



UNIVERSITY
OF
JOHANNESBURG

COLLEGE OF BUSINESS
AND ECONOMICS



CBE Annual Report 2019

**The Future
Reimagined**

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2019 Highlights



Magnitude

People excellence:
Attract, develop and promote
the right talents and the
wellness of people

The CBE develops critical thinkers and
problem solvers who address business,
economic and societal challenges.

25 000
STUDENTS

7 769
NSFAS BURSARY
HOLDERS

7
SCHOOLS
524
STAFF MEMBERS

170
QUALIFICATIONS

2 132
MODULES

5 387
GRADUATES
PER YEAR

Enrolment Profile



SUBSIDISED UG HEADCOUNT: 15 315
NON-SUBSIDISED UG HEADCOUNT: 6 525
HONOURS AND PGDIP HEADCOUNT: 1 900
MASTER'S HEADCOUNT: 730
DOCTORAL CANDIDATES: 201

Staff



125 PROFESSIONAL SUPPORT
43 OPERATIONAL
360 ACADEME
46% DESIGNATED ACADEME
38% NON-DESIGNATED ACADEME
16% INTERNATIONAL ACADEME
34% HOLDS A DOCTORATE
42% HOLDS A MASTER'S
18% ARE CHARTERED ACCOUNTANTS

Teaching and learning excellence:
Streamline PQM and curricula, integrate
4IR, and improve student success

Graduates



3 845 UNDERGRADUATES
1 673 POSTGRADUATES
180 MASTER'S GRADUATES
38 DOCTORAL GRADUATES
8 SA BLACK DOCTORANDI
92% ITC PASS RATE

Sustainable
relationships:
Improve inter- and
intra- relationships,
and international
collaborations
and partnerships

Student Progress

85% module success rate
13% first-year dropout rate
26% UG min time graduation rate
89% 1-year degree graduation rate
58% 3-year diploma graduation rate
66% 3-year degree graduation rate
83% min time honours graduation rate
33% min time master's graduation rate
21% min time doctorates



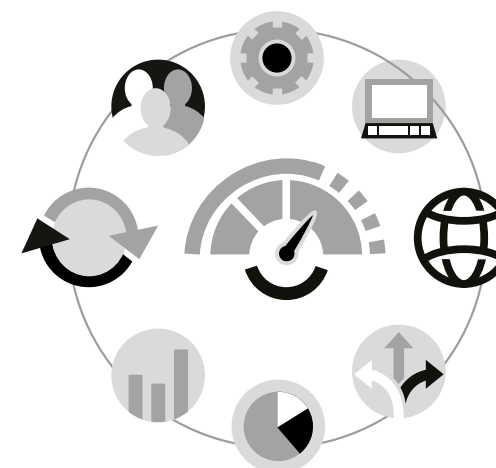
Research Output DHET Credits



Research excellence: Increase
research output, impact and the
number of NRF rated researchers

427 CREDITS SUBMITTED
66% CREDITS FROM ARTICLES
18% CREDITS FROM CONFERENCE PROCEEDINGS
15% CREDITS FROM BOOKS AND CHAPTERS
72% LISTED IN ISI, IBSS, NORDIC LIST, SCIELO, SCOPUS

Research Profile



48 Postdoctoral research fellows
44 Visiting professors
33 Professors of practice
19 NRF-rated researchers
3 SARCHI Chairs

Centre for African Business
Centre for Competition, Regulation and Economic Development
Centre for Entrepreneurship
Centre for Local Economic Development
Centre for Public and Environment Economic Research
Centre for Public Management and Governance
Food Evolution Research Laboratory
Institute of Transport and Logistics Studies

Finance



Financial sustainability:
Improve efficiency and
increase third-stream
income or funding

R46M (4%) RESEARCH REVENUE
R252M (21%) 3RD STREAM REVENUE
R922M (76%) TUITION FEES AND SUBSIDIES
R1 220M TOTAL REVENUE
R464M OPERATIONS BUDGET

Global Reputation

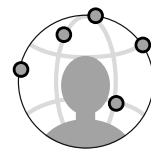


Tourism & Hospitality **1st in Africa 18th globally**
Marketing Management **1st in Africa**
Organisational Psychology **1st in South Africa**
Business & Management Studies **3rd in Africa**
Economics & Econometrics **4th in Africa**
Accounting & Finance **4th in Africa**

Overview



PROF DANEEL VAN LILL
Executive Dean: College of Business and Economics



The South African economy remains persistently weak, largely attributable to stagnant private investment and exports and declining mining and manufacturing productivity.

Investors' sentiments are rather dim in the face of COVID-19, unreliable electricity supply or unplanned load shedding. The Eskom crisis followed by COVID-19 have exacerbated growth constraints portraying weak economic management and leadership and severe impact on SMEs.

On a lighter note, the IMF found that while South Africa had "undeniable, untapped economic potential", deteriorating fiscal and debt positions, as well as difficulties in the operations of state-owned enterprises were identified as risks to economic recovery.

Government, notably National Treasury, seems mindful of the fiscal risks. The focus is on rooting out corruption, taking a stand on SAA, addressing regulatory constraints, labour market rigidities, inefficient infrastructure, the state of education, healthcare and governance accountability in municipalities.

The CBE contributes to reducing inequality by creating employment and economic opportunities, particularly for young people and women. Our vision is clear, we develop critical thinkers and problem solvers who address business, economic and societal challenges



And so, 2019 saw the manoeuvring of a gaggle of political geese back into the pen of good governance.

Towards end 2019, we saw allocations of committed investments into impact development projects. Also, the identification of priority sectors such as manufacturing, tourism, agriculture and agro-processing, space economy and telecommunications.

Unfortunately, the slow pace of reform undermines business confidence – an essential ingredient to gradually build recovery of investment and consumption. Quite a formidable menu of reform. For every South African, clearly a collective mission.

Metaphorically, Finance Minister Tito Mboweni hit the nail on the head when introducing his 2020 Medium-Term Budget Policy Statement in Parliament with an Aloe decorating his podium, saying, "... I brought a resilient Aloe Ferox plant to the house ... This little aloe is emerging from a long winter. During that winter the ground became hard, the leaves fell from the trees and the air was bitterly cold" – to demonstrate that South Africa needed to plough the soil and plant seeds again, so that the economy could once more flourish.

The UJ College of Business and Economics (CBE) has its work cut out as evidenced by the Fourth Quarterly Labour Force Survey published by Statistics South Africa. It was reported that South Africa ended 2019 with an unemployment rate of 29%. However, as in previous surveys, unemployment rates vary across education levels, clearly steering those with tertiary qualifications away from despair.

The CBE contributes to reducing inequality by creating employment and economic opportunities, particularly for young people and women. Our vision is clear: "The CBE develops critical thinkers and problem solvers who address business, economic and societal challenges". Implementation towards 2022 is monitored and evaluated against the UJ 2025 Strategy and summarised in the CBE 2022 roadmap (Table 1).

The CBE 2019 Annual Report reflects a counter-disruptive strategy built on the strengths of its School of Accounting, the Johannesburg Business School, the School of Consumer Intelligence and Information Systems, the School of Economics, the School of Public Management, Governance and Public Policy, the School of Tourism and Hospitality and an agile academic governance force directed by the Deanery.

Table 1: CBE 2019 to 2022 Roadmap

PURPOSE	OBJECTIVES	PLAN	MEASURES
THE CBE DEVELOPS CRITICAL THINKERS AND PROBLEM SOLVERS WHO ADDRESS BUSINESS, ECONOMIC AND SOCIETAL CHALLENGES	PEOPLE EXCELLENCE Attract, develop and promote the right talents and the wellness of people	Conduct workforce planning	Workforce Plan: Current and future posts
		Develop research output and impact capacity including staff qualifications	Increase academic staff holding doctorates by 2% p.a.
		Optimise performance and promotions	Increase P and AP from 17% to 25% of academic staff
		Develop agile academic citizenship and leadership	Optimise performance management
		Implement CBE wellness programmes and measurements	Conduct annual snapshot surveys of staff morale and wellness
	TEACHING AND LEARNING EXCELLENCE Streamline PQM and curricula, integrate 4IR, and improve student success	Implement CBE wellness programmes and measurements	Generate 7 nominations p.a. for prestigious awards
		Review and streamline PQM towards future-fitness by integrating CBE 2019 World Café outcomes	PG and UG PQM and curricula aligned to the future of work
		Expand blended learning, case study teaching and online delivery	Revise PQM: Less is more
		Implement Intervention Plan for PG/UG student success	Innovative qualification articulation
			Improve graduation rates (UG 1% and PG 2% p.a.)
	RESEARCH EXCELLENCE Increase research output, impact and the number of NRF rated researchers		Implement a case study intervention/programme p.a.
		Enhance research output and impact	Improve research output at 0.2 units/SLU p.a. to 1.50
		Expand the postgraduate support experience	Improve impact using 2020 Google bibliometrics as baseline
			Grow visiting scholars at 5% p.a.
			Grow NRF-rated researchers at 3 p.a.
	SUSTAINABLE RELATIONSHIPS Improve inter- and intra- relationships, and international collaborations and partnerships		Conduct annual snapshot surveys of the PG experience
		Increase the brand identity of Schools and Departments	CBE and Schools brand alignment and recognition annually reviewed
		Improve collaboration with UJ Alumni	
		Increase the international footprint of CBE	
	FINANCIAL SUSTAINABILITY Improve efficiency and increase third-stream income or funding	Grow reserve funds	Generate at least 15% net profit in third stream
		Enhance third-stream revenue (5% above inflation)	Grow third-stream revenue by 10% p.a.
		Increase intra- and inter-school collaboration	Optimise tuition revenue (cost of programmes)
		Lower overheads and improve stakeholder with technology	Optimise subsidy revenue (throughput)
			Improve administrative efficiencies

The CBE community progresses by using technology to educate more people than ever before in business and economics. We impact by generating knowledge, adding value to learning, and teaching how to be better informed, to be healthier, to be safer, to behave better, to connect, and to learn faster. In so doing, we ensure that the 'black box' is not as mysterious as first feared.

The past year saw the CBE substantially extending its global scholarly network and concentrating investments into Greenfield projects capable of expanding the economy and creating more jobs for unemployed

South Africans among whom a staggering 60% are unemployed youths. We integrate the Fourth Industrial Revolution (4IR) into our teaching, learning and research agenda to equip our graduates with a working knowledge of the future of manufacturing, geopolitics and economic trade wars, as well as the ability to navigate systems for growth spots that can assist with growing national wealth.

In the following we report on highlights and key trends from the College's activities during 2019 with input and output variables summarised in Table 2.

College leader Team



CBE Enrolment Profile

Our focus on increasing doctoral enrolment resulted in an increase from 169 to 201 candidates by 2019.

CBE's subsidised undergraduate (UG) headcount enrolment decreased, largely in accordance with institutional enrolment planning, by a headcount of 1 546, from 16 861 in 2017 to 15 315 in 2019 (-9%).

This provided two opportunities. First, to attract first years from poorly resourced schools (27% of our students are from Quintile 1 and 2 schools) with a better secondary school performance (the proportion of first years with an

Admission Point Score of at least 35 improved steadily to 39%).

Second, to grow our non-subsidised undergraduate headcount enrolment in Continuing Education Programmes (CEPs) from 5 664 in 2017 to 6 525 in 2019 (+15%).

CBE's PG headcount enrolment was stabilised from 2017 to 2019, according to supervision capacity, at about 2 800 enrolments, with PG enrolment below master's level at a headcount of 1 900 students and master's enrolment at 730 students. Our focus on increasing doctoral enrolment resulted in an increase from 169 to 201 candidates by 2019.

CBE'S SUBSIDISED UNDERGRADUATES



FOCUS ON INCREASING DOCTORAL ENROLMENT



CBE Talent Management

CBE ACADEMIC ADMINISTRATION AND OPERATIONAL STAFF



The CBE administration renders a one-stop service to some 25 000 registered students on three different UJ campuses

The College would not function without its 125 committed, hardworking professional administrators and 43 operational staff members who take a broad view of the University, the College and our students' best interests.

The CBE administration renders a one-stop service to some 25 000 registered students on three different UJ campuses and external to UJ, ranging from certificate up to doctorate level. This represents 42% of the University's residential student population.

This foremost responsibility is divided between two CBE Heads of College Administration, **Maria Motaung** and **Elmarie Vermeulen**. In 2019, both have achieved the highest performance ratings of Heads of Administration across UJ. Congratulations to them and their team consisting of eight senior college officers, ten college officers and eight administrative assistants.



CBE Academic Administrators and Professional Support Staff Members

Maria Motaung and Elmarie Vermeulen



PERMANENT STAFF

The CBE consists of 528 members of staff of whom 360 are academic staff, 125 administrators and 43 in operations.

Among the academic staff, 7% are assistant lecturers, 41% lecturers, 32% senior lecturers, 12% associate professors and 8% professors. Some 52% of our academic staff are women with 8% in the professoriate compared to an 11% male presence. Academic staff include 46% academics from designated groups and 16% internationally recruited academics, mostly of African origin. Some 34% of academic staff hold doctorates, 42% of academic staff hold master's degrees, and 20% are CAs.

A total of 71 academics participated in the Accelerated Academic Mentorship Programme, of whom 46 (65%) are from designated groups and 37 (52%) women.

Dr Bulelwa Maphela, Dr Roelien Brink, Dr Isolde Lubbe, Dr Beate Stiehler-Mulder and Dr Hema Kesa were selected to participate in the UJ Women's Leadership Development Programme 2019/2020.

Enriching the CBE with talented academics and practitioners, administrative and support staff alike, is the Dean's priority.



CBE OutFIT Project - Support a Young Women in Business and Leadership



CBE Professors Forum

Table 2: CBE 2019 performance snapshot

INPUT	2017	2018	2019	TREND	OUTPUT	2017	2018	2019	TREND
ENROLMENT PROFILE					GRADUATE OUTPUT				
Total subsidised enrolment	19 737	19 077	18 169	-784	Total graduate output (n)	5 297	5 251	5 348	26
UG enrolment	22 525	22 132	21 840	-343	UG output	3 865	4 030	3 854	-6
Subsidised diplomas	6 773	6 393	6 110	-332	PG output	1 756	1 817	1 673	-42
Subsidised degrees	10 088	9 756	9 205	-442	PG below M (honours)	1 200	1 166	1 075	-63
Non-subsidised	5 664	5 983	6 525	431	PG below M (PG diploma)	370	460	380	5
PG enrolment	2 876	2 928	2 854	-11	Master's graduates	163	160	180	9
PG below M (honours)	1 259	1 070	1 103	-78	Doctoral graduates	23	31	38	8
PG below M (PG diploma)	713	926	769	28	SA black doctorands	8	8	8	0
Master's headcount	735	731	752	9	Workload				
Doctoral headcount	169	201	230	31	UG per senior lecturer unit	54	50	47	-3
International enrolment	1 142	1 404	1 388	123	PG per senior lecturer unit	9	9	9	0
International UG	906	1 046	1 045	70	STUDENT PROGRESS				
International PG	236	358	343	54	Undergraduate performance				
Undergraduate profile					Module success rate	85%	85%	85%	0%
Q1 and Q2 schools	37%	36%	39%	1%	First-year dropout rate	15%	14%	13%	-1%
APS ≥35	0	0	0	0	UG Graduation rate	23%	25%	26%	2%
NSFAS bursary holders	2 089	4 588	7 769	2 840	% of UJ Top Achievers	52%	54%	54%	1%
TALENT MANAGEMENT					Graduation rates				
Staff members	484	521	528	22	One-year degree	82%	85%	89%	3%
Academic staff members	339	344	360	11	Three-year diploma	55%	56%	58%	1%
- Professors	29	27	27	-1	Three-year degree	66%	64%	66%	0%
- Associate professors	30	35	44	7	Honours degree	79%	77%	83%	2%
- Senior lecturers	125	115	114	-6	Master's degree	39%	43%	33%	-3%
- Lecturers	145	146	149	2	Doctorates	21%	30%	21%	0%
- Assistant lecturers	10	21	26	8	Undergraduates per SLU	12	13	12	0
Administrators	94	125	125	16	Master's + doctorates per SLU	1	1	1	0
Operations	51	52	43	-4	RESEARCH OUTPUT				
Staff profile					DHET publication credits	285	286	440	78
Senior lecturer units	315	321	328	7	Articles	201	195	294	47
Women academics	51%	50%	52%	1%	Conference proceedings	44	56	80	18
Professoriate	17%	16%	20%	1%	Books and chapters	40	35	66	13
Women in the professoriate	5%	6%	8%	2%	Output per senior lecturer unit	0.90	0.89	1.34	0.22
Academics (designated)	45%	46%	46%	1%	NRF-rated researchers	14	17	19	3
Academics (non-designated)	42%	40%	38%	-2%	Visiting professors	11	18	44	17
Academics (international)	12%	14%	16%	2%	Professors of practice	6	10	33	14
Academics with a doctorate (n)	98	114	121	12	Research income (Rm)		R28	R46	18
Academics with a master's (n)	170	150	150	-10	Total (Rm)		R56	R93	R37
Chartered Accountants (n)	66	66	66	0	Research (Rm)	R21	R28	R46	R13
BUDGET					Other sources (Rm)	R196	R225	R212	R8
Operations budget (Rm)	R314	R352	R464	R75	Total (Rm)	R217	R253	R259	R21

PROMOTIONS

A total of 13 academic staff members were promoted in 2019.

TO SENIOR LECTURER:

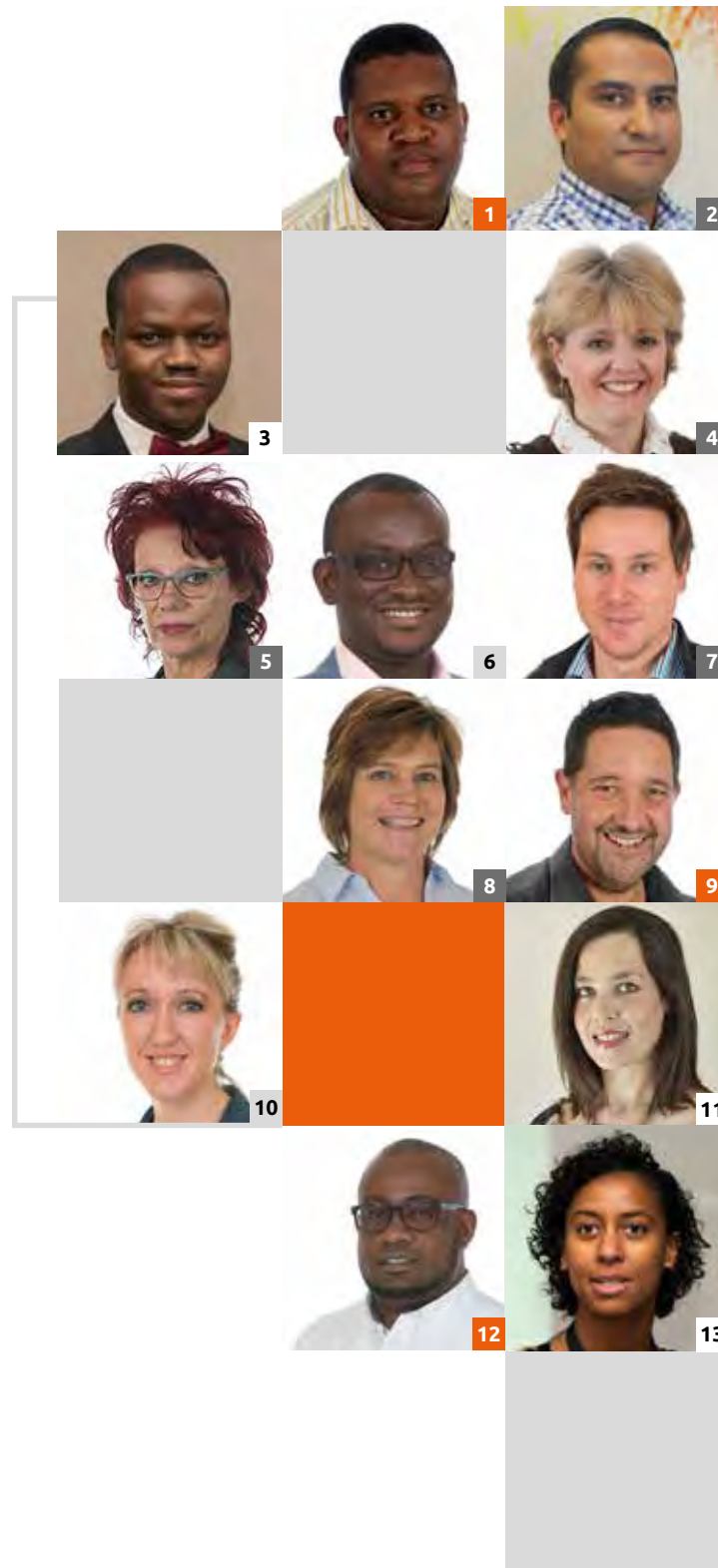
1. Dr Talent Zwane
2. Dr Chris Schachtebeck

TO ASSOCIATE PROFESSOR:

3. Prof Abejide Ade-Ibijola
4. Prof Carolina Henn
5. Prof Milena Ivanovic
6. Prof Daniel Maduko
7. Prof Brandon Morgan
8. Prof Marina Bornman
9. Prof Peter Bauer
10. Prof Madelyn Geldenhuys
11. Prof Monique Keevy

TO FULL PROFESSOR:

12. Prof Kelvin Bwalya
13. Prof Erika Kraemer-Mbula



SARCHI CHAIRS

Prof Fiona Tregenna holds the SARCHI Chair: Industrial Development at Tier 1.

Prof Erika Kraemer-Mbula holds the Africa-UK Trilateral SARCHI Chair, notably at Tier 1. This SARCHI Chair resulted from a partnership between the University of Johannesburg, the University of Sussex and the African Centre for Technology Studies (ACTS), Kenya.

Prof Cecile Nieuwenhuizen holds the SARCHI Chair in Entrepreneurship Education at Tier 2.



Prof Fiona Tregenna



Prof Erika Kraemer-Mbula



Prof Cecile Nieuwenhuizen

In 2019, the number of National Research Foundation (NRF) rated researchers increased by 2 to a total of 19.

1. Dr JK Giddy
2. Dr MI Raborife
3. Prof Abejide Ade-Ibijola
4. Prof BD Simo-Kengne
5. Prof C Marnewick
6. Prof C.F. De Meyer
7. Prof Carin Hill
8. Prof CM Rogerson
9. Prof D Nel
10. Prof FM Tregenna
11. Prof Franci Adekambi
12. Prof G Verhoef
13. Prof J Dikgang
14. Prof JH Eita
15. Prof JM Rogerson
16. Prof JW Muteba Mwamba
17. Prof KN Njenga
18. Prof LG White
19. Prof S Roberts



POSTDOCTORAL RESEARCH FELLOWS

In addition, the number of postdoctoral research fellow appointments increased from 27 to 48 in 2019.

STAFF ACCOMPLISHMENTS

CBE staff are internationally and locally visible by being elected on to the boards of learned societies, being appointed as visiting professors at global universities, giving keynote presentations at international conferences, securing notable international conferences for South Africa, and hosting conferences that brought leading experts together for dialogue and networking.

President Ramaphosa has appointed Prof Fiona Tregenna (1) as a member of the Presidential Economic Advisory Council. The Council, chaired by the President, is made up of international and national experts advising on economic policy.

Prof Amanda Dempsey (2) (Senior Director: School of Accounting) was elected to the Education Advisory Committee of the Pan-African Federation of Accountants.

Prof Carl Marnewick (3) (Department of Applied Information Systems, CBE School of Consumer Intelligence and Information Management) was elected to the European Academy of Management Board from 2019 to 2022.

Prof Johane Dikgang (4) (School of Economics) was announced as the Water Research Commission Top Achiever: Knowledge Tree Awardee in the category Transformation and Redress.

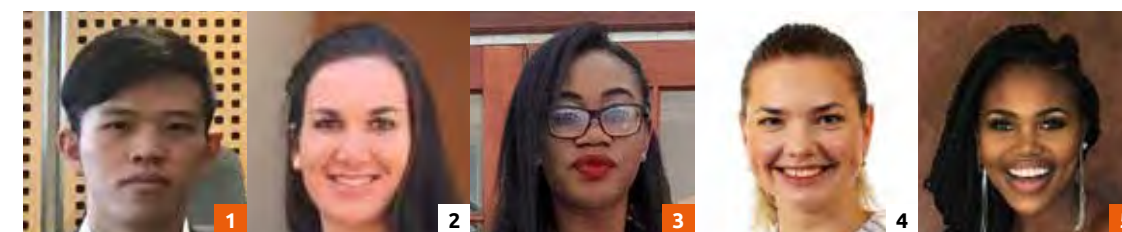
Three CBE academics have received VC Distinguished Awards in 2019. Prof Tankiso Moloi (5) (School of Accounting) was recognised as the most promising young researcher of the year. Prof Ade-Ibijola (6) and Prof Dr Marius Wait (7) (both from the School of Consumer Intelligence and Information Systems) were recognised as innovators of the year.

Two of the three university-based members of the SA Competition Tribunal are now from the UJ CBE, namely Dr Thando Vilakazi (8) (Director of the Centre for Competition, Regulation and Economic Development) and Prof Fiona Tregenna (1) (DST/NRF South African Research Chair in Industrial Development).

The School of Tourism and Hospitality has made history, climbing to the 18th position in the global Shanghai subject rankings and becoming the first of its kind to be graded as a four-star events facility by the Tourism Grading Council of South Africa. The STH has also celebrated its 50th birthday and raised R2 million from alumni in support of teaching and learning.



STUDENT ACCOMPLISHMENTS



CBE students, too, have again made their mark both locally and nationally.



The Technopreneurship Centre student team has secured the Overall Best Innovation Award at the #Living4IRHack – Hackathon of the National Department of Communications and Digital Technologies (DCDT). The aim of the project is to provide a platform for innovators to showcase 4IR solutions that benefit the masses.

Enactus UJ CBE came first in the Harmony Business Solutions for Community Development Enactus Award. Enactus UJ is a CBE student organisation promoting entrepreneurship by turning what they have been taught into practice through community service learning. It is a student-led organisation with membership open to all UJ students. The Enactus UJ school entrepreneurship project called iValue Entrepreneurship involves four schools in Diepsloot and over the past six years had focused on Grade 10 learners from child-headed families without income.

James Chang (1) (PGDip Financial Management) in the School of Accounting is a Top 10 Finalist in the CIMA Emerging Leaders Competition. GradStar recognises the Top 100 SA students on leadership qualities and workplace readiness. All varsity careers centres from across the country are contacted to market the GradStar programme to their students, ensuring representation from across the country and from all disciplines.

Chanté van Tonder (2) (Department of Business Management) is the awardee of a NUFFIC Doctoral Scholarship. She will be supervised by Prof Cecile Nieuwenhuizen (DHET- NRF SARCHI Chair in Entrepreneurship Education), Prof Bart Bossink (Professor of Science, Business and Innovation; Vrije Universiteit Amsterdam) and Dr Chris Schachtebeck (Department of Business Management).

Judith Kipa (3) (School of Accounting, Department of Accountancy) was announced as the No 1 candidate in the SAIT Tax Professional ITC Assessment 2019.

Natalia Kopylova (4), a PhD candidate supervised by Prof Talita Greyling in the School of Economics, received an Educational Travel Grant from the International Society for Quality-of-Life Studies.

Zanele Phakathi (5) was selected as a Miss SA 2019 finalist.

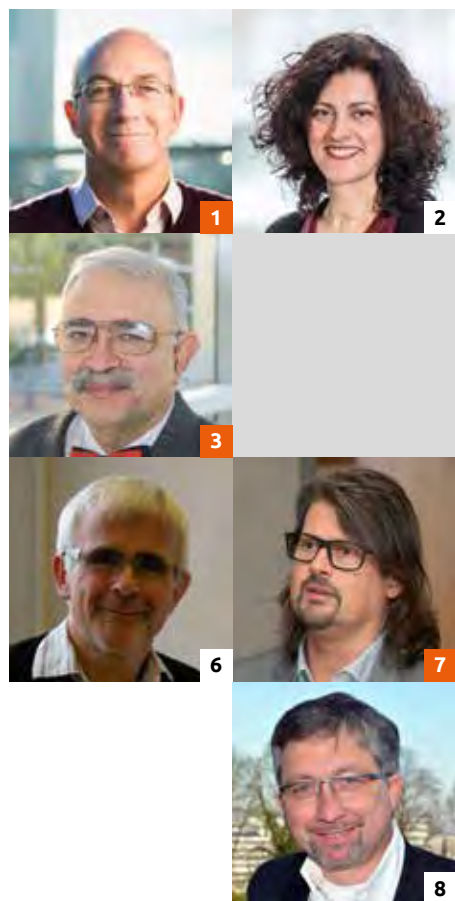
SAICA 2019 results reconfirm UJ as the leader in transforming the Accounting profession with 241 students having passed the exam.

Student team 'visionaries' from the Department of Finance and Investment Management and the Department of Commercial Accounting secured the challenging CFO Case Study Competition 2019. This is an annual, open-entry, and global, multi-stage business strategy and leadership-focused case study competition, organised by The CharterQuest Institute South Africa.

The student team from the Department of Finance and Investment Management are among the Top 4 SA University teams competing in the final of the 2019 Local University Research Challenge at the JSE on 9 October 2019.

CBE Reputation

DISTINGUISHED VISITING SCHOLARS



These scholars are Prof Arnold Bakker (1): (Erasmus University of Rotterdam, Work and Organisational Psychology), Prof Eva Demerouti (2): (Eindhoven University of Technology, Organisational Behaviour and Human Decision Making), Prof Naresh Malhotra (3): (Georgia Institute of Technology, Marketing Research and Consumer Behaviour), Prof Jarkko Saarinen (4): (University Oulu, Sustainability Management), Prof Howard Thomas (5): (Singapore Management University, Strategic Management), Prof Thomas Baum (6): (Strathclyde University, Work, Employment and Organisation), Prof Stephano Ponte (7): (Copenhagen Business School, Transnational Economic and Environmental Governance), Prof Frank Riedel (8): (University of Bielefeld, Mathematics and Economics) and Prof Ulrich Schmidt (9): (University of Kiel, Experimental Economics Social Policy Decision Theory and Financial Markets).

In the course of 2019, 9 distinguished visiting professors added substantial weight to producing and disseminating knowledge and best practice.

The CBE also appointed 19 visiting professors, seven visiting associate professors and 135 research associates.

An important development in bridging theory and practice was the appointment of 23 professors of practice in various economic and business sectors, three professors of practice specialising in 4IR and seven associate professors of practice.

Eminent executive business leaders were appointed as professors of practice, for example: Vassi Naidoo (Chairperson of Nedbank and past CEO of Deloitte), Bobby Godsell (former CEO of South African gold mining company AngloGold Ashanti), Michael Honiball (Director: Tax, Werksmans Attorneys), Dr Pali Lehohla (former Statistician-General of South Africa), Brand Pretorius (retired chief executive of McCarthy Limited), Ajen Sita (EY Regional Managing Partner), Dr Melanie van Rooy (Dis-Chem Pharmacies, Group Marketing Director), Hannah Tsadik (Director of Global Policy at the Life & Peace Institute), Dr Miriam Altman (Head of Strategy: Telkom Group), Steve Cinelli (seasoned banker, Fintech executive, Founder Growth Group), Prof Christian Adendorff (Professor in Future Studies, Commerce, Entrepreneurship and Developmental Economics) and Bonang Mohale (CEO of Business Leadership South Africa).

GLOBAL REPUTATION

The CBE global footprint grows steadily. The CBE made its debut in the 2019 Times Higher Education (THE) Business & Economics Subject Rankings, being ranked among the Top 500 worldwide in the 401-500 band for Business and Management Studies, as well as Econometrics, and Accounting and Finance. This is the first time that we have qualified for THE rankings



IN 2019, SHANGHAI GLOBAL RANKING OF ACADEMIC SUBJECTS 2019 RANKED THE CBE FIRST IN THE FIELD OF TOURISM AND HOSPITALITY IN AFRICA AND EIGHTEENTH WORLD-WIDE.

The QS (Quacquarelli Symonds) World University Rankings rate CBE disciplines among the three to four top South African universities.

In the continent, we are first in Marketing Management research, third in Business and Management Studies, third in Economics and Econometrics, and fourth in Accounting and Finance.

In 2019, the School of Accounting contributed the largest number of successful candidates to pass the SAICA ITC exams and the highest number of black candidates.

The CBE maintained active relationships with around 20 African institutions, ranging from universities to municipalities and government departments, with a focus on Ethiopia, Ghana, Kenya, Nigeria, Rwanda, Senegal, Somalia, Tanzania and Uganda.



THE JOHANNESBURG BUSINESS SCHOOL (JBS)

The JBS, directed by Prof Lyal White, is purposed to be a Pan-African Business School with a global mindset, preparing people and organisations to be future fit, through innovation and purpose in society at large.

The newly established JBS is steadily growing into one of the big five South African business schools towards 2024.

In meeting this growth target, the JBS will introduce the UJ MBA in 2020 and has launched an excellent recruitment strategy. The JBS has also hosted a range of executive education programmes themed on 4IR and a range of customised corporate programmes. The Centre for African Business was established within the JBS and contributes to CBE teaching and learning

COMMON GOOD FIRST – DIGITAL STORY-TELLING PROJECT

South Africa's voiceless communities can now tell their own stories with the support of our Common Good First – Digital Story-telling Project, in partnership with Nelson Mandela University. The first digital lab was launched in Port Elizabeth; UJ's satellite lab has been set up on the Soweto Campus. CBE staff involved in the project are Ms Adelaide Sheik, Ms Joyce Sibeko and Dr Chris Schachtebeck.

The Digital Story-telling Project was conceptualised to grow the emerging South African social innovation sector, by creating a digital network – known as Common Good First – to capture and showcase social impact projects in South Africa, connecting them to one another, academics and HEIs around the world.

It provides an online directory of innovative social projects for learning and teaching, as well as offering opportunities for community engagement to students in South Africa and the European Union (EU). In so doing, it also addresses the issue of the 'digital divide', as identified by the country's National Development Plan 2030, by supporting the growth of eskills among community groups.

Innovative digital storytelling modules will be co-designed and taught by young people in our partner HEIs and in community projects. Modules in digital storytelling created for both student engagement with the wider community, and community projects themselves, will be rolled out in mobile labs, focusing on rural, peri-urban and urban locations.

CBE – A SHIFTING BUSINESS MODEL

In 2019, the CBE generated R252 million in third-stream revenue, showing a substantial shift in strategic revenue generation. About R46 million of this source of revenue was derived from research-based funding, including contract research, NRF-funding, publication subsidies, and URC grants. The remaining R212 million consisted mostly of income from CEPs (55%), donations (17%), public sales (5%) and online tuition (2%).

A critical success factor in delivering non-subsidised academic programmes is productive three-party agreements.



These typically involve UJ, a multinational or parastatal, and a global partner. For example, the partnership between the Department of Transport and Supply Chain Management, Transnet, and the Glasgow Caledonian University is delivering a BSc in Railway Operations. Partnerships also led to consistent delivery of excellent learning products and services, as well as well-planned articulation into diploma and degree programmes

LOOKING FORWARD

Overall, the CBE has progressed well in 2019. Underpinning the mindset of all the staff in the College is the theme of connectedness, of productive and active interdisciplinary connections within the College, as well as a vast set of continental and international connections, to ensure that globally, the UJ College of Business and Economics is top of mind and top of class.

Looking forward, analysis of the CBE value chain reveals that there is still much work to be done to realise the ambitions of our country and our continent.

- In terms of talent management, we need to strengthen our partnership with our students in finding ways to improve student retention and graduation in minimum time. Also, increase the involvement of excellent global visiting scholars and nominate more members of staff and CBE stakeholders for prestigious awards.
- In building scholarly capacity, we need to work harder at building our financial reserves as a source of capital to fund Greenfield projects and the attraction of full professors. Here, the evolving role of the CBE professoriate in attracting external funding is emphasised.

- Even though the Teaching and Learning portfolio is doing fine, a great deal of rethinking and imagination is required to maintain momentum in building a streamlined programme qualification mix at both undergraduate and postgraduate levels.
- The research portfolio needs to improve on overall academic productivity, notably the weak state of master's and doctoral graduation rates and driving intangible value add in the course of master's and doctoral studies.

Finally, a far better relationship should be established with postgraduate alumni to boost employment opportunities for undergraduates, to mentor new members of academic staff and to create more bursary opportunities through crowd funding.

We are confident that the CBE, with the collaboration of all role-players across the private and public sectors, as well as civil society, will help to turn business into a powerful engine that drives our economy forward.

We express our deep appreciation for individual and collective commitment to our future impact.



CBE Teaching and Learning



PROF SIVAN CHETTY
Vice-Dean: Teaching
and Learning

OVERVIEW

CBE Teaching and Learning is overseen by Prof Sivan Chetty, Vice-Dean: Teaching and Learning, supported by Prof Marita Pietersen, CBE Head: Quality Assurance. The year 2019 presented an opportunity for much contemplation and conversation. The move towards increased nationalism and protectionist economic policies in major economies, the wave of political protests across the globe, heightened environmental concerns, and the impetus in technological advancement associated with the Fourth Industrial Revolution (4IR) are some key issues that have occupied academic thought and discourse in 2019.

Given the extent to which shifting global realities impact business and economies, it is of vital importance that the CBE remains relevant in its core business of developing human capital that keeps pace with the changing world of work. Following a period of administrative transition in 2017/2018, the CBE set itself firmly on a path of critical reflection and academic transformation in 2019. This, in the context of teaching and learning, involves questions regarding the CBE's academic staff capacity for teaching for a 4IR-driven economy; the attributes of CBE graduates in terms of relevance, scope and level; and its programme and qualification mix (PQM) in terms of appropriateness, scope and depth.



PROF MARITA PIETERSEN
CBE Head: Quality Assurance

The need for cognitive flexibility, digitisation-related skills, enterprise agility and key behavioural skills were identified as important areas of knowledge and skills development at a CBE World Café Workshop held on August 2019.

The CBE schools and departments have continued to actively engage their programme offerings and have made, to varying extents, several changes in terms of content and delivery. Various opportunities for staff development were also provided at College and school/departmental levels. The CBE's mix of delivery modes is also changing steadily with the development and offering of fully online programmes and the move towards a more blended form of teaching and learning for contact-based programmes.

PROGRAMME IMPROVEMENTS

Curriculum renewal and the development of new offerings in the postgraduate environment have resulted in a rich mix of honours, postgraduate diplomas, master's and doctoral programmes that promote knowledge production and awareness in critical areas of society and the economy.

In reimagining CBE impact, access to our best programmes was widened at the bottom of our educational pyramid (Higher Education Qualifications Framework Level 5) through a well-designed and sensibly articulated system into Levels 6 to 7.

Major shifts in the college business model, framed by the impact of the Fourth Industrial Revolution, are accomplished through enrolment planning and the application of technology in teaching and learning.

In addition, informed curriculum amendments have been made to various modules in a range of programmes, to consider technological advancements. Amendments were grounded on the CBE philosophy that our graduates require an intellectual compass to find their way through the maze of technological developments changing the world of work. Key questions considered are:

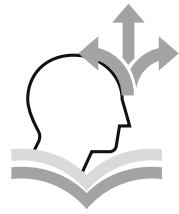
- How can we develop a fine-tuned intellectual compass in the heads (thinking), hearts (behaviour) and hands (skills) of undergraduates?
- How can we streamline our current 39 undergraduate programmes housing 16 000 students so that academics and administrators alike can free up time to think and innovate?
- What does a future-fit diploma, advanced diploma, bachelor's degree and a BCom degree look like?

In finding answers, the CBE has capitalised on the wisdom derived from the CBE collective using World Café methodology – a structured conversational process – in August 2019 in which just over a 100 academics participated. The result was a clear view on four outcomes associated with a CBE qualification, namely constructive behavioural skills, cognitive flexibility, interpreting the impact of digitisation on humanity and work, as well as the interpretation of enterprise agility.

In 2019, the CBE offered about 142 subsidised academic programmes, comprising 45 undergraduate and 97 postgraduate qualifications respectively, to just over 18 000 students, spread across 12 academic departments across three campuses, with a total of about 360 academic staff members. The extensive offering of continuing education programmes to about 6 500 students provides an additional indication of the extent to which the CBE caters for industry needs.

AMENDMENTS WERE GROUNDED ON THE CBE PHILOSOPHY THAT OUR GRADUATES REQUIRE AN INTELLECTUAL COMPASS TO FIND THEIR WAY THROUGH THE MAZE OF TECHNOLOGICAL DEVELOPMENTS CHANGING THE WORLD OF WORK.





Ten programmes received accreditation from the Council on Higher Education (CHE), and ten were registered by the South African Qualifications Authority (SAQA) in 2019.

STUDENT SUCCESS

The UG module success rate, from 2017 to 2019, has remained constant at 85%. Over the same period, the first-year dropout rate decreased from 15% to 13%, while the UG graduation rate improved from 22% to 26%. Internal efficiency has clearly improved.

Major drivers were the R16 million per year invested in CBE staff training on the effective use of Blackboard software, the First Year Seminar, a peer mentoring programme, substantial tutoring, and intensive revision sessions.

Apart from innovative and relevant curricula, the CBE prepares students for the world of work by actively engaging students to reflect on their learning through practical assignments, collaborative projects, case studies, and various forms of service and work-integrated learning. Various enrichment opportunities are also provided to develop critical thinking skills, leadership, entrepreneurship and active citizenship.

In response to the #FeesMustFall Campaign, the College has contributed over R15 million to the UJ drive in support of the missing middle (students above the National Student Financial Aid Scheme (NSFAS) threshold, but for whom university education is unaffordable).

Employer engagement is essential to ensure the academic relevance of college programmes. College initiatives are especially aimed at exposing our students to prospective employers or opportunities for self-employment. Our sincere appreciation to the private and public sector organisations for their generous contribution of opportunities to enrich our students.

This was partly achieved as a result of continuous programme reviews; the CBE Programme Qualification Mix (PQM) responds dynamically to the complex and evolving world of business and economics. Factors such as the need for economic and environmental sustainability, the Fourth Industrial Revolution and decoloniality are of critical importance in determining the nature and scope of our PQM.

In 2019, eight CBE subsidised programmes were part of a pilot project on a proposed new quality review framework.

Several short learning programmes in the Centre for Competition Regulation and Economic Development (CCRED) were reviewed in 2019.

At the same time, several programmes in online and contact modes, ranging from higher certificates to master's degree offerings, were submitted for accreditation in 2018.

Some 30 CBE programmes are accredited by international institutions.

2019 STUDENT SATISFACTION SURVEY

In 2019, CBE students expressed a higher level of satisfaction than in previous years in all items pertaining to lecturers' support.

ENTREPRENEURIAL ACTION

Enactus UJ, a student organisation that promotes community service learning, continued as the CBE major mode of community engagement.

Five start-ups, through UJCE interventions, represented UJ at Slush 2019 in Helsinki, Finland (<https://www.slush.org/>).

The School of Consumer Intelligence and Information Systems collaborated with the Direct Selling Association in 2019 to provide final-year undergraduate students with selling experience. This project resulted in sales worth R3 million, with 405 students benefitting R750 000 in commission.

The School of Public Management, Governance and Public Policy promotes community service learning as a major mode of community engagement, nationally in the local government sector, and internationally with an international community service student programme in cooperation with UN Humanitarian Affairs.

The UJ Centre for Entrepreneurship, led by Machaka Mosehana, housed the UJ/Raymond Ackerman Academy of Entrepreneurial Development. This partnership is now celebrating its eighth year. This once-in-a-lifetime opportunity comes at minimal cost to students. Raymond Ackerman, patron of this initiative, conferred 120 certificates in 2019.

UJ/RAYMOND ACKERMAN ACADEMY OF ENTREPRENEURIAL DEVELOPMENT

In 2009, the Centre for Entrepreneurship entered into a partnership with the Raymond Ackerman Foundation (RAF) to assist township-based youth (18-35 years) from underprivileged backgrounds to access employment, entrepreneurship and/or academic opportunities designed to help them participate meaningfully in the mainstream economy, thereby creating sustainable livelihoods.

The core mandate of the partnership is to develop a culture of entrepreneurship among South African youth through a programme known as the Raymond Ackerman Academy of Entrepreneurial Development (RAA-ED). The RAA-ED programme, offered at the University of Johannesburg Soweto Campus, is a six-month

programme pegged at NQF Level 4, which comprises innovation, problem solving and business development which graduated learners from idea phase to business start-up. The programme is complemented by an additional twelve months of structured mentorship to help learners translate in-class learning into practical application in respective start-ups. Since inception, the partnership has supported approximately 500 township youth based in greater Johannesburg metropolitan.

In 2019, the partnership supported and successfully graduated 60 learners. Of the 60 learners, 30 learners started their own businesses, which are seed funded by the Raymond Ackerman Foundation.



Dr Raymond Ackerman

DR RAYMOND ACKERMAN, FOUNDER OF THE RAYMOND ACKERMAN FOUNDATION, HAS INCLUDED THE RAA-ED PROGRAMME IN HIS WILL AS A LEGACY PROGRAMME.



Every Accomplishment Starts with the Decision to Try

In-house, over 250 senior students volunteered and were trained to support first-year students.

SERVICE LEARNING

Collaborative service learning was experienced by students who leveraged the benefits of the flipped classroom and blended learning. Students worked in multicultural teams and shared their experiences to find solutions to the problems experienced by cooperatives.

WORK-INTEGRATED LEARNING

Work-integrated learning continued to be a strategic strength of diploma programmes, with all undergraduates attending career preparedness workshops offered by the University counselling services (PsyCaD).

STUDENT VOLUNTEERING

Student volunteering in support of communities flourished with projects such as blanket knitting,

the 'Tops and Tags' initiative in collaboration with Interwaste Environmental Solutions, online marketing campaigns in collaboration with the Faculty of Engineering and the Built Environment, and business plans for NGOs. In-house, over 250 senior students volunteered and were trained to support first-year students. Students in the School of Public Management, Governance and Public Policy contributed to ten volunteering projects in 2018 in terms of community engagement initiatives carried out by students focusing on the Sustainable Development Goals.

GOING FORWARD

Notwithstanding the richness in diversity of the CBE's PQM, there is a need for one which is more streamlined, coherent, manageable and clearly aligned with the academic purpose and focus of the College. To this end, a conversation has begun on reviewing the CBE's PQM. The aim would be to bring about more flexibility and openness in terms of both structure and content, thereby allowing scope for customisation, ease of articulation, greater relevance and contextualisation, inter-disciplinarily, and innovation. It is expected that this would take in the order of two to three years to accomplish.

CBE Knowledge Generation and Dissemination



PROF KELVIN BWALYA

Vice-Dean: Research, Innovation and Internationalisation

OVERVIEW

Postgraduate enrolment and research output serve as pull factors in the CBE strategy. Vice-Dean, Prof Kelvin Bwalya, leads the CBE Research and Internationalisation portfolio. The CBE Higher Degrees Committee has tightened postgraduate governance in terms of more rigorous selection and supervision practices, as well as student monitoring and support measures. With the changing funding models in research funding and increased expectance for impact research, the CBE is positioning itself to retain research excellence going forward. The current environment entails that there is increased need for research innovation and adaptation.

With the world facing greater challenges, such as the COVID-19 pandemic, there is increased reliance on quality and impactful research throughout the whole socioeconomic value chains. As a result, the CBE has now extended its cadre of researchers to include talented postgraduate students, increased cohort of postdoctoral research fellows (PDRFs), increased national and international collaborators, and all supervisors and lecturers. The 2019 research output was 25% more than for 2018. Research quality has continuously improved with more than 75% of CBE research outputs appearing in high-impact journals. Overall, there is increased research capacity in the CBE considering that more than 13 academics completed their doctoral degrees in 2019.

POSTGRADUATE OUTPUT

In 2019, the CBE conferred 1 673 postgraduate qualifications, among which were 380 postgraduate diplomas, 1 075 honours degrees, 180 master's degrees and 38 doctorates.

2019 Cum Laude Master's and Doctoral Graduates with Supervisors





Doctoral Graduates Mpho Magau and Xander van Lill

Most encouraging is that research output per academic has improved from about 1 credit per academic to 1.34, meaning that research participation has grown.



POSTGRADUATE RECRUITMENT

Through bursaries offered by the Dean's Senior Leadership Development Programme, ten international doctoral students were recruited from universities in Ghana, Rwanda, Uganda and Zimbabwe. The School of Leadership grew its footprint into parts of Southern Africa by attracting parliamentarians from Botswana, Eswatini (formerly Swaziland) and Zambia.

IMPROVED KNOWLEDGE GENERATION

By end 2019, CBE investment in global and continental partnerships stood at R12 million. Books, chapters, conference proceedings and journal articles produced by CBE staff represented 17% of UJ output. The final total research output increased from 285 credits in 2017 to a record-breaking 440 credits in 2019 of which 294 credits were derived from journal publications, 80 from conference proceedings and 66 credits from books and book chapters.

All Schools have upped their research output. In terms of impact, some 72% of CBE research output was listed in ISI, IBSS, Nordic List, Scielo and Scopus accredited journals.



Relationship Establishment with the Stanford Graduate Business School

RESEARCH THEMES

An analysis of research titles showed that CBE researchers' intellectual pursuits have shifted since 2017, from general business dynamics to South African and continental business challenges, notably in the field of market intelligence and behaviour. It appears that the CBE addresses wicked 4IR-related problems through five questions:

- Who generates data?
- Who owns data?
- To what purpose?
- How do we equip graduates for the future?

Reflecting on the future of learning and research, Anna McKie writes that inter- disciplinarily is required to mitigate these challenges, as AI raises a host of issues stretching across computer science, law, ethics and social policy. She cautions "that the interdisciplinary spirit has typically penetrated less deeply into teaching".

How do we improve society's techno-savvy beyond the level of falling prey to exploitation, especially in Africa and our part of the continent?

It is reported that 44% of Africa's population is connected by mobile phones when compared to the world average of 66%. This gap impacts on users and firms wanting to do business in Africa and emphasises the need to tackle the impact of technology to benefit South Africa.

ANNUAL HONOURS POSTER COMPETITION

The Annual Honours Poster Competition is an example of developing student interest in postgraduate studies. This competition also serves to benchmark research methodology across disciplines in the College. The first prize entails cash (R10 000) and sponsored attendance at an international conference if the student is registered for a master's degree for the following year.

Honours Poster Competition 2019 Winners



INSTITUTE OF TRANSPORT AND LOGISTICS STUDIES (ITLS (AFRICA))

ITLS (Africa), located within the Department of Transport and Supply Chain Management, responds to industry needs for independent, unbiased, relevant and up-to-date research. Its international partner institution is the Institute of Transport and Logistics Studies at the University of Sydney.

In 2019, the contribution of ITLS (Africa) ranged from surveys on trends in transport, logistics and supply chain management to once-off specialist research projects, such as the skills gaps in Kenya, Namibia, and Zimbabwe.

Of significance is a new agreement with the World Bank, the World Resources Institute, the World Council on Transportation and Research Society and five African universities, which will further joint research, exchange and training programmes.

CENTRE FOR AFRICAN BUSINESS (CAB)

The Centre for African Business (CAB) aims to contribute towards making the University of Johannesburg's Business School recognised for excellence in management and leadership capacity building in Africa and internationally. The CAB's principal activity is to develop and publish teaching case studies. The CAB is dedicated to delivering contextually relevant case studies and is committed to the decolonisation of teaching, learning and the broader curriculum – using Africa-specific examples and outputs.

The Centre also runs various events (seminars, workshops and conferences), short courses and learning immersions into various African countries linked to its research outputs and geared towards driving the Pan-African agenda and strategy of the JBS and the College of Business and Economics at large.

Research, focused on Africa, through the publication of opinion editorials, white papers and journal articles, is another important area of focus for the Centre. The Centre collaborates widely with other centres at the University of Johannesburg and beyond, seeking partnerships with similar centres of African business and networks of experts.

CENTRE OF LOCAL ECONOMIC DEVELOPMENT (CENLED)

CENLED, directed by Dr Marius Venter, partnered in an international research study on strengthening urban engagement of universities in Asia and Africa, funded by the British Academy. The project includes six other international partners from Iran, Iraq, the Philippines, Scotland, Tanzania, and Zimbabwe.

CENLED also leads a high-profile collaborative project with DHET and the British Council to the value of

R4 179 800 in collaboration with the University of Glasgow and the University of Zululand. The project aims to establish a SA/UK-based doctoral academy and associated benefits in LED entrepreneurship in the GES4.0 context.

CENTRE FOR COMPETITION, REGULATION AND ECONOMIC DEVELOPMENT (CCRED)

CCRED, directed by Dr Tando Vilakazi, specialises in industrial development, competition and barriers to entry, and regional value chains. CCRED, for example, has secured a research grant to promote the ambitions of the Anti-Corruption Evidence Research Consortium, which seeks to examine cartels as a source of private corruption in SADC countries. The project emphasis is on the steel sector and effective enforcement of competition law in Malawi, Tanzania and Zambia.

CCRED and the SA Research Chair in Industrial Development, both from the CBE School of Economics, convened the Digital Industrial Policy Colloquium in November 2019. This conference sought to support the national Department of Trade and Industry by deepening insight into 4IR-related disruption and firm-level responses and directions for industrial policy. The implications for global value chains were deliberated, as well as financing of investment and skills requirements.

FOOD EVOLUTION RESEARCH LABORATORY (FERL)

FERL, headed by Dr Hema Kesa, is a virtual laboratory within the STH focusing on enhancing the lifestyles of people across generations by focusing on nutrition, health and wellness. FERL was established in partnership with Penn State University.

PUBLIC AND ENVIRONMENT ECONOMIC RESEARCH CENTRE (PEERC)

The Public and Environment Economic Research Centre, directed by Prof Johane Dikgang, is dedicated to strategic research in environmental economics.

CENTRE FOR PUBLIC MANAGEMENT AND GOVERNANCE (CPMG)

CPMG, directed by Prof Vain Jarbandhan, caters for professional public sector capacity building by way of a Higher Certificate in Local Governance and an Advanced Certificate in Municipal Governance, which articulate into subsidised programmes in the field of public management and governance. Also, noteworthy has been the acknowledgement of the standing of the CPMG through the nomination of three students and four staff members to participate in the UN Humanitarian Affairs Asia Peace Summit of Emerging Leaders in Malaysia, in November 2019.

GOING FORWARD

Given the contemporary demands for impactful research and the need to achieve a research target of 500 units by 2022, there is need to disrupt the College's normal research modus operandi. First, there is a dedicated drive to increase research capability in the College by increasing networks and collaboration with competent external researchers, increased visiting professors, PDRFs and research associates who would engage in high-level knowledge production endeavours. Second, the increasing number of SARCHI chairs, currently at three, and other research chairs will culminate into greater research readership. Third, rigorous implementation of the CBE mentorship programme, which dovetails to the AAMP programme and the UJ Research Leadership programme, will translate into an overall increased research capacity and increased collective intelligence. Fourth, dedicated sponsorship for emerging researchers to attend strategic tailored workshops on different research themes. Fifth, plans to establish the CBE Postgraduate Research Space with a dedicated mentor to act as an innovation incubator and ideas space for enhanced engagements.

Going forward, the CBE will continue its push for CBE academics to target high-impact journal publications to solidify on impact research.

As a result of the strategic interventions above, the number of PDRFs has significantly grown from 27 in 2018 to 48 in 2019. The College is on course to achieve its desire to have all professors have visiting professors or research associates under their supervision. The to be established CBE Postgraduate Research Space will be used to host visiting professors, PDRFs and doctoral students to enable enhanced collaborative engagements. Going forward, the CBE will

continue its push for CBE academics to target high-impact journal publications to solidify on impact research. It is anticipated that the strategic initiatives will further solidify the CBE collective intelligence and capacity to engage in high-impact research.



Johannesburg Business School



PROF LYAL WHITE
Director: Johannesburg Business School

OVERVIEW

The Johannesburg Business School (JBS) is committed to delivering world-class business education that focuses on African context and is ready for the Fourth Industrial Revolution (4IR). JBS is purpose driven for sustained impact on the social, political and economic changes and challenges of the African continent. Our unique and reimagined approach to business education provides authentic, relevant as well as practical knowledge and skills for SMEs, to positively impact employment creation and economic growth contribution in South Africa and Africa. The JBS MBA aims at training people to grow small- and medium-sized businesses. And in doing so, it creates jobs and expands our economy by promoting the businesses growth. JBS will develop a complete ecosystem to foster new and established entrepreneurs to succeed within an African and innovative market.

EXECUTIVE EDUCATION

In 2019, the JBS offered sixteen executive education programmes for public and corporates alike. Our customised corporate offerings are targeted, and the bespoke interventions are rich in industry insights and reinforced by the latest innovative 4IR thinking. Some of the topics covered in 2019 include: Shared value; Innovation;

Project management; Strategic planning, thinking and implementation; Behavioural economics; The art of storytelling; The manager's toolkit and Coaching and mentoring.

Committed to delivering world-class business education that focuses on the African context

MASTERCLASSES

Masterclasses offered included, inter alia, Barriers to entry and the link between competition; Regulation and inclusive growth for SMEs; Leadership principles; Strategy series; Coaching and mentoring; Innovation series; Generating shared value; and Customer centricity. (1)

WOMEN ENTREPRENEURSHIP AND LEADERSHIP FOR AFRICA (WELA)

The Women Entrepreneurship and Leadership for Africa (WELA) Programme

is presented in partnership with the JBS and China Europe International Business School (CEIBS). It is a practical, applied programme that examines the issues, challenges and opportunities women face in creating, managing and leading companies in Africa. The programme is specifically designed for women entrepreneurs and is focused on enabling them to identify business opportunities as well as maintain viable and sustainable enterprises. In 2019, JBS had its first cohort and travelled to China where they joined women from across Africa. They had the opportunity to gain knowledge and insight, network and visit notable places such as the Yiwu International Trade City and the world's largest retailer and e-commerce company Alibaba. (2)



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POSITIONING JBS FOR THE LAUNCH OF THE MBA JANUARY 2020

The Johannesburg Business School in the College of Business and Economics at the University of Johannesburg took a fresh approach on the future of business, specific to the context of doing business in South Africa, and Africa at large. The MBA is orientated towards business owners and entrepreneurs and family-run businesses that require cutting-edge tools and insights to grow and scale their small- and medium-sized businesses. In addition, it is also for professionals that work with and consult to small- and medium-sized enterprises (SMEs), to integrate them into the broader value chain.

Eleven MBA information sessions were hosted in the second half of 2019 and on 22 January 2020 the new inaugural MBA was launched with a cohort of 80 students. The MBA has two streams, namely the Weekender and an innovative Early Bird class. With a subtle departure from conventional general management studies, the MBA focuses on growing and scaling businesses in the South African and African context. Moreover, it has a strong practical orientation, taught by local and international faculty, who are recognised for their excellence in teaching and who have also contributed extensively in industry.

CENTRE FOR AFRICAN BUSINESS (CAB)

The Centre's principle activity is to develop and publish contextually relevant case studies and it is committed to the decolonisation of teaching, learning and the broader curriculum – using Africa-specific examples and outputs. Another important area of focus for the Centre is research focused on Africa, through the publication of opinion editorials, white papers and journal articles.



The Centre also presents various events, short courses and learning immersions linked to its research outputs and is geared towards driving the Pan-African agenda and strategy of the Johannesburg Business School and the College of Business and Economics at large.

The Centre collaborates with other research centres at the University, and beyond, in establishing and fostering African business and networks of experts. In 2019, the Centre for African Business hosted seven workshops and seminars, including; Strategising for informal economies, Geopolitical and country risk until 2024, Introduction to blockchain for business, and AABS-JBS Case Study Writing Workshop. (3)

CENTRE FOR ENTREPRENEURSHIP (CFE)

The Centre for Entrepreneurship strives to be an internationally recognised centre of excellence in discovering, developing, initiating and implementing innovative and value-adding small and medium enterprises development programmes. Firstly for the Soweto and greater Johannesburg areas, but also for Gauteng, South and Souter Africa. One of the more notable events CAB hosted was 'Does democracy work for business in Africa?' with esteemed speakers such as former President of Liberia Ellen Johnson Sirleaf and former President of Nigeria Olusegun Obasanjo. The Centre seeks to be at the forefront of entrepreneurship – in how we assist our entrepreneurs; work with our students; through the partners we bring to entrepreneurship ecosystems; in innovative thought-leadership;



JBS
JOHANNESBURG
BUSINESS SCHOOL

Our Entities and Activities

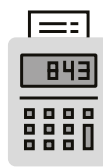


ground-breaking research; and creating new initiatives, programmes, events and concepts to continually grow entrepreneurship. We believe in combining the best talent in academic thought-leadership with practical programmes on the ground that work.

Recognising the Centre's role as a key player in the entrepreneurship ecosystem, we are committed to developing and implementing strategic programmes to enable the target markets to 'graduate' from their existing very small enterprise (VSE) status to a small and medium enterprise (SME) status with higher levels of operations and profitability.

As the world of business celebrated Global Entrepreneurship Week on 21 November 2019, the Centre, in partnership with Thebe Foundation, launched a Business Summit initiative. The initiative will enable aspiring black entrepreneurs to gain access to significant supply chains. The Centre also engaged 1 181 SMEs through the following hosting events, such as the Dr Richard Maponya Think Tank and Lecture, Thebe Foundation Trust and UJCE Business Summit, Student Entrepreneurship Thursdays and the Student Entrepreneurs Market, Start-up Grind Johannesburg and Let's Talk Business Workshop.

School of Accounting



AMANDA DEMPSEY
Director, School
of Accounting

OVERVIEW

The School of Accounting is a leader in the country in the field of professional education in accounting. Accordingly, we are extremely proud to have over the years consistently been producing the highest number of black students of residential universities in the annual SAICA ITC exams. As we contribute to the growth of the accounting profession, our key focus areas tie in with the national imperatives of addressing skills shortage and nation building. We challenge and update the curriculum regularly to ensure that we stay at the forefront. The School implements the latest teaching methods using blended learning and taking cognisance of the opportunities of the Fourth Industrial Revolution. Our programmes change the landscape of Accounting education in South Africa.

ITC RESULTS 2019

The SAICA ITC results for 2019 confirmed the School's leadership position in transforming the accounting profession in South Africa. Following the June results, the School has an overall pass rate of 92.3% for the 2019 ITC cohort, and once again produced the highest number of successful black candidates of all residential universities nationwide. The results confirmed the School's leadership position in

transforming the Accounting profession in South Africa with a combined number of 155 black candidates passing the SAICA ITC exams in 2019.

Our key focus areas tie in with the national imperatives of addressing skills shortage and nation building.

ACCREDITATIONS AND AFFILIATIONS

Our qualifications are accredited by professional bodies including the:

- South African Institute of Chartered Accountants (SAICA). Although SAICA is a national professional body, an international dimension exists by virtue of the reciprocity agreements between itself and several foreign professional accounting bodies that allow South African candidates qualifying as chartered accountants to work in various other countries.
- Chartered Institute of Management Accountants (CIMA).
- Association of Accounting Technicians (AAT).
- Association of Chartered Certified Accountants (ACCA).
- South African Institute of Professional Accountants (SAIPA).
- South African Institute of Tax Practitioners (SAIT).

Our affiliations include:

- The South African Institute of Chartered Accountants (SAICA) has been on a drive to make the CA(SA) qualification accessible through the accreditation of previously disadvantaged institutions.
- The University of Venda (UNIVEN) in the Vhembe region of Limpopo and the University of Johannesburg (UJ) entered into a Memorandum of Agreement in 2014. The partnership between the Departments of Accountancy in the two institutions was established in collaboration with SAICA and BANKSETA with the aim to mentor UNIVEN towards the accreditation of their BCom degree for the CA(SA) qualification. In October 2019, SAICA accredited the UNIVEN undergraduate programme for the training of prospective CAs(SA).
- The Department of Accountancy continues to contribute to the development of the chartered accounting profession in the Southern African Development Community Region (SADC). We are in a collaborative partnership with the Namibia University of Science and Technology (NUST) to assist their institution towards obtaining accreditation by its local professional accounting body, the Institute of Chartered Accountants of Namibia (ICAN).

SAICA AND SCHOOL OF ACCOUNTING LAUNCHES 100% ONLINE SHORT LEARNING PROGRAMMES

The South African Institute of Chartered Accountants (SAICA) and the School of Accounting in 2019 launched a first-of-its-kind series of short online learning programmes to equip accountants with skills to navigate the Fourth Industrial Revolution (4IR). 4IR for Accountants is the first of a suite of four courses designed especially for CA(SA)s to assist them in their lifelong learning journey to adapt to the technological world we live in today. This fully online course introduces the Fourth Industrial Revolution by exploring key topics within this realm. These topics include artificial intelligence, machine learning, natural language processing, blockchain and ethics. (1)

STAFF ACCOMPLISHMENTS

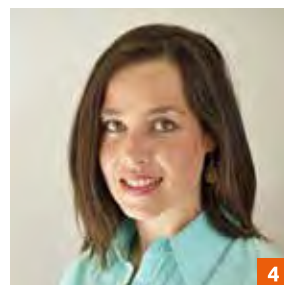
Exceptional School of Accounting staff accomplishments in 2019 include:

- Muneer Hassan was part of the Budget 2019: TAX Panel, post the national budget speech (2)
- Prof Danie Coetsee was announced as Best Professor in Accountancy Studies at the South Africa Education Leadership Awards 2019 presented by the World Education Congress. (3)
- Prof Monique Keevy was awarded a commendation for her contribution to teaching and learning in higher education South Africa. The awards were presented by the Council on Higher Education (CHE), Higher Education Learning and Teaching Association of Southern Africa (HELTASA) National Excellence in Teaching Awards Committee. (4)
- Prof Tankiso Moloi received the Vice-Chancellor's Award 2019 for the Most Promising Young Researcher of the Year. (5)
- Prof Tankiso Moloi was awarded an Award of Meritorious Service by the Association of Forensic Accounting Researchers (AFAR) for contributing to the growth of Forensic Accounting, Fraud Examination, Auditing, and Allied Professions in Africa
- Prof Tankiso Moloi was invited to serve on the Economic and Management Sciences National Research Fund (NRF) standing panel.

STUDENT ACCOMPLISHMENTS

In the 2019 Chinese Bridge Proficiency Competition held in KwaZulu-Natal at the Durban University of Technology (DUT) Confucius Institute, Ilse Smit, a third-year BAcc student (registered for HSK IV), won the first prize. (6)

BAcc third-year student, Mr Bonginkosi Kalipa, was the overall winner of the SAICA Student Leadership Summit 2019. His Team 3 Farm project addresses two big problems: hunger and poverty with a focus on the Eastern Cape province. The aim is to bridge the gap between poverty, hunger and conflict by utilising



undeveloped land to produce vegetables and use this produce to earn an income to uplift the living standards of the community. (7)



Ruey Shuan (James) Chang was announced as one of the top ten finest at the GradStar SA Awards 2019.

The UJ Intangibles Team, mentored by Amanda Mhlongo, Dr Adele Oosthuizen and Kevin Thomas, competed in the final round of the CGMA Emerging Leaders competition as one of the TOP 3 in the country. (8)

The Postgraduate Diploma in Accounting Sciences (CTA) 4IR Project saw the CTA students addressing the role of artificial intelligence, big data and block chain technology on the accounting profession. Particularly, the opportunities and threats of these on both to the profession and the accountant, in preparing future accountants to be beneficiaries of the Fourth Industrial Revolution (4IR). (9 and 10)

Excellent student performance was recognised at the annual Student Merit Awards, supported by various industry partners. (11)

ALUMNI RELATIONS AND ACHIEVEMENTS

In September 2019, the Department of Commercial Accounting hosted its first Alumni Homecoming function where students and lecturers reconnected. (12)

The Overall Winner of the SAICA Top 35-under-35 Competition 2019, Ms Mpho Mookapele, obtained her BCom Accounting degree at UJ in 2006. (13)

Ms Judith Kipa, UJ Academic Trainee 2018, was announced as the No 1 candidate in the SAIT Tax Professional ITC Assessment 2019. (14)

SOCIAL RESPONSIVENESS

The Department of Commercial Accounting invests in upliftment initiatives for the community, and staff and students alike play a role in doing so. Our lecturers provided extra classes to high school learners at various schools in Soweto. High school teachers are also empowered through information sessions on accounting teaching approaches and exam preparation. The Department has also adopted Ekukhanyeni Creche in Diepkloof, which receives continuous support through contributions. (15)



School of Consumer Intelligence and Information Systems



OVERVIEW



PROF MERCY MPINGANJIRA
Director: School of Consumer Intelligence and Information Systems

Home to three departments and one centre, the Department of Applied Information Systems, Department of Information Knowledge Management, Department of Marketing Management and the Technopreneurship Centre, 2019 was for the School of Consumer Intelligence and Information Systems (SCiIS) marked by exciting moments and achievements. Some of the School's highlights from the 2019 academic year are discussed below.

(4IR) has brought with it the urgency for human capital to successfully embrace and co-exist with digital technologies.

INTRODUCTION OF THE NEW CONTINUOUS EDUCATION PROGRAMMES

The Fourth Industrial Revolution (4IR) has brought with it the urgency for human capital to successfully embrace and co-exist with digital technologies like never. In 2019, SCiIS introduced new continuous education programmes under the Digital Know-How Short Learning Programmes (SLP) series. The SLPs are aimed at facilitating the development of digital skills that will best serve the needs of South Africa and the continent of Africa in this age of 4IR and beyond. Included in the series are five standalone semester-long SLPs, namely Basics of Data, Programming and Applications in Business, Digital Advertising, Internet-of-Things and Consumer Applications, Virtual Reality and Business Application, and Big Data and Business Applications. With funding support from the

Media Information, Communication and Technology (MICT) SETA, over 90 TVET College lecturers registered for the Basics of Data, Programming and Applications in Business SLP and the Digital Advertising SLP in 2019.



TVET College Lecturers in class at UJ - up-skilling and re-skilling for the 4IR and beyond (1)

CO-HOSTING OF THE 4TH INTERNATIONAL CONFERENCE ON THE INTERNET, CYBER SECURITY AND INFORMATION SYSTEMS (ICICIS)



The Department of Applied Information Systems, in collaboration with the University of Botswana, co-hosted the 4th ICICIS at Sunnyside Park Hotel, Johannesburg, from 31 October to 1 November 2019. The conference was held under the theme 'Business Information Security and Digital Transformation in the Fourth Industrial Revolution'. It brought together national as well as international researchers and practitioners to share cutting edge research and good practice focused on how information and cyber security are being shaped by emerging trends in 4IR.

2019 ICICIS Conference Chair, Prof Kennedy Njenga, addressing some of the delegates (2)



THE SCiIS TECHNOPRENEURSHIP CENTRE GOING ON A HACKATHON WINNING STREAK

#Living4IRHack Winning Team. (3)

The Technopreneurship Centre at SCiIS is a hub that involves students in building innovative technological solutions that address business, economic and societal challenges. In 2019, the Centre through its teams of students and their

mentor Prof Abejide Ade-Ibijola garnered multiple awards at Hackathons held around the country. One of the big wins was the Overall Best Innovation Award received at the #Living4IRHack held at Vaal University of Technology on 28 June under the sponsorship of the National Department of Communications and Digital Technologies. Another big win was being the overall winners in the Local Government Category of the South African State Information Technology Agency (SITA) 2019 NDP Hackathon held at Durban Convention Centre in October 2019.



UJ MARKETING, OFFICIALLY THE MOST IMPACTFUL RESEARCHERS IN AFRICA

A recent analysis of UJ research publication output between 2013 and 2018 in the subject field of marketing, using all science journal classification codes, as well as Scopus data analysis, revealed that UJ leads the continent in the marketing research field!



STUDENTS AND FACULTY RESEARCH, INNOVATION, HONOURS AND AWARDS

Student and faculty research in SCiS continues to attract special recognition. Among the many research honours and awards that SCiS celebrated in 2019 are:

- Best overall Postdoctoral Research Fellow at the College of Business and Economics won by Dr Kenneth Ohei of the Department of Applied Information Systems working under the supervision of Dr Roelien Brink. (4)
- Best Poster Presentation at the Annual CBE Honours Poster Competition won by Courteney Stuart and Cameron Sivalingam (BCom Hons in Marketing Management students) for their poster entitled 'Useful chatbots revolutionise customer satisfaction' prepared under the supervision of Dr Isolde Lubbe. (5)
- Best Student Paper Award received by Dr Paul Issock of the Department of Marketing Management at the prestigious World Social Marketing Conference (WSMC), held in Edinburgh, Scotland, for a paper titled 'Normative influence and effective recycling policy for household waste separation'. (6)
- Best paper award received by Prof Mornay Roberts-Lombard together with his fellow co-authors Dr Olumide Jaiyeoba and Dr Douglas Sivotwa of Botswana for a paper titled 'Predicting entrepreneurial intentions from entrepreneurial self-efficacy and entrepreneurs' personal characteristics: A Botswana perspective', presented at the International Conference on Business and Management Dynamics, held in Swakopmund, Namibia. (7)

Outstanding paper in the 2019 Emerald Literati awards won by Prof Jukka Ojasalo, Visiting Professor from the Laurea University of Applied Sciences in Espoo, Finland, for an article titled 'Service logic business model canvas', published in the *Journal of Research in Marketing and Entrepreneurship*. (8)

The Vice-Chancellor's 2019 Distinguished Innovation of the Year Award won by Prof Abejide Ade-Ibijola and Dr Marius Wait for the 'Learn as you earn' app, which they jointly developed. (9)



STAFF QUALIFICATIONS, PROMOTIONS AND NRF RATINGS

Two of our academic staff members were in 2019 conferred doctoral qualifications. They are Dr Nombulelo Dilotsotlhe, PhD, University of Witwatersrand (10), and Dr Nicole Cunningham, PhD, GIBS, University of Pretoria. (11)

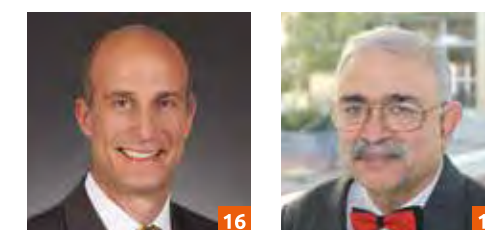
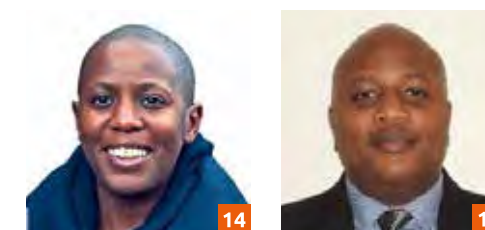
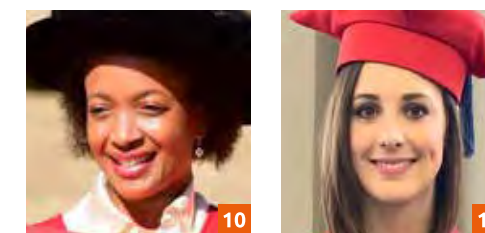
Prof Abejide Ade-Ibijola (12) and Prof Daniel Maduku (13) were in 2019 promoted from Senior Lecturer to Associate Professor.

Promoted to Associate Professor: Dr Mpho Raborife (14) and Prof Kennedy Njenga's applications for NRF rating were successful. Dr Raborife received the Y2 rating, while Prof Njenga (15) received C3 rating.

INTERNATIONAL AND INDUSTRY COLLABORATION

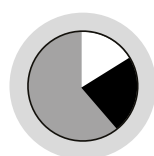
SCiS values the involvement of international academics and industry in its academic project. To this end in 2019 SCiS hosted several international academics including:

- Scott Leeb, Director of Knowledge Management at Fragomen, USA. Scott is a renowned international expert in Knowledge Management. He has worked in Fortune 500 companies, the IMF and the World Bank in growing their knowledge management capabilities. During the 2019 visit, he presented a public lecture on 'Building early warning systems: Leveraging competitive intelligence in the data science age' organised by the Department of Information and Knowledge Management. (16)
- Prof Naresh Malhotra, Distinguished Visiting Professor, UJ, Regents' Professor Emeritus, Scheller College of Business, Georgia Institute of Technology, USA. (17)
- Prof Goran Svensson, Professor Kristiania University College, Norway. Editor of the *European Business Review*. (18)
- Prof Jukka Ojasalo, a Professor at Laurea University of Applied Sciences in Finland. He is also Adjunct Professor at Helsinki University and alto University. (19)



- The School has an Industry Advisory Board which brings together businesspeople, entrepreneurs and professionals to assist the School in its efforts to achieve excellence in its key performance areas. SCiS Industry Advisory Board members: Mr Musa Kalenga- IAB Chair; Dr Melanie van Rooy – IAB Vice Chair, Ms Ada Blignau, Dr Happy Sithole, Ms Katherine Madley, Mrs Malese Brenda Ndhlovu, Mr Molise Moloi, Ms Nonkululeko Ndlazi, Mr Tebogo Mabitsela. (20)

School of Economics



OVERVIEW



PROF HARDUS VAN ZYL
Director: School
of Economics

The School of Economics is a main research-focused unit within the College of Business and Economics. We house undergraduate and postgraduate academic programmes as well as three research centres, namely the Centre for Competition, Regulations and Economic Development (CCRED), the Centre for Local Economic Development (CENLED) and the Public and Environmental Economics Research Centre (PEERC).

SCHOOL HIGHLIGHTS 2019

The School of Economics has maintained its fourth position for economic departments in South Africa in the highly RePec ranking. This ranking only considers the quality of research publications in highly ranked economic journals. We are ranked with the University of Cape Town (UCT), University of Stellenbosch Business School (USB), University of Pretoria (UP) and the University of the Witwatersrand (Wits) in the top five South African universities.

The School of Economics broke into the top 500 of the QS rankings per subject. Only six subjects in UJ received a top 500 QS ranking. Only five Schools of Economics on the continent of Africa are listed in the top 500 QS ranking (four in South Africa and one in Egypt).

The School of Economics has maintained its fourth position for economic departments in South Africa in the highly RePec ranking.

The School of Economics had a successful Thursday Seminar series, which included presenters from the World Bank, City University of New York, University of Cambridge, National Treasury, South African Reserve Bank, UNCTAD and various South African Universities and presenters from the private sector.

FOURTH INDUSTRIAL REVOLUTION (4IR) FOOTPRINT

We have substantially increased our 4IR footprint as evident in the Centre for Competition, Regulations and Economic Development (CCRED) initiatives:

- An expert panel on the regulation of digital platforms for economic development that was also attended by the Minister of Economic Affairs.
- The ACER Conference focused on 4IR matters in the competition and regulation space, such as new forms of market power in the era of big data, rules for data ownership and privacy as well as harm to competition from digital platforms.
- The Industrial Development Think Tank investigated themes such as a survey of digital skills requirements in manufacturing, machinery and equipment masterplan, economic regulation and competition in digital platforms policy briefs as well as structural transformation in industrial development.



STAFF ACHIEVEMENTS

CCRED, in collaboration with the SARCHI Chair of Prof Fiona Tregenna, is responsible to draft the new industrial policy for South Africa. (3)

Prof Johane Dikgang received the Water Research Commission Top Achiever Award: Knowledge Tree Awardee (Category: Transformation & Redress). (4)

Dr Marius Venter has been appointed by the Minister for Small Business Development as the deputy chairperson of the Small Enterprise Development Agency and by the Chief Director DHE on the advisory committee of the Ministerial Committee in respect of Entrepreneurial Universities. (5)

Prof Erika Kraemer-Mbula received a Fellowship by the Women for Africa Foundation, under its programme SCIENCE BY WOMEN. (6)

Prof Erika Kraemer-Mbula was awarded a SARCHI Chair in Innovation Economics.

The Council of the Economic Society of South Africa awarded the J.J.I. Middleton medal for the best article published in the *South African Journal of Economics*, to Prof Kevin S Nell for his paper entitled, 'Re-examining the role of structural change and nonlinearities in a Phillips curve model for South Africa'. (7)



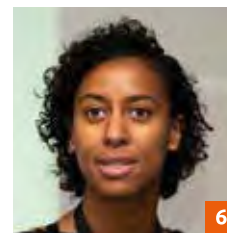
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DR THANDO VILAKAZI

Director Centre for Competition, Regulation and Economic Development (CCRED)



DR JOHANE DIKGANG

Director of the Public and Environmental Economics Research Centre (PEERC)



PROF MARIUS VENTER

Director of the Centre for Local Economic Development (CENLED)

CONTINENTAL AND INTERNATIONAL RESEARCH FOOTPRINT

The School of Economics experienced a substantial increase in its Pan-African and international research collaboration activities. Collaborations include:

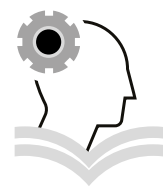
- Centre for Competition, Regulations and Economic Development (CCRED): University of East Anglia UK, College of Business & Economics, University of Rwanda, Copenhagen Business School, Industrial Development Corporation, National Treasury, United Nations University, University of Edinburgh, University of London, Zimbabwe Economic Policy Research Unit.
- Public and Environmental Economics Research Centre (PEERC): African Association of Environmental Economists, Duke University, Environment and Climate Research Centre Ethiopia, European Association of Environmental & Resource Economists, Lilongwe University of Agriculture and National Resources Malawi, Luxembourg Institute of Socio-Economic Research, Makerere University Uganda, Nordic Africa Institute, South African Local Government Association, United Nations University Ghana, University of California, University of Dar es Salaam Tanzania, University of Gothenburg, University of Kinshasa DRC, University of Nairobi, University of Washington.
- Centre for Local Economic Development (CENLED): Africa Centre of the Pascal International Observatory, Economic Development Council of South Africa, Hermanus Varsity Trust, Higher Polytechnic and Technology Institute Mozambique, International Economic Development Council, Philippine Normal University, Sol Plaatje Municipality, The British Council, The Global Institute, University of Mpumalanga, University of Rwanda, University of Zululand, Wroclaw University of Economics in Poland.

ACADEMIC EMPLOYEES' RELATIONSHIPS

New Development Bank, China, African Economic Research Consortium, American University Egypt, Baze University in Nigeria, Central Bank of Namibia, Centre for Innovations in Regional Economic Development, Gauteng Growth and Development Agency, HEM Research Centre Morocco, Institut National de Statistique et d'Economie Appliquee Morocco, Institut Supérieur Pédagogique DRC, Mount Kenya University Kenya, Strathmore University Kenya, Université des Antilles Guadeloupe, University of Abomey Calavi Benin, University of Kinshasa DRC, University of Las Palmas, Canary Islands, University of Mauritius.



School of Management



OVERVIEW

During 2019, the Departments of Business Management, Finance and Investment Management, Industrial Psychology and People Management as well as Transport and Supply Chain Management were housed within the Johannesburg Business School. Towards the end of 2019, an executive decision was made to establish the School of Management to house these four academic departments. Herewith some highlights of the four departments for 2019.

Department of Business Management

PROGRAMME IMPROVEMENTS

The Department of Business Management implemented major changes to its MCom Business Management (coursework) programme (following a two-year review of its PQM) to firmly differentiate it from the newly established UJ MBA, as well as to strengthen the research component of the programme. The Continuing Education Programmes were also redesigned to enhance internal efficiencies, as well as ensure better articulation into its Advanced Diplomas. The Advanced Diploma in Business Management was successfully rolled out, with the Advanced Diploma in Management to be rolled out in 2020.

The Department recorded its highest ever research performance with over 40 credits.

RESEARCH

The Department recorded its highest ever research performance with over 40 credits.

GLOBAL FOOTPRINT

The Department's global footprint was further strengthened with increased collaboration with partners in Germany, the USA, Kenya and Uganda. An Erasmus+ funded project, the Common Good First Digital Storytelling project, led by Glasgow Caledonian University, was concluded in 2019, with several Storytelling Labs launched across South Africa and Europe. The Department is proud to now host such a lab on the Soweto Campus. Several student exchange programmes were secured or remain active, most prominently with the University of Groningen in the Netherlands, as well as Glasgow Caledonian University in Scotland.



ACHIEVEMENTS

Prof Poee (1) and Dr Munyai (2) received the Best Paper Award (First Runner-Up) at the International Business Conference in Hermanus.



Department of Finance and Investment Management

STAFF ACHIEVEMENTS

Two academics of the Department of Finance and Investment Management, Chioma Okoro (3) and Andre Kruger (4), graduated with doctorate degrees and Mosili Lepheana was offered an exchange programme to be a visiting scholar at the University of Florida as part of her doctoral studies.



STAKEHOLDER ENGAGEMENT

Opportunities and funding (in partnership with BANKSETA) were offered to students to gain additional skills needed by the financial industry and enhance their marketability.

The Payment Association of South Africa (PASA) Certificate in Foundational Payments course was offered to 37 students. Louise Brown received an award for being one of the Top 5 students overall for 2019.

The Investment Operations certificate of the Chartered Institute for Securities and Investments Internationally (CISI) was offered to 40 students from the Diploma in Financial Services Operations (DFSIO) to become associate members of CISI and use the professional letters ACSI. In total, 10 students from the above opportunities passed with merit.

Funding was secured from INSETA to settle the debt of approximately 40 first-year BCom Finance students.

The Department partnered with local and international stakeholders, such as Mana Holdings, to develop seven SLPs to be offered to candidate valuers to become professional valuers. Schroders offered an internship programme to UJ students and the University College of Estate Management (UCEM) in the UK to collaborate and exchange research and academic content on real estate. This relationship will also strengthen its application for accreditation with the Royal Institute of Chartered Surveyors (RICS).

Departmental personnel attended the South African Property Owners Association conference and was awarded the Best Small Stall at the conference.

Department of Industrial Psychology and People Management

The positive attitude of staff and students, as well as their pride in their institution is reflected in the outputs delivered.

OVERVIEW

The Department of Industrial Psychology and People Management (IPPM) honours and master's programmes are regarded as flagship programmes and set the Department apart from similar departments at other institutions. The positive attitude of staff and students from all campuses as well as their pride in their institution is reflected in the outputs delivered.



The Department of Industrial Psychology and People Management Team

PROGRAMME REVIEW

The Human Resource Management Programme in the Department of Industrial Psychology and People Management was fully accredited for five years by a review panel of the South African Board for People Practices (SABPP) during May. The panel reviewed all undergraduate and postgraduate qualifications offered by the Department and considered teaching and learning, research and supervision, leadership and administration and industry partnerships. The panel made positive recommendations and provided radiant feedback.

STAFF ACHIEVEMENTS

Prof Crystal Hoole (5) was appointed as Editor-in-Chief of the *SA Journal of Industrial Psychology*, to take up the position in 2020. SAJIP is a significant and cutting-edge, peer reviewed journal listed on Scielo SA, Scopus and IBSS.



Department of Transport and Supply Chain Management



PROGRAMME IMPROVEMENTS

The Department of Transport and Supply Chain Management rolled out two new Advanced Diplomas (Transportation and Logistics, respectively), both face to face and online.

PROJECTS AND EVENTS

During 2019, the Department, in collaboration with the Transport Forum, co-hosted four annual Transport Special Interest Group seminars. Of importance was the seminar held in October in support of National Transport Month, which focused on experiences of planning and implementation of the bus rapid transit (BRT) systems in South Africa. (6)



The College of Business and Economics, in collaboration with the Department and the Department of Civil Engineering at the University of Pretoria, co-hosted a conference themed 'Transport and 4IR' for the BRICS Association of Rectors of Transport Universities (ARTU). The partnership and the event resulted in the establishment of a platform to enhance collaboration in transport education among BRICS universities. (7)



STUDENT ACHIEVEMENTS

Three students, one of each qualification offered by the Department, received achiever awards for their outstanding achievements.



The BCom Honours students attended the annual Maritime Tour to the Port of Durban that included site visits to major transport and logistics companies. The students visited Transnet's Maritime School of Excellence ship simulator and boarded an MSC Vessel. (8)

Miss Nadine Farquharson was awarded the third prize in the CBE poster competition with her research poster titled: 'The effects of Internet of things on the road freight industry'. This was a first-time achievement for the Department. (9)



One hundred and ninety-two Transnet Freight Rail employees, enrolled for various Railway Operations Management qualifications (certificates to master's degrees) offered by the Department in collaboration with the Glasgow Caledonian University (GCU), graduated in 2019. Five master's degrees were conferred. (10)



School of Public Management, Governance and Public Policy





PROF CHRISTELLE AURIACOMBE
Director: School of Public Management, Governance and Public Policy

OVERVIEW

The School of Public Management, Governance and Public Policy (PMGPP) holds national recognition as one of the most successful local government training institutions and are gaining international recognition. The School continuously aims to build on best practices. During 2019 the School established and strengthened important and mutual beneficial continental and international partnerships and relationships. The School is very proud of our small, but highly efficient, dedicated, and accomplished employee cohort.

STAFF ACHIEVEMENTS

Prof Danielle Nel was appointed as an Independent Non-Executive Director of the Directors Association as an advisory board member. The Directors Association is a non-profit independent professional body that educates, equips and places non-executive directors on various boards across the country.

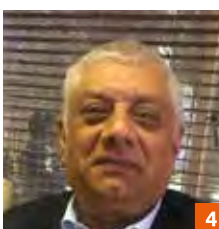
Prof Danielle Nel (1) was appointed as Chief Editor of *Administration Publica* a DHET accredited journal in November 2019.

Prof DE Uwizeyimana (2) and Dr D Ukwandu (3) presented a publication facilitation workshop at the National University of Science and Technology (NUST) Graduate School of Business (GSB) between 26 and 28 March 2019. It was also a purpose of the visit to discuss the operationalisation of a signed MOU entered into between UJ and NUST on academic collaboration.

Prof Mahomed Jahed (4) was appointed on the Board of Directors of the NEPAD Business Foundation (NBF), one of Africa's leading membership-based foundations, which promotes sustainable economic and social development on the continent. The NBF is a non-profit company that mobilises private sector support for the implementation of New Partnership for Africa's Development (NEPAD) goals.

Prof Shikha Vyas-Doorgapersad (5) was interviewed by Soweto TV together with the Executive Mayor to analyse and unpack the State of the City address speech. The interview telecasted on Soweto TV channel 251 on Thursday 2 May 2019 at 20:30.

The Road Traffic Management Cooperation (RTMC), an entity that reports to the Minister of Transport, invited Dr Sydney Mufamadi (6) to chair a peer review panel to review a report produced by a review committee to streamline the management of road traffic enforcement and to improve coordination between the various spheres of government dealing with road traffic regulation.



The School is very proud of our small, but highly efficient, dedicated, and accomplished employee cohort.

SCHOOL'S GLOBAL FOOTPRINT AND STAKEHOLDER ENGAGEMENT

Dr Christelle Auriacombe and Prof Vain Jarbandhan facilitated a research publication workshop for RALGA in Kigali Rwanda on 26 -28 February 2019. (7)

Dr Sydney Mufamadi entered into a contract with TRACE in order to establish leadership and mentoring CEPs for leaders and emerging leaders in Zimbabwe, mainly drawn from civil society.

Prof Christelle Auriacombe and Dr Ronel Toerien were invited by the Humanitarian Affairs Asia in Malaysia for a networking opportunity for academic staff and students with UN stakeholders and international NGOs on 29 July to 10 August 2019. (8)

Prof Christelle Auriacombe and Shikha Vyas-Doorgapersad visited the Vrije Universiteit Amsterdam, Netherlands, on 4 June 2019 to operationalise a partnership to be entered into in 2020. The partnership entails an academic fellowship with the objective to support joint prospective PhD students. (9)

Prof Christelle Auriacombe and Shikha Vyas-Doorgapersad were invited to visit the Central European University (CEU), Budapest, Hungary, on 2 June 2019 to discuss future professional and research collaboration. (10)

Prof Vain Jarbandhan and the Dean of Social Science, Arts and Humanities (KTU), Dr Ainius Lasas signed an MOU for future professional and research collaboration. (11)

COMMUNITY ENGAGEMENT

The following community engagement projects have been carried out by the School:

- A Re Sebitseng Clean Up Campaign with Johannesburg City Parks and Zoo on 11 May 2019. (12)
- The Gauteng Provincial Legislature Speaker invited the BA honours students on 7 March 2019 to participate in a Monitoring and Evaluation discussion. (13)



- Students were invited to participate in the Gauteng Provincial Legislature hearing for money bills on 12 March 2019. (14)
- Students participated in the Ethembeni Children's Home community activity, on 21 September 2019. (15)
- Students participated in the Bertrams Skills Centre community activity on sustainable urban farming on 26 October 2019. For this project, our students were involved in indoor or urban farming. The purpose of this community engagement was to teach our students about sustainable development and urban farming. (16).
- Six SPMGP students participated in a student leadership outbound community service programme of Humanitarian Affairs Asia in Malaysia on 29 July to 10 August 2019.
- Student breakfast with the GPL Speaker on 15 August 2019.

STUDENT DEVELOPMENT AND RESEARCH FOOTPRINT

Nkosingiphile Mkhize, a master's student, participated in the 2019 Association of Southern African Schools and Departments of Public Administration and Management (ASSADPAM) by presenting papers and attending the Emerging Researcher Workshop. (17)

Tinashe Mukonavanhu, a doctoral student, participated in a symposium focusing on Pan- African leadership in Cape Town. The Africa Month Public Symposium, held in Cape Town, was hosted by the African Union (AU) African Peer Review Mechanism (APRM) in collaboration with the University of Cape Town (UCT) Convocation and the Nelson Mandela School of Public Governance (NMS). The APRM is an autonomous entity of the AU, whose mandate is to promote and encourage conformity with regards to political, economic and corporate governance values, codes and standards, among African countries and the objectives in socio-economic development.

Jerome Patience, a doctoral student, participated in the International Association of Schools and Institutes of Administration (IASIA) Conference in Lisbon, Portugal. Mr Patience presented his research article with the topic 'Variables Influencing Participatory Budgeting in the City of Ekurhuleni'.

Mr Phenyio Blom, an honours student, presented a paper, 'The Management of Public Debt by the National Treasury of South Africa' at the City of Johannesburg, organised by the Directorate Strategy and Relations of the City of Johannesburg.



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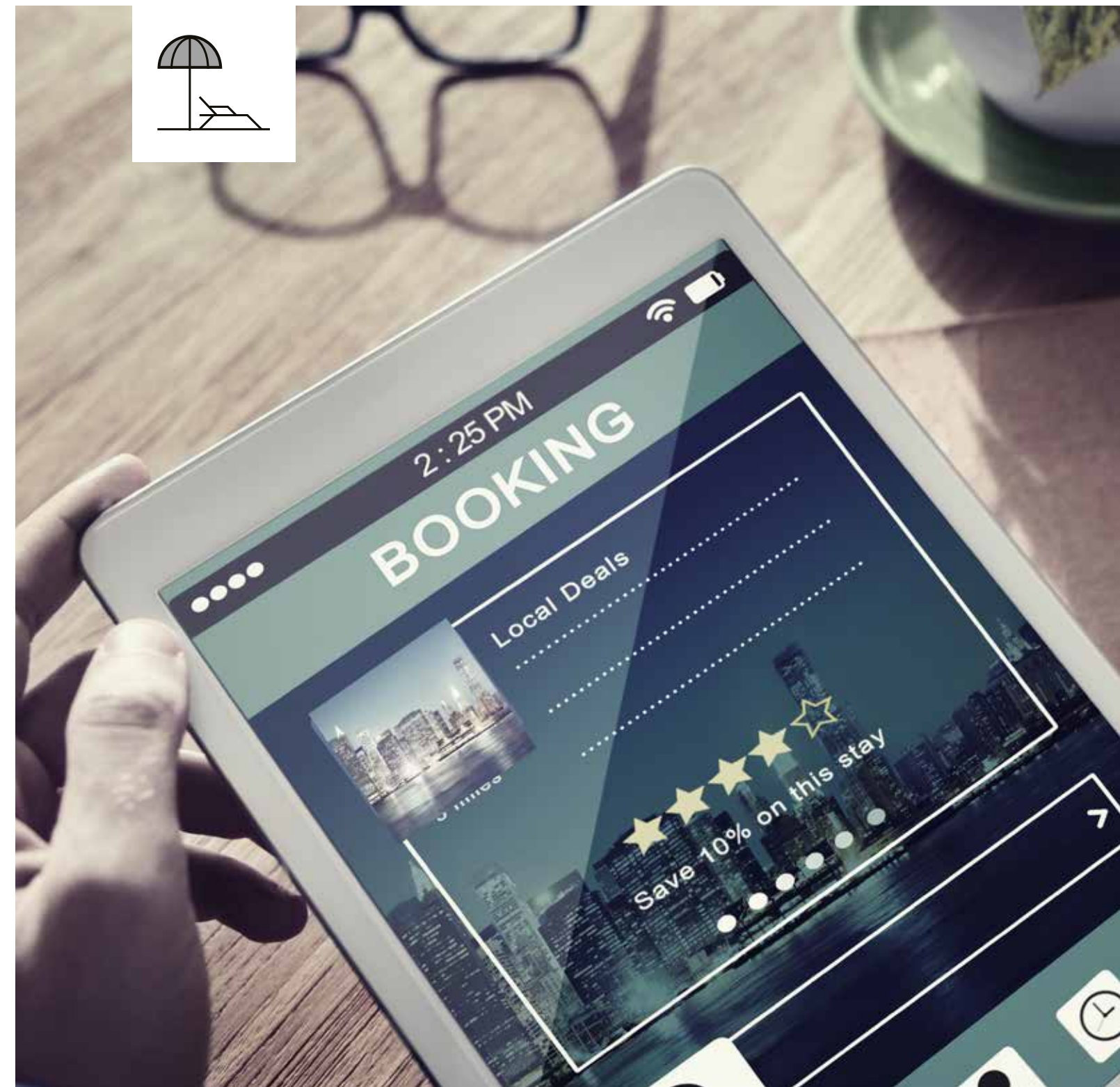


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School of Tourism and Hospitality





DR DIANE ABRAHAMS
Director: School of
Tourism and Hospitality

OVERVIEW

2019 was no ordinary year for the School of Tourism and Hospitality (STH) as it coincided with the 50th anniversary of one of its legacy institutions – the Hotel School TWR – or the “Wits” (Witwatersrand) Hotel School as it was fondly known. The School’s celebration of this milestone, celebration of excellence in tourism and hospitality education, was among the many highlights of the 2019 academic year.

Master’s student and assistant lecturer won top prize at the Young Talents event at the World Tourism Forum in Lucerne, Switzerland (1).

Academic top achiever, Master of Tourism and Hospitality student and assistant lecturer for Tourism, Ms Refiloe Lekgau, won the prestigious Young Talent Award at the 6th World Tourism Forum (WTFL) Lucerne, Switzerland. Delegates from over 80 countries – including CEOs, ambassadors, investors, academics and young professionals – deliberated on key themes such as innovation, talent and diversity management. Of the 70 applications received for the WTFL Young Talent Programme, Ms Lekgau’s research paper titled ‘Perceived socioeconomic impacts of wildlife tourism’ was shortlisted into the top 12. She was ultimately selected one of three winners of the competition.

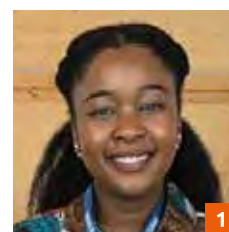
STH REMAINS NUMBER ONE IN AFRICA AND PROGRESSED TO EIGHTEENTH POSITION IN THE WORLD

The STH remains a significant contributor to the College of Business and Economics research output, boasting more than 105 research output units in the 2019 academic year. In this year under review, the School continued its drive to grow its international research associates’ network – with more than 40 associates from 36 universities affiliated with the STH. The School further hosted an International Research Associates Conference, which attracted top tourism and hospitality scholars. The conference was focused on progressive tourism and hospitality. (2)

Finally, the STH maintained the number one ranking in Africa – in the QS Ranking for Hospitality and Leisure studies – and improved its Shanghai Global Ranking from 34th in 2017, 20th in 2018 and 18th in 2019.

FERL TALKS 4IR AND TECHNOLOGY

On 17 October 2019, the Food Evolution Research Laboratory (FERL) collaborated with the National Society of South Africa (NSSA) to host a joint symposium titled, The Evolution of Diets: How will technology impact our eating habits? The symposium was held with a focus on the diet transition over the years and what was likely to come. Key topics covered included nutrition transition and the impact technology will have on diets, specifically linked to issues of obesity and non-communicable diseases (NCDs) (3).



1



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The STH remains a significant contributor to the College of Business and Economics research output, boasting more than 105 research output units in 2019.



4

FERL Director and STH Senior Lecturer, Dr Hema Kesa (4), was appointed (by UNICEF) to work with UNICEF and the Department of Basic Education (DBE) to assist in developing national nutrition guidelines for all foods and beverages sold or provided in schools. This was to support the prevention and control of overweight and obesity and improved dietary diversity among

school children in South Africa. The objective of this initiative was to contribute to the improvement of all forms of malnutrition of school-going children by creating an enabling environment to address barriers to making healthy food choices and behaviours, which will contribute to improved learning and the overall health of school-going children. The outcome of this process will produce national school nutrition guidelines and a key message document for the various stakeholders.

STH MARKS ITS 50TH ANNIVERSARY OF THE FORMER TECHNIKON WITWATERSRAND HOTEL SCHOOL TO THE CURRENT UNIVERSITY OF JOHANNESBURG, SCHOOL OF TOURISM AND HOSPITALITY

Reminisce. Rethink. Reimagine. This was the theme of the STH Alumni and Industry Stakeholder events hosted on 18 September 2019 in acknowledgment of the School’s rich history in terms of tourism and hospitality education.

The events aptly took place during Tourism Month and incorporated dialogue sessions on contemporary matters, such as 4IR, sustainability and inclusive development with participation by key industry role-players, academia and alumni; a tour of the facilities, an endowment fundraising challenge; and celebratory networking evening. (5 and 6)



5



6



THE STH KERZNER FACILITIES AWARDED 4-STAR GRADING

STH made history in 2019 by becoming the first institution to be awarded 4-star grading for its Meetings, Exhibitions and Special Events (MESE) venues by the Tourism Grading Council of South Africa. The commercial arm of the STH, trading under the name, The Kerzner@UJ, boasts state-of-the-art conferencing, banqueting, function, coffee shop and restaurant facilities.

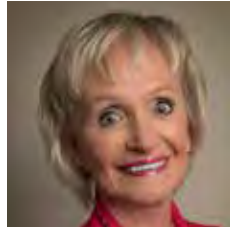


COMMUNITY ENGAGEMENT

The STH is actively involved in the University's community engagement programmes. Second-year students and staff contributed to the tinned food collection and clothing donation drive. All contributions went to the Tsepang Orphanage Outreach Programme.

DHET-NRF SARChI Chair in Entrepreneurship Education





PROF CECILE NIEUWENHUIZEN

The DHET-NRF SARCHI Chair in Entrepreneurship Education was awarded to Prof Cecile Nieuwenhuizen as chairholder and commenced its activities in July 2019. The Chair is closely aligned with the Department of Business Management. The research focus areas are Post-school entrepreneurship education and training; Entrepreneurial framework conditions; Entrepreneurship and innovation; Corporate entrepreneurship and high growth ventures.

Articles, conference papers, chapters in books and case studies published include:

- Nieuwenhuizen, C. 2019. The Effect of Regulations and Legislation on Small, Micro and Medium Enterprises in South Africa. *Development Southern Africa*, 35(6), 666-677.
- Schachtebeck, C., Groenewald, D. & Nieuwenhuizen, C. 2019. Intrapreneurial orientation in SMEs: Development of a South African measuring instrument. *Acta Commercii*, 19(2), 1-13.
- Makka, A.M. & Nieuwenhuizen, C. 2019. Foreign Direct Investment Plans of Multinational Enterprises Currently Operating in South Africa. *Acta Universitatis Danubius*, 15(7), 90-107.
- Bronkhorst, S. & Nieuwenhuizen, C. 2019. Globalization, internationalization and export opportunities for South Africa. *10th International Trade & Academic Research Conference (ITARC)*, 14-15 October 2019, London-UK.
- Musara, M. and Nieuwenhuizen, C. 2019. Development of an Integrative Business Model Innovation Framework. *14th European Conference on Innovation and Entrepreneurship (ECIE)*, 690-698. Kalamata, Greece.
- Bronkhorst, S. and Nieuwenhuizen, C. 2019. The South African Forestry Industry with Possibilities of Entering the International Hardwood Industry. *American Society of Business and Behavioral Sciences Conference*, Spain.
- Louw, C. and Nieuwenhuizen, C. 2019. Online, Community-driven E-Commerce Platforms and the Rise of Lifestyle Commerce – a Conceptual Study. *7th Annual Winter Global Business Conference*, Tignes, France.
- Nieuwenhuizen, C. 2019. Ch 3 Entrepreneurship Business Management – An African Perspective. Juta: Cape Town. (Editor and one chapter).
- Nieuwenhuizen, C. 2019. Ch 7 Creating Valuable Capabilities. In *Practicing Strategy, A southern African context*. 2nd Ed. Venter, P. (Ed). Juta: Cape Town. (One chapter).
- Nieuwenhuizen, C. 2019. Start-up, development and growth of a family enterprise in two diverse business sectors. *International Family Enterprise Research Association (IFERA)*. Case study.

International collaboration includes supervision of two PhD candidates:

- Chanté van Tonder who was awarded an NRF-Nuffic Doctoral Scholarship. Supervisors Prof Nieuwenhuizen and Dr Schachtebeck (UJ) and Prof Bossink from Vrije Universiteit, Amsterdam.

- Daniella Teles who was awarded a bursary by the Glasgow Caledonian University, Scotland. Supervisors Prof Nieuwenhuizen and Dr Chris Schachtebeck (UJ) and Dr Micaela Mazzaei from Glasgow Caledonian University.

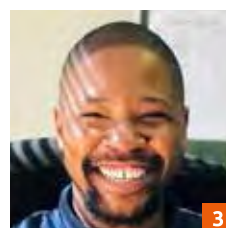
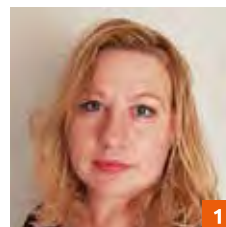
Prof Nieuwenhuizen serves on the International Advisory Board of the Krakow School of Business (KSB) in Poland and is also involved in a collaborative research project on Entrepreneurial Eco-systems with KSB.

Colleagues who recently joined the Chair are Profs Thea Tselepis, Natanya Meyer and Mr Khethukuthula Gumedé.

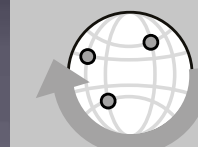
Associate Professor Thea Tselepis' predominantly qualitative research is on entrepreneurial creatives in South African SMEs. She obtained a C3 NRF rating towards the end of 2019. She is an acknowledged social entrepreneur and collaborates mainly on projects relating to the Scholarship of Teaching and Learning with international scholars from the US. (1)

Associate Professor Natanya Meyer to date has published more than 60 peer reviewed articles in national and international journals and conference proceedings. Her research is on entrepreneurial and economic related topics with a focus on females, youth and the enabling environment. She is a co-editor, guest editor, editorial board member and reviewer for several national and international journals and has collaboration links with various Asian and east European universities. (2)

Khethukuthula Gumedé is the Administrative Officer and Research Assistant. He has a BA Politics Degree, Postgraduate Diploma in Labour Law, BA Hons in African Studies and currently pursuing a master's degree in Politics and International Relations. (3)



DST/NRF South African Research Chair in Industrial Development





PROF FIONA TREGENNA

OVERVIEW

2019 was the busiest and most successful year yet for the DST/NRF South African Research Chair in Industrial Development. Various activities centred around our NRF-funded project 'Community of Practice in Innovation and Inclusive Industrialisation', through which we produced 17 papers and reports, five policy briefs, two firm-level surveys, an Evidence Map of Innovation for Inclusive Industrialisation, two master's dissertations and two honours research projects, one of which culminated in a high-level two-day policy colloquium that we hosted in November 2019. An extensive body of policy-relevant research was produced through the Industrial Development Think Tank (IDTT), a collaboration between the Department of Trade, Industry and Competition, the Centre for Competition, Regulation and Economic Development (CCRED) and SARCHI Industrial Development (hosted at CCRED).

TALENT MANAGEMENT

During 2019, our staff complement included Senior Researcher Prof Erika Kraemer-Mbula (until 30 June 2019); Project Manager Kate Francis; administrators Nabila Noor Mahomed, Laura Khumalo, Beverly Magome and Regina Sookayee; many research assistants; and several international research associates and visiting professors.

Postdoctoral Research Fellows hosted at SARCHI Industrial Development during 2019 were Dr Clement Mulamba, Dr Elvis Avenyo, Dr Rajesh Many, Dr Hlalefang Khobai, Dr Oluseye Jegede, Dr Milene Tessarin and Dr Paulo Morceiro. Several honours, master's and doctoral students were hosted at and funded by SARCHI Industrial Development and supervised by Prof Tregenna

and colleagues. We are delighted to have such a large and dynamic team with related research interests, making for vibrant exchange and development of ideas.

EVENTS

We hosted, co-hosted or partnered in hosting a range of successful events, such as:

- The 2019 Rethinking Economics for Africa (REFA) Festival.
- The 2019 TIPS Annual Forum, with the theme 'Innovation and Industrialisation'.
- A public seminar on 'Inequality: Views from the Global South' addressed by Prof Jayati Ghosh (Jawaharlal Nehru University, India), Prof Wei Zhang (Renmin University, China) and Prof Alicia Puyana (Latin American Faculty of Social Sciences, Mexico).
- A public seminar on 'Trade Wars, WTO Trade Talks & the future of multilateralism: Implications for the Developing South and Africa' addressed by Parminder J. Singh (IT for Change, India), Prof Tatyana Fletavnoya (MSU, Russia), Prof Liu Qian (Beijing National University, China) and Pedro Alves (FBG Brasil).
- The South African launch of Prof Keun Lee's book, *The Art of Economic Catch-Up: Barriers, Detours, and Leapfrogging in Innovation Systems*. In addition, we held an interactive policy engagement session with Prof Lee at the Department of Trade, Industry and Competition.
- The Johannesburg launch of Prof Horman Chitonge's book, *Industrialising Africa: Unlocking the Economic Potential of the Continent*.
- Public lectures by international speakers, including Prof Antonio Andreoni (SOAS), Prof Edward Lorenz (Université de Nice Sophia Antipolis), Prof Carlos Oya (SOAS) and Prof Fred Gault (UNU-MERIT).

RESEARCH ACTIVITIES

Researchers at SARCHI Industrial Development produced many outputs during 2019, including from our postdocs and international research associates. One of our PhD students, Rex Asiama, published a journal article titled 'Non-performing loans and monetary policy dynamics in Ghana'. A paper that Prof Tregenna co-authored with Bilge Erten and Jessica Leight, 'Trade liberalization and local labor market adjustment in South Africa' was published in the *Journal of International Economics*, the top-ranked journal in the world in that field. During 2019, Prof Tregenna collaborated on joint research with international scholars, including Prof Zuzana Brixiova (University of Economics in Prague), Dr Thierry Kangoye (African Development Bank), Prof Christopher Cramer (University of London SOAS), Prof Susan Newman (University of the West of England), Prof Marta Bengoa (City University of New York), Prof Edward Lorenz (Université de Nice Sophia Antipolis), Prof Bilge Erten (Northeastern University), Prof Jessica Leight (American University), Prof Antonio Andreoni (University College London), Karmen Naidoo (University of Massachusetts Amherst), Prof Ozge Izdes (Istanbul University) and Dr Arkebe Oqubay (Ethiopian government), in addition to national collaborations within and outside of UJ. All these collaborations have yielded research outputs, published or in progress.

GLOBAL FOOTPRINT

Prof Tregenna spoke at various international events, for example, delivering keynote or plenary addresses at the Forum on Globalisation and Industrialization, hosted by UNIDO and the Kiel Institute for the World Economy (Vienna, Austria); Complexity Economics and Economics of Innovation (Rio de Janeiro, Brazil); The Future of Industrial Work: New Pathways and Policies of Structural Transformation? (Vienna, Austria); the International Social Forum (London); and at the Overseas Development Institute (London), the Austrian Foundation for Development Research and University of Vienna, Austria.

We were thrilled that several of our students and postdocs presented their research at national and international conferences. For example, PhD student, Thembeke Khumalo, presented at the 11th Conference on Micro Evidence on Innovation and Development in Abidjan, Côte d'Ivoire. At the 2019 Economics Society of South Africa conference, master's students, Tumiso

Maitisa and Agathe Fonkam, doctoral students, Rex Asiama and Thembeke Khumalo, and postdoc, Dr Clement Mulamba, along with Prof Tregenna, presented their work.

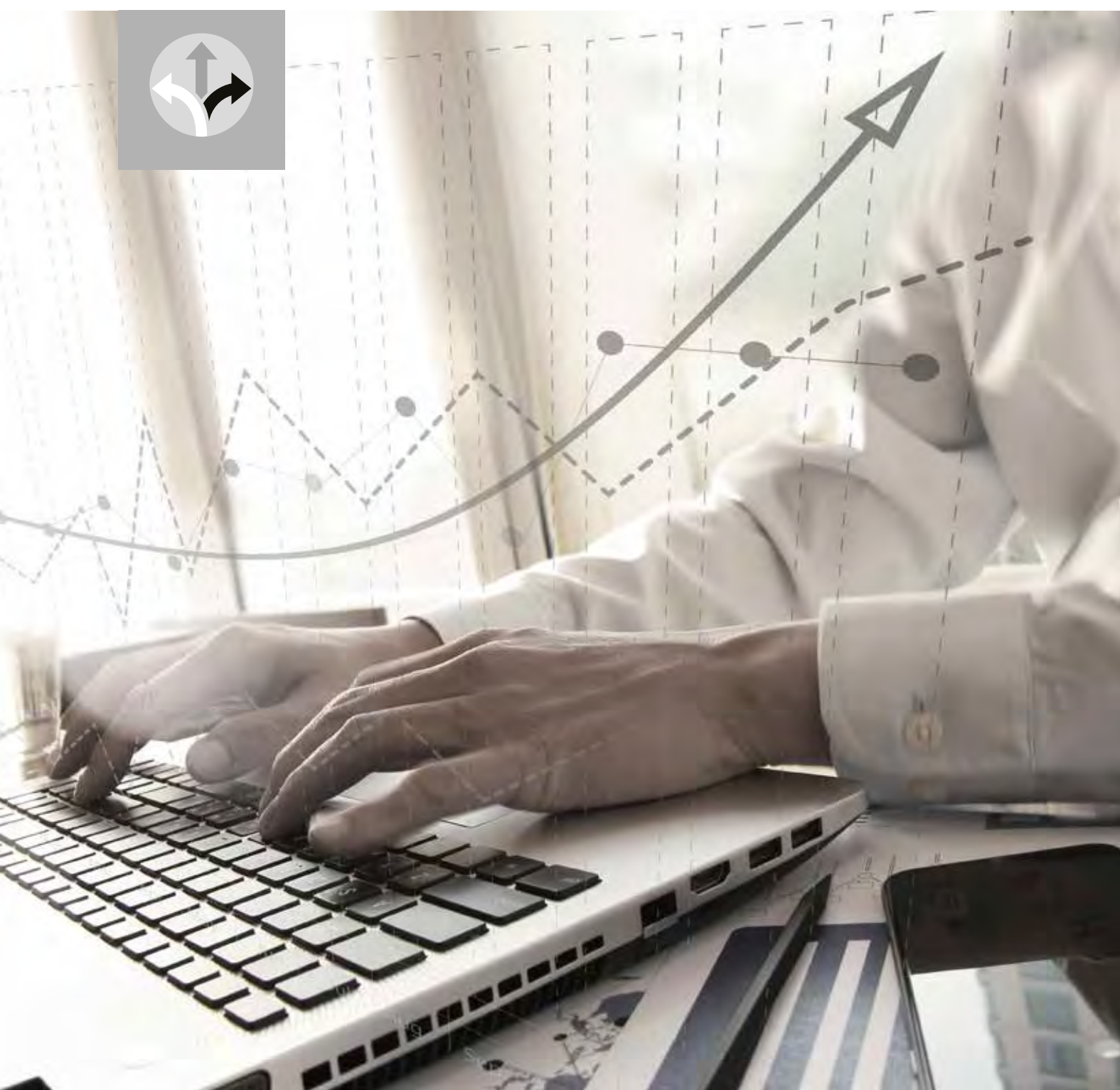
PUBLIC AND POLICY ENGAGEMENT

Prof Tregenna was deeply involved in economic policy and public engagement during 2019. She was appointed by President Ramaphosa to the Presidential Economic Advisory Council, in addition to serving on various boards, councils and panels. She participated in closed economic colloquia hosted by the Minister of Finance and spoke at many policy events. She was also interviewed by television, radio, electronic and print media.

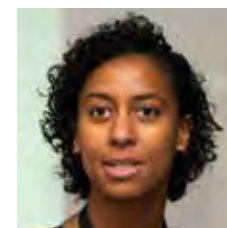
CAPACITY BUILDING

SARCHI Industrial Development made various broader contributions to capacity. We provided a free training course on 'Innovation and Entrepreneurship' presented by postdoc Dr Rajesh Many. Both Dr Many and Dr Mulamba lectured in the MPhil Industrial Policy programme. Outside of UJ, Prof Tregenna lectured at training programmes such as the African Programme on Rethinking Development Economics (Aporde) and the GIZ Professional Training Course on Inequality in Southern Africa, and she mentored emerging scholars in Africa, Latin America and Asia through Young Scholars' Initiative events. Several of our students and postdocs attended international training courses; for example, Thembeke Khumalo attended summer schools at the University of Barcelona (Spain) and at the Friedrich Schiller University Jena (Germany). We also hosted four visiting PhD students, all of whom presented their work in our seminar series and engaged with our students.

DST/NRF/Newton Fund Trilateral Research Chair in Transformative Innovation, the Fourth Industrial Revolution (4IR) and Sustainable Development



BACKGROUND



PROF ERIKA
KRAEMER-MBULA

Funded by the South African National Research Foundation and the British Council, the programme is an international research collaboration between the University of Johannesburg, the African Centre for Technology Studies (ACTS) in Nairobi and the Science Policy Research Unit (SPRU) at the University of Sussex in the UK. The programme builds on the expertise of three partners to strengthen African scholarship for examining transformative innovation and its policy dimensions, in the context of the Fourth Industrial Revolution (4IR) and efforts to achieve sustainable development. The Trilateral Chair started operating in July 2019.

OUR TEAM

Prof Erika Kraemer-Mbula, Professor of Economics at the University of Johannesburg and Chairholder. Her work focuses on alternative development paths for African economies. She specialises in the analysis of innovation systems in connection to equitable development and inclusive development and has done pioneering work on informal sector innovation and innovation. Trained as an economist, she holds a Master's in Science and Technology Policy by the Science and Policy Research Unit (University of Sussex), and a doctorate in Development Studies from the University of Oxford.

Dr Robert Byrne (1), Senior Lecturer at SPRU, University of Sussex. He holds a PhD in Science and Technology Policy Studies from SPRU. His research focuses on sustainable energy access challenges and science, technology and innovation policy in sub-Saharan Africa. Rob co-convenes the energy and climate change work of the STEPS Centre (Social, Technological and Environmental Pathways to Sustainability), and he is a member of the Sussex Energy Group and Climate Strategies. He also sits on the Management Board of the Low Carbon Energy for Development Network, and he contributes to the Transformative Innovation Policy Consortium Working Group.



Dr Ann Kingiri, Senior Research Fellow at ACTS, pursuing policy-oriented research in STI, agriculture, bioenergy, including climate change and gender as cross-cutting themes. She has a PhD in Development Studies from the UK for which her focus was new biosciences policy. She is the secretary and has a leading role in Africalics, a research network in Innovation and Development studies through which hundreds of African PhD students are trained every year in PhD academies around the continent. (2)

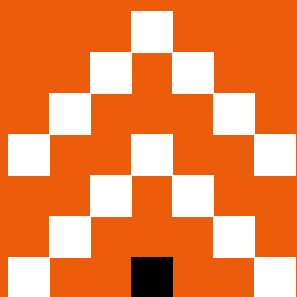


RESEARCH ACTIVITIES

Over the course of the programme, the Chair will support a cohort of eight PhD projects with full studentships: five based at the University of Johannesburg, two based at Jaramogi Odinga University of Science and Technology (Joust) in Kenya, and one based at SPRU in the UK. All PhD candidates will undertake joint workshops and short training courses in South Africa, Kenya and the UK, and PhDs will involve some degree of joint supervision across the partner organisations. In addition, the PhD research programme will engage with the Transformative Innovation Policy (TIP) Africa Hub, with the aim of bridging research and policymaking by involving students with the narratives, practices and networks of policy experimentation.

The research programme of the Chair will conduct research that (a) develops and tests new theoretical and policy frameworks to understand transformation, in the context of the 4IR and from an African perspective, by unpacking the social and technological relationships that explain the rate, direction and patterns of (radical) innovation adoption, diffusion and use, (b) promotes and builds the capacity of younger scholars to help develop the next generation of African thinkers leading transformative change, and (c) engages with policy makers as key stakeholders and research partners, to influence policy change.

Examining transformative
innovation and its policy
dimensions, in the context
of the Fourth Industrial
Revolution (4IR)



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