environment in South Africa for the expansion of aggregate employment. Bringing business, labour and government representatives together, the Programme has been able to commission a wide range of research that has had high level policy impact.

The DPRU has also been selected as the South African partner institution of the African Growth Initiative (AGI), in partnership with the Brookings Institute in the United States. This partnership will, amongst other benefits, see the DPRU’s research reach a broader international policymaking audience.

The DPRU’s Director, Professor Haroon Bhorat, holds the NRF Research Chair in Economic Growth, Poverty and Inequality. This has facilitated the awarding of post-graduate bursaries and fellowships broadly within the DPRU’s main areas of interest to Economics students at the University.

Current and recently completed projects undertaken by the DPRU include:

- Africa Growth Initiative (AGI) Programme
- Understanding enforcement of minimum wage laws
- Monitoring the impact of the economic downturn on the SA labour market
- Enhancing access to information: An analysis of collective bargaining and sectoral determination wage data
- Labour market dynamics in the Western Cape
- South African country case study on economic transformation

**Policy Research on International Services and Manufacturing (PRISM)**

PRISM brings together researchers working in the broad areas of globalisation, industrialisation, industrial policy, innovation and industry sectoral and services studies. PRISM has a strong emphasis on policy driven research activities. The senior researchers at UCT involved in various PRISM activities are Mike Morris, David Kaplan, Anthony Black, and Don Ross. In 2011 PhD students supported by PRISM and working on directly related research were Lyn Reed, Judith Fessehaie and Hein Gerwel while research associates were Raphael Kaplinsky (Open University) and Justin Barnes (BMA). PRISM members are involved in a number of collaborative projects with researchers at the Universities of Ghana, Ibadan, KwaZulu-Natal, Nairobi, Wolverhampton, Open University, Mzumbe, Addis Ababa, Mauritius, University of Western Sydney, Institute for Social Studies (The Hague), as well as research and policy organisations such as the African Economic Research Consortium, Institute of Development Studies, UNIDO, World Bank, Trans National Institute and NEPAD. PRISM is managed by a Steering Committee consisting of Mike Morris (Head), David Kaplan and Anthony Black.

**Major PRISM Research and Policy Projects:**

**Making the Most of Commodities (MMCP)**

The MMCP is a University of Cape Town and the Open University collaborative research/policy programme - Jan 2009 to November 2011 - funded by the IDRC, William and Flora Hewlett Foundation, Oppenheimer Institute. Project Leaders are Mike Morris and David Kaplan (UCT), and Raphael Kaplinsky (Open University) with 16 researchers working across 8 African countries. The MMCP aims to
assist African countries to maximise the potential linkage opportunities emanating from the production of commodities so as to promote sustainable industrial growth, and to ensure widespread access to the fruits of this growth in a context of good governance. The focus of the country/commodity research studies are: Angola (oil), Botswana (diamonds), Gabon (timber), Ghana (gold), Nigeria (oil), South Africa (mining services), Tanzania (gold) and Zambia (copper). Additional cross country studies focus on infrastructure in East Africa, Chinese investment in infrastructure, and knowledge intensive services into mining. The results have been presented at 9 Policy Dialogue workshops. The MMCP has published 14 Discussion Papers in 2011, available on the PRISM/MMCP websites, as well as journal articles.

China in Africa

This is a large Pan African research project organised through the AERC focussing on the impact of China on Sub Saharan Africa in respect of Aid, Trade and FDI. It has been operational for the past five years and ended in 2011 with working papers published on the AERC website. Mike Morris was a joint convenor of the project.

African Clothing and Footwear Research Network (ACFRN)

The ACFRN (founded in 2001) is a network of researchers from Kenya, Tanzania, Ethiopia, Mauritius, South Africa, Denmark and France working on the clothing/textile and footwear/leather sectors in SSA. The current ongoing project is a focus on ‘Adjusting to Global Chinese Ascendancy in Clothing’ spanning 7 African countries. Mike Morris is Southern Africa coordinator, researcher and expert advisor. The research has resulted in a journal publication and an ILO conference paper.

Current and recently completed projects undertaken by PRISM include:
- Cooperation in clothing and textiles industry
- Zambia growth strategy
- Closing Skills & Technology Gaps.
- The role of the Business Sector in R&D
- Intellectual Property
- Technology Absorption in Southern Africa
- Employment intensive 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. RUBEN is directed by Associate Professor Justine Burns, and includes researchers from other Departments at UCT and international associates. Members within the School of Economics are Andre Hofmeyr, Harold Kincaid, 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; and a study of the consistency of choices under risk among South Africans living in disadvantaged communities.

DEPARTMENTAL STATISTICS

Permanent and long term contract staff

<table>
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Students

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*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.

ASSOC PROF JUSTINE BURNS
Head of RUBEN; Microeconomics; labour; poverty and income distribution; rural development; institutional economics.

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

MR REZA C DANIELS
Econometric analysis with missing data; analyses of surveys undertaken at UCT; applied development and labour microeconomics; public policy and benefit incidence analyses; geography and uneven development.

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

ASSOCIATE PROFESSOR LAWRENCE EDWARDS
International trade and competitiveness; trade policy; trade and infrastructure; trade, employment and poverty.

MS KATHERINE EYAL
Labour; development; education; program evaluation; cross sectional and longitudinal econometrics.

DR FARAYI GWENHAMO
International capital movements and institutions; construction of economic and political institutional indices; property rights and economic performance; macroeconomics; time series econometrics.

ASSOC PROF 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 ANDRE 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.

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
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
Head 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.

ASSOC PROF EDWIN MUCHAPONDWA
Community based natural resource management; nature-based tourism and ecosystems; valuation of non-market environmental amenities; applied environmental economics and sustainable development.

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 MIQUEL PELLICER GALLARDO
Economic inequality; political economy; education; redistribution; political clientelism; authoritarian regimes.

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
Game theory; philosophy of economics (methodology); neuroeconomics and experimental economics;
infrastructure development; African trade and industry policy; philosophy of science.

**DR MARE SARR**
Director of EPRU; 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; evaluating economic forecasts; the quality of official data, economics education; economic history.

**ASSOC PROF 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 WIT TENBERG**
Labour economics; economics of the household; analysis of time-use data; economics of predatory behaviour (e.g. crime, corruption); measurement of poverty; microeconometrics; spatial economics and intergovernmental fiscal relations.

**ASSOCIATE PROFESSOR INGRID WOOLARD**
Measurement of poverty; income inequality; labour economics; social assistance.

**Internship teaching staff**

**MS CATHERINE KANNE MEYER**
Labour economics; education; social transfers.

**MR FRANCOIS STEENKAMP**
Labour economics and trade.

**MR SEAN MULLER**
Applied microeconometrics; growth and development (particularly in Africa); choice theory; intergenerational mobility; methodological issues in economics and econometrics.

**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.

**Research associates**

**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.

**Research Staff**

**ASRU**

**DR REBECCA HODES**
Deputy Director

**DR JO THOBEKA WREFORD**
Traditional healers.

**DPRU**

**MR MORNÉ OOSTHUIZEN**
Deputy Director: Labour markets; prices; poverty and inequality.

**MS CARLENE VAN DER WESTHUIZEN**
Senior Researcher: Labour economics; poverty and inequality.

**MS TOUGHEDAH JACOBs**
Development; poverty; inequality.

**MS NATASHA MAYET**
Labour economics.

**MS SUMAYYA GOGA**
Labour markets; poverty and inequality.

**MS ELNE JACOBS**
Development economics; labour economics; institutional economics; micro economics; survey data analysis; economics of education, labour.
MR DAVID (CHEN-WEI) TSENG
Labour economics.

SALDRU

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

MS KAMILLA GUMEDE
Executive Director of J-PAL Africa.

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

DR MALCOLM KESWELL
Econometrics of impact evaluation; applied contract theory; the dynamics of inequality.

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.

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).

Distinguished visitors

PROFESSOR PAUL DUNNE
University of the West of England, Bristol

PROFESSOR RAVI KANBUR
Cornell University

PROFESSOR HAROLD KINCAID
University of Alabama at Birmingham

PROFESSOR FEDERICK FOURIE
University of the Free State

PROFESSOR ROBERT LAWRENCE
Kennedy School of Government, Harvard University

PROFESSOR RHYS JENKINS
University of East Anglia

PROFESSOR ANDREW ROSE
University of California, Berkeley

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http://www.efdinitiative.org/centers/south-africa

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Web: http://web.uct.ac.za/depts/saldru/

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Web: http://www.commerce.uct.ac.za/economics/
RESEARCH OUTPUT

**Authored books**


**Chapters in books**


**Articles in Peer-reviewed Journals**


SCHOOL OF MANAGEMENT STUDIES

(Including the Centre for Actuarial Research (CARe))

HEAD OF SCHOOL: DR SHANNON KENDAL

SCHOOL PROFILE

The School of Management Studies provides courses from introductory and advanced honours level in management to students registered for the Business Science degree, and other degrees and postgraduate diplomas. Housed in the School are the Actuarial Science, Business Finance, Marketing and Organisational Psychology streams and Professional Communication Unit. Postgraduate diplomas in management are also offered by the School, in Marketing, Entrepreneurship, Sport and Tourism Management. The School also offers management courses in finance, marketing, professional communication and industrial/organisational psychology to students from faculties outside the Commerce Faculty. Research is supervised at the honours, master’s and doctoral levels in Management.

The Actuarial Science Section (Ms S. Ramjee) produces approximately 20% of all South African actuaries. More than half of our graduates go on to complete the professional examinations to qualify as actuaries, which is one of the highest qualification rates of any university in South Africa. In addition, a significant number of our graduates go on to complete other professional qualifications such as the CFA. In 2001 UCT became the second university in the world to have postgraduate courses recognised for exemption from the professional United Kingdom examinations. In 2010, the local actuarial qualification was introduced in South Africa and UCT plays a key role as a provider of education to the profession.

The section also includes the Centre for Actuarial Research (CARe), established in 2001. It focusses on building capacity, improving techniques and producing independent research in demography. The Centre is internationally recognised in the field of estimation of demographic parameters from limited, defective and deficient data. The Centre’s other major field of work is in demographic and epidemiological modelling and population projections. In addition, the Centre hosts a postgraduate training programme in demography with both master’s and PhD students. It is the only unit of its kind at an African university.
The section is affiliated with the Institute of Applied Statistics, a non-profit organisation that supports the development of postgraduate students in the field of Applied Statistics.

The Finance Section (Ms S. Ramjee and Prof. C. Correia) provides undergraduate courses in corporate finance, investments and international finance. Students receive training which allows them to enter either the financial services industry or the field of corporate financial management. Research at the postgraduate level is strongly encouraged. Many graduates of the courses taught by this section go on eventually to fill key management position in business both locally and abroad.

The Organisational Psychology Section (Dr S. Goodman) provides undergraduate courses in organisational psychology. At the postgraduate level it offers an organisational psychology Honours programme focusing on change management. The Section provides a master's degree in Organisational Psychology, which is accredited by the Health Professions Council of South Africa for the professional training of organisational psychologists. The Section also offers a master's programme in programme evaluation. The Section has PhD students working in the areas of talent retention, work-family studies, organisational health and safety and programme evaluation. In 2011 the Section was reviewed and re-accredited by the South African Board for People Practices.

The Institute for Monitoring and Evaluation (Prof. J. Louw-Potgieter) was established within the School of Management Studies at the beginning of 2007. Its main goal is to improve the theory and practice of monitoring and programme evaluation in Africa. The IME presents short courses, does programme evaluation research and offers a consulting service in monitoring and evaluation. It has become one of the foremost providers of programme evaluation short courses in South Africa.

The Marketing Section (Mr G. Human) provides undergraduate courses in marketing management, which includes advanced courses in consumer behaviour, industrial marketing, services marketing, international marketing, marketing research (including research in marketing), E-marketing and tourism marketing. At a postgraduate level research is encouraged at the honours, master's and doctoral levels. The UCT Unilever Institute of Strategic Marketing is also aligned with the Marketing Section and its main purpose 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 Professional Communication Unit (Ms T. Grant) also falls under the auspices of the School of Management Studies. The PCU has the responsibility for teaching career-based communication practices across the faculty at both under- and postgraduate level. The PCU also offers its services to other faculties and institutions in both the public and private sector. Since 2010, when the local actuarial qualification was introduced locally under the auspices of the Actuarial Society of South Africa (ASSA), the PCU has played a national role in examining the professional communication exemption examination and providing curriculum advice.

RESEARCH FIELDS AND STAFF

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

EMERITUS PROFESSOR JOHN SIMPSON
Consumer behaviour; retailing; strategic marketing; management in sport; teaching methodology.

PROFESSOR ROB DORRINGTON (CARE)
Demography; mortality; migration; HIV/AIDS modelling; population estimation and projection.

PROFESSOR JOHA LOUW-POTGIETER
Programme evaluation; human resource management.

PROFESSOR PAUL VAN RENSBURG
Explaining the cross section of equity returns in local and international markets.

PROFESSOR JEFFREY BAGRAIN
Theory and management of workplace attitudes; organisation commitment; commitment to change; work-family conflict; organisational culture.

ADJUNCT ASSOCIATE PROFESSOR DANIEL POLAKOW
Financial derivatives; investment strategy; risk-budgeting; stochastic recurrence models; biostatistics.

ASSOCIATE PROFESSOR IAIN MACDONALD
Applied probability; new time series models (especially hidden Markov models); 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
Talent management and employee retention; leadership; positive organisational behaviour.
DR RICHARD GEORGE
Tourism marketing; responsible tourism; impact of mega-sport events; the association relationship between tourism and crime; township tourism.

DR FRANCOIS TOERIEN
Entrepreneurial and small business finance; alternative investments; equities.

DR RYAN KRUGER
Financial applications of artificial intelligence.

DR SUKI GOODMAN
Organisational and individual learning; training and programme evaluation; student ethics.

DR SURE MATARAMVURA
Financial Mathematics; Stochastic Calculus; Game Theory.

DR DAVID MARALACK
Principles of sport management; sport policy and politics; sport and development; sport institution building; sport in transformation; sport strategic management.

DR DAVID PRIILAIAD
Wine pricing and brand valuations; extrinsic cues; placebo effects; the entrepreneurial mind-set.

DR INES MEYER
Intergroup relations in the workplace; transformation; workplace diversity.

MR GERT HUMAN
Industrial marketing and inter-firm networks; strategic marketing; strategic management and international marketing.

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

MS SHIVANI RAMJEE
Health care insurance product design; health care financing; medical price indices; hospital efficiency models; private-sector engagement with health care reform.

MR JUSTIN BENEKE
Retailing management; electronic marketing; customer relationship management & higher education marketing.

MR DAVE STRUGNELL
Asset pricing; behavioural finance.

MR JACQUES ROUSSEAU
Neuroeconomics of addiction; gambling behaviour and gambling policy; decision theory; epistemology; business ethics.

MS DEBBIE BUDLENDER (CARE)
Gender budgeting; costing social security benefits; labour/employment; poverty.

MS CHAO NKHUNGULU MULENGA
Occupational wellness; health and safety; training needs analysis; recruitment and selection.

MS CLAUDIA KALIL
Applied language and literacy studies; scenario learning teaching practice; diversity, community and transformation.

MR GAONTEBALE NODOBA
Inter-cultural communication; second language acquisition; language policy and multilingualism.

MS JO MONSON
Group and organisational communication including issues of diversity; agency and transformation; action learning; adult education; coaching.

MRS AMEETA JAGA
Work-family; organisational design; performance management.

MR STUART HENDRY
High-Technology Entrepreneurship; social entrepreneurship and action-based learning.

MS ELSAMARI BOTHA
Marketing research and research methodology; social network analysis; sales management; positive affect and emotions in marketing.

MS CARREN FIELD
Monitoring and evaluation; training evaluation; employee relations.

MS ADIILAH BOODHOO
Monitoring and programme evaluation; training evaluation; recruitment and selection.

DR HEIDI RAUBENHEIMER
Portfolio construction; management of fund managers and the business of professional investment particularly in smaller, less-liquid and domestically constrained environments; pension funds; cross-sectional equity analysis; quantitative investment strategies.

MR KANSHUKAN RAJARATNAM
Decision models in consumer credit finance; credit union and mortgage backed security modelling.
School Statistics

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CONTACT DETAILS

Postal address: School of Management Studies, University of Cape Town, Private Bag X3, Rondebosch, 7701, South Africa
Telephone: +27 21 650 2466
Fax: +27 21 689 7570
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Centre for Actuarial Research
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Telephone: +27 21 650 5475
Fax +27 21 650 5937
E-mail: care@commerce.uct.ac.za
Website: http://www.commerce.uct.ac.za/Demography/, http://www.commerce.uct.ac.za/care

RESEARCH OUTPUT

Authorised books

Chapters in books


Articles in Peer-reviewed Journals


Botha, E. and Van der Waldt, D.L.R. 2011. Relationship outcomes as measurement criteria to assist communication strategists to manage organisational relationships. INNOVAR-Revista De Ciencias Administrativas Y Sociales, 21(40): 5-16.


Peer-reviewed published conference proceedings


The UCT Graduate School of Business’ goal is to be a leading emerging market business school that is relevant both internationally and to its local context. Its mission is to build and strengthen three pillars of excellence to ensure that we produce responsible leaders with a keen grasp of complex organisational and social challenges and opportunities:

**Academic Excellence and Thought Leadership:** The GSB is one of South Africa’s leading business schools in terms of research. We strive to make good use of our position at the tip of Africa, a continent in which the role of business in contributing to sustainable development is especially pertinent. GSB research is published in scholarly journals, as well as the popular media, taking a stand on issues of public concern. There is no uniform position within the GSB on key questions within management disciplines or surrounding the role of business in society; rather, we seek to cultivate a culture of debate within the school and beyond, which also enriches students’ experience.

**Societal Relevance:** The GSB has unique opportunities to contribute to the university’s strategic goal of addressing key developmental challenges facing South Africa and the continent. This includes the all-important teaching and research activities at the GSB, but it also relates to the manner in which we seek to create mutually beneficial relationships with diverse stakeholders. Much of our research has important pertinence for public policy or business strategy, and we strive to enhance such links through, for instance, workshops and conferences for officials or managers. Teaching and training programmes have been developed to proactively target disadvantaged youngsters, as in the Raymond Ackerman Academy of Entrepreneurial Development. Students in the MBA and other programmes are commonly linked to real-life development initiatives as part of their learning experience, especially in their group work.

**Pedagogical Excellence:** The GSB has sought to augment traditional lecture style teaching and case study discussions with alternative approaches that emphasise experiential learning and personal development. A dedicated methodology called SYSTAL (Systems Thinking Action Learning) has been developed and implemented particularly in the Executive MBA, linking systems thinking to on-the-job action learning projects. Such approaches are also implemented in the executive education and customized academic programmes, as well as the MBA. The emphasis on systems thinking allows for the holistic integration of complex social, environmental and organizational issues in the exercises, discussions and projects in the classroom and beyond. A key underlying premise is the need for personal reflection and the development of mindfulness in becoming a responsible leader.

With specific reference to research, 2011 was again a busy year. In November, we hosted an international conference on “The Business of Social and Environmental Innovation”, which attracted close to 100 scholars and practitioners from around the world. The conference was supported by TrustAfrica, which provided for travel and accommodation for a number of African delegates to attend. It was also supported by the newly established Bertha Centre for Social Innovation and Entrepreneurship, which will organise such an event on an annual basis. A selection of papers presented in last year’s conference is currently being compiled in a book, with preliminary agreement to publish from two publishers.

Continued efforts were put into developing GSB researchers’ capabilities and networks. Four GSB researchers participated in the inaugural Wharton Global Faculty Development Programme seminar in Philadelphia, USA, in August 2011. This seminar aimed to share some of the codified and tacit knowledge involved in top-tier publishing with scholars from peripheral regions. Participants in the 2011 event were from four business schools from South Africa and two schools from the United Arab Emirates. Another “capacity-building” event was the Writers’ Workshop held in October 2011 at Mont Fleur. It was facilitated by Charles Masango from the UCT Research Office and 15 delegates from the GSB participated. They subsequently reported significant progress in the development of their manuscripts. Other research related events include the fortnightly GSB lunch-time seminars.

We continue to encourage GSB researchers to apply for NRF ratings and we gained two new ratings in 2011 (Walter Baets and Eric Wood each received a ‘C’ rating). This brings the number of rated researchers in the school to six (excluding two rated visiting staff), with represents almost 20 per cent of the school. This is a significant increase over two years (300%). We also encourage GSB researchers to apply for the UCT block grants and the number of applicants has been increasing (from 5 in 2010 to 8 in early 2012).

The GSB’s 2011 publication awards went to Anton Eberhard (Best Paper - IPPs in Sub-Saharan Africa: Determinants of success, published in *Energy Policy*), Mlenga Jere (Best Emerging Researcher’s Paper - An application of uses and gratifications theory to compare consumer motivations for magazine and Internet usage among...

Another award received by GSB researchers is the UCT Distinguished Social Responsiveness Award, which was received by Ralph Hamann on behalf of the Southern Africa Food Lab, an initiative linking researchers, business, government and civil society in the pursuit of enhanced food security.

With regard to publications, 2011 publications include one authored book, three book chapters, four conference papers, and 18 journal articles. In terms of the total number and specifically with regard to the journal articles (most of which are in ISI-listed journals), this represents a significant improvement relative to previous years.

SCHOOL STATISTICS

Permanent and long-term contract staff

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<table>
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<td>Professors</td>
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<td>Professional and Administrative Staff</td>
<td>84</td>
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Students

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<td>Master of Philosophy (MPhil)</td>
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<tr>
<td>Executive MBA</td>
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<tr>
<td>Associate in Management Programme (AIM)</td>
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<tr>
<td>Postgraduate Diploma in Business Administration (PDBA)</td>
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<tr>
<td>Customised Academic Learning - Associate in Management (AIM) in Management Practice</td>
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<tr>
<td>Customised Academic Learning - Postgraduate Diploma in Management Practice (PGDip)</td>
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<tr>
<td>Customised Academic Learning - Advanced Certificate in Leadership (ACL)</td>
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<td>Executive Education</td>
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<td><strong>Total</strong></td>
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</tbody>
</table>

RESEARCH STAFF AND FIELDS

PROFESSOR KURT APRIL

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

PROFESSOR WALTER BAETS

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

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 ERIC WOOD

Entrepreneurial thinking and mindsets—both individual and systemic; entrepreneurs as role models; high-tech ventures; entrepreneurship education; internationalisation strategies for high-profile businesses in the third world.

PROFESSOR (EMERITUS) NORMAN FAULL

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

PROFESSOR (EMERITUS) COLIN FIRER

Financial planning; corporate finance; history of South Africa’s capital markets.

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.

ASSOCIATE PROFESSOR TOM RYAN

Systems thinking and organisational development; management development and learning; management research methodology.
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 PREEYA DAYA
Human resources management; diversity, inclusion and performance; performance management; leadership / team performance; high performance culture / organisation culture; employee engagement

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 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).

MR 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 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 ELIADA NWOSU
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 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.

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RESEARCH OUTPUT

Authored books

Chapters in books
Eberhard, A.A. and Gratwick, K. 2011. Independent power projects. In P. Chuhan-Pole and M. Angwafo (eds), Yes


Articles in Peer-reviewed Journals


Peer-reviewed published conference proceedings


