



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

EMS Engage

Faculty of Economic and Management Sciences at the University of Pretoria

Make today matter

Message from the Dean

Welcome to our academic home, the Faculty of Economic and Management Sciences (EMS), which has a century-long history of nurturing ambition and driving excellence in the academic, cultural, sports and social fields. EMS is a dynamic and mission-driven faculty where the focus is on ensuring the success of staff and students.

Part of our mission is to advance relevant knowledge and develop employable, innovative and diverse graduates. For over 100 years, EMS has produced a high calibre of business professionals and public sector employees, and entrepreneurs who are making waves in their industries. Our diverse group of highly skilled staff members are constantly equipping our students with the necessary knowledge and skills to prepare them for the future world of work.

In pursuit of this mission, we are committed to enabling student success through internationally recognised programmes and research, quality teaching and learning, excellent facilities, cutting-edge hybrid teaching methods, academic excellence and—very importantly—various student support initiatives. Our staff, students and alumni



Prof Margaret Chitiga-Mabugu,
Dean of the Faculty of Economic and Management Sciences

are making important and meaningful contributions to communities through various initiatives in an effort to co-create value for society.

The Faculty has received a string of accolades and international honours and is associated with numerous prestigious industry bodies and entities.

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Get the latest updates from our Faculty:



www.up.ac.za/ems



@upems



@up_ems



Scan the QR code below to read the full stories contained in this edition.



AACSB

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Education
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Member

The Faculty of EMS at the University of Pretoria is a member of AACSB International—The Association to Advance Collegiate Schools of Business.
[Learn more: aacsb.edu/about](http://www.aacsb.edu/about)



About your new academic home

There is plenty to discover about your new academic home – the Faculty of EMS – which boasts internationally recognised programmes, accreditations from professional bodies and enjoys world subject rankings. The Faculty has a long history of creating pathways to success for its students, nurturing talent and developing socially responsive and innovative graduates.











Accredited programmes

The Faculty contributes to UP's international competitiveness and national relevance by ensuring that our academic and research programmes conform to the highest standards.



We are extremely proud of the fact that, where applicable and available, a number of our degrees are accredited by statutory and professional bodies at national and international level. Accreditation is additional confirmation that EMS graduates receive the best quality education.

The following programmes are accredited by professional or statutory bodies:

	ACCREDITATION BODY	DEGREE
	Association of Chartered Certified Accountants (ACCA)	<ul style="list-style-type: none"> BCom (Accounting Sciences) BCom (Financial Sciences) BCom (Investment Management)
	CFA® Institute University Affiliation Program	<ul style="list-style-type: none"> BCom (Investment Management)
	Chartered Institute of Management Accountants (CIMA)	<ul style="list-style-type: none"> BCom (Financial Sciences) BCom Honours (Financial Sciences)
	European Logistics Association (ELA)	<ul style="list-style-type: none"> BCom (Supply Chain Management)
	Health Professions Council for South Africa (HPCSA)	<ul style="list-style-type: none"> MCom (Industrial and Organisational Psychology)
	South African Board for People Practices (SABPP)	<ul style="list-style-type: none"> BCom (Human Resource Management) BCom Honours (Human Resource Management and Labour Relations) MCom (Human Resource Management) MPhil (Human Resource Management) MPhil (Labour Relations Management)
	South African Institute of Chartered Accountants (SAICA)	<ul style="list-style-type: none"> BCom (Accounting Sciences) Postgraduate Diploma (Accounting Sciences)
	South African Institute of Professional Accountants (SAIPA)	<ul style="list-style-type: none"> BCom degree with the required core modules (financial accounting, management accounting, auditing, taxation and commercial law)
	South African Institute of Tax Professionals (SAIT)	<ul style="list-style-type: none"> BCom Honours (Taxation)
	The Institute of Internal Auditors (IIA)	<ul style="list-style-type: none"> BCom (Financial Sciences) BCom Honours (Internal Auditing)

International rankings

TOP 101–150

Accounting & Finance*

TOP 201–250

Economics & Econometrics*

TOP 401–500

Business & Economics**

TOP 201–300

Economics***

TOP 151–200

Finance***

* QS World University Rankings by Subject 2022

** Times Higher Education World University Rankings by Subject 2022

*** Shanghai Ranking's Global Ranking of Academic Subjects 2022

Ascending to greater heights

The teaching and learning activities of the Faculty of EMS seek to propel its **mission**, which is to advance relevant knowledge and develop employable, innovative and diverse graduates to co-create value for society. This is

in line with the **vision** of the Faculty to be at the cutting edge of economic, financial and management education, research, and community engagement within the national, African and global context.

EMS *Advance*



Teaching excellence

The success of EMS students and graduates testifies to the quality of teaching in the Faculty and the excellence of academics who have been lauded for their teaching.

UP students make their mark in the 2022 SAICA ITC with stellar results



UP graduates celebrated a 99,4% pass rate in the 2022 January SAICA Initial Test of Competence (ITC). The ITC is the first of two professional exams administered by the South African Institute of Chartered Accountants (SAICA).

A total of 1 739 students from across South Africa, which included 172 UP candidates, passed the ITC. Four UP candidates were among the top ten in the country.

[Click here to view the full article](#)

Over the past 15 years UP has had consistent pass rates with an average first-time pass rate of 94.6%.

Professor Margaret Chitiga-Mabugu, Dean of the Faculty of EMS, commended the academic staff in financial sciences and said: 'These excellent results attest to the quality of our teaching and learning.'

Department of Financial Management academics honoured with international excellence awards

At a virtual ceremony held in December 2022, the [Chartered Institute of Management Accountants](#) (CIMA) and the American Institute of Certified Public Accountants (AICPA) awarded the [Department of Financial Management](#) in the EMS Faculty the Chartered Global Management Accountant (CGMA) Campus of the Year Award.

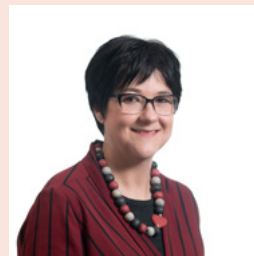
At the same ceremony, Dr Zack Enslin, a senior lecturer in the Department of Financial Management, won the CIMA Research Excellence Award for research published from his PhD in a quality journal. This award recognises researchers and research teams that have conducted landmark research efforts on a subject or topic related to CIMA's CGMA syllabus such as accounting, digital finance, strategy and more. Dr Enslin's award-winning research, co-authored with Professors John Hall and Elda du Toit, investigated the level and trend of business decision-making involvement of management accountants.



Dr Zack Enslin

[Click here to view the full article](#)

Prof Eileen Koekemoer scoops SIOPSA's Academic IOP Award



Prof Eileen Koekemoer of the Department of Human Resource Management

The Society for Industrial and Organisational Psychology South Africa (SIOPSA) awarded Professor Eileen Koekemoer the 2021/2022 Presidential Award for Excellence in Industrial and Organisational Psychology (IOP). She was named Academic IOP of the year 2021/2022 at SIOPSA's awards ceremony in July 2022.



Innovative teaching and learning

The Faculty of EMS has exposed students to digital teaching and learning technologies to maximise their learning experience and better equip them for the world of work, and also to develop innovative, future-fit graduates.

Virtual reality enhances learning for UP Taxation students



Taxation students participate in a virtual reality class activity

[Click here to view the full article](#)

Taxation students in the Faculty are reaping the benefits of the exciting learning opportunity presented by technology.

According to Prof Hanneke du Preez, Associate Professor in the Department of Taxation, the use of interactive computer-generated visuals during lectures was first introduced in the second year of the taxation programme. Students work in groups and use virtual reality (VR) goggles supplied by the lecturing staff and the cell phone of one of the group members to 'visit' Parliament in Cape Town through VR. 'The footage shows the various buildings and rooms in Parliament and we also added extra information in the form of text boxes to give students more information about Parliament,' she said. She further explained that VR has proven to be an excellent educational tool as students can virtually experience real-life situations and better understand concepts without leaving the classroom. 'The overwhelmingly positive reaction from the students has confirmed that this is a step in the right direction for blended learning in classrooms.'

Digitally-enhanced teaching and learning practices in EMS

The COVID-19 pandemic presented the Faculty with an opportunity to enhance its teaching modalities by moving from face-to-face to online modes and to explore various digital technologies that could simultaneously provide students with more support and assistance to enable them to study in this new virtual environment.

The following are some examples of the digital technologies employed by EMS lecturers for teaching:

- Using virtual reality (VR) software and technology to provide students with context and to develop their soft skills
- Using gamification software to promote risk and ethical awareness
- Using e-filing software to simulate the real-world application of tax legislation
- Using data-visualisation software for business analytics
- Using supply chain management simulation software
- Using interactive online competitive interplay software for strategic management simulation

Making a difference in society

The Faculty's mission, vision and strategic plans are aligned with the UP Strategic Plan (2012–2025), which endeavours to have a positive impact on its immediate environment and the broader community. Through its mission-driven activities, EMS strives to make a meaningful impact on society, business education, the diversity of people and ideas, and the success of graduates.

EMS supports people living with disabilities

For the 2022 Casual Day, celebrated on 2 September, EMS staff came in great numbers to pledge their support for persons living with disabilities by purchasing Casual Day stickers.

The Disability Unit at the University of Pretoria awarded EMS a prize for the faculty with the second-highest sale of Casual Day stickers. The Faculty was presented with a certificate of recognition and a trophy on 25 October 2022.

Speaking on the Faculty's support for Casual Day, Prof Margaret Chitiga-

Mabugu, Dean of the Faculty of EMS, said: 'The University of Pretoria has an institutional commitment to creating an inclusive space for staff and students living with disabilities. This is a commitment that EMS is honoured to support and empower to the best of our ability. The Faculty prides itself in its efforts to support inclusion and strives to recognise the needs of persons with disabilities. Thank you to everyone who contributed. We encourage everyone to continue supporting this worthy cause.'



Prof Karin Barac, EMS Deputy Dean: Research and Postgraduate Studies, Dr Matete Madiba, Director of Student Affairs and Doret van der Westhuizen, EMS Faculty Manager.

[Click here to view the full article](#)

UP-led business hub boosts entrepreneurial skills of Mamelodi youth

UP, in collaboration with UNICEF South Africa and PricewaterhouseCoopers (PwC), launched the Mamelodi Business Hub in 2022 to offer young people in Mamelodi and further afield the opportunity to realise their entrepreneurial ambitions. The Hub offers youth access to technology, entrepreneurial advice and a space to collaborate.

'The Hub is a proud entrepreneurship enabler and is part of the Department of Business Management's quality-driven community engagement initiatives aimed at enhancing social impact through interdisciplinary-oriented programmes,' said Prof Alex Antonites, Head of UP's Department of Business Management.

Following the launch of the Hub, [50 young aspirant Mamelodi entrepreneurs](#) attended the inaugural entrepreneurial course, which was fully funded by UNICEF, at the end of May 2022. Muriel Mafico, the UNICEF South Africa Deputy Representative, said: 'This collaboration, as part of the Generation Unlimited initiative, will help young people to transform their social and economic prospects to improve their wellbeing and that of their communities, and of South Africa as a whole.'

[Click here to view the full article](#)



Shirley Machaba, CEO of PwC South Africa, Muriel Mafico, UNICEF South Africa Deputy Representative, Professor Tawana Kupe, UP Vice-Chancellor and Principal, and Professor Margaret Chitiga-Mabugu, Dean of UP's Faculty of EMS

New EMS Centre to study the future of work



Prof Natasja Holtzhausen, former Director of the CFoW, Libby, the robotic library assistant, Professor Tawana Kupe, UP Vice-Chancellor and Principal, and Dr Olebogeng Selebi, Deputy Director of the Centre

UP launched the Centre for the Future of Work (CFoW), based in the Faculty of EMS, which will be a key connector between the University and the public and private sectors, and will encompass the concept of Society 5.0. The Centre, which seeks to be Africa's centre of excellence on the future of work, will produce scientific and popular publications, and provide advisory services and training.

Professor Natasja Holtzhausen, Director of the Centre said: 'We are living in a continuously changing environment and need to create an inclusive, diverse, human-centred Society 5.0 that can prosper within an environment of technology and change.'

The CFoW can help any organisation or institution to future-proof their workforce and determine what they would need to help employees reskill and upskill for the future of work, as well as reimagine what the workplace of the future will look like through research, analysis, forecasting and using AI-driven tools.

[Click here to view the full article](#)

Nourishing SA's future leaders for Mandela Day



Children and teachers from local ECD centres were invited to join representatives from UP, UNICEF, PwC and young agri-entrepreneurs from Mamelodi to celebrate Mandela Day for 67 minutes.

On Mandela Day, 18 July, children aged five to six years attending four local early childhood development (ECD) centres in Pretoria were treated to Lego games and practical food and nutrition tips as part of a 'fun skills development' outreach event at the UP Mamelodi Campus. The event was hosted by the Department of Business Management at UP in partnership with UNICEF and PwC in honour of the former South African president, who always held children dear.

For the 2022 Mandela Day celebrations, young people who are part of the Generation Unlimited Agri-entrepreneurship programme at the Mamelodi Campus demonstrated their skills by preparing the garden and planting vegetables together with children from neighbouring early childhood development centres who were encouraged, through play, to be more resourceful and to learn how to grow their own food.

[Click here to view the full article](#)

EMS students restore dignity of schoolgirls with pad donation

In South Africa, many underprivileged girls miss school during their periods because they cannot afford sanitary pads. A conversation between an EMS student and one of the teachers at Tswaing Secondary School in Winterveld, Pretoria, confirmed that this problem also existed at her school. The desire to be socially responsive citizens prompted EMS students to step in and help to address this challenge at the school and the BAdmin@Tuks and Tax@Tuks sub-houses donated more than 400 packets of sanitary pads, which were handed out at the school.



EMS students donating pads at Tswaing Secondary School

The pad drive is an outreach initiative that not only seeks to make sanitary pads accessible to underprivileged girls, but also aims to enable success so that girls can continue with their studies without having to fear humiliation.

[Click here to view the full article](#)

We rise by lifting others

– Robert Ingersoll

Students extend help and hope to children



EMS students at Louis Botha Children's Home

Our former president Nelson Mandela's love for children was widely known the world over. In honour of his legacy and to uphold his philanthropic values and care for children, students in the Department of Human Resource Management visited Louis Botha Children's Home in Pretoria on Mandela Day and donated essential items such as cleaning supplies, clothes and sanitary products to help the Home's caregivers to take care of the children.

The Louis Botha Children's Home is registered as a non-profit organisation and cares for abused, abandoned and neglected children between the ages of 18 months and 18 years.

EMS footprints across the globe

An association with the Faculty of EMS is a boarding pass to networking and fostering collaborations across the world. EMS staff and students are exposed to opportunities that place the Faculty on the global map.

HR Fulbright student jets off to Vanderbilt University in the US



Lonwabo Makapela, a PhD student in the Department of Human Resource Management (HRM), joined Vanderbilt University in the US in August 2022 for 10 months as a visiting student researcher in gender studies as part of the US Fulbright Foreign Student Program, which provides postgraduate students from abroad with an opportunity to study and conduct research in the US.

This young lady who aspires to become a world-renowned gender expert is extremely proud of having been selected to participate in the prestigious US Fulbright Foreign Student Program and will conduct research on hair bias and identity work among black women in organisations.

[Click here to view the full article](#)

Lonwabo Makapela, PhD fellow in the Department of HRM

The future of youth entrepreneurship in South Africa



South Africa's staggering youth unemployment rate has prompted youngsters to venture into entrepreneurship to generate an income and escape the scourge of unemployment. The public and private sectors need to empower young entrepreneurs with the skills they require to thrive in the present and in the future.

Dr Olebogeng Selebi, Deputy Director of UP's Centre for the Future of Work, addressed this in a seminar on the future of work hosted by the University of Leeds' Virtual International Programme in July 2022. Referring to the situation in South Africa in her presentation, she stated that youth entrepreneurship in the country can only thrive if young entrepreneurs receive the support needed to ensure success, such as is offered through the UP Mamelodi Business Hub. She added: 'Many young South African entrepreneurs are unable to meet their business goals for successful business operations, thus support is needed specifically from external stakeholders, such as universities, private institutions and/or government.'

[Click here to view the full article](#)

EMS, a place of belonging for everyone

The Faculty of EMS is committed to embracing the diversity and uniqueness of its staff and student community to build transformative spaces that are tolerant, understanding and accepting. The Faculty's Diversity and Inclusion Committee supports the University of Pretoria's transformation agenda and fosters a diverse, inclusive and equitable student and staff community.

Over the years the Diversity and Inclusion Committee has introduced various initiatives to cultivate a sense of belonging and to sensitise staff and students regarding diverse cultures, religious groups, ethnic groups and sexual orientation and more.

UNDERSTANDING INCLUSION



EQUALITY = Individuals get equal opportunities.



DIVERSITY = Individuals' needs differ.



EQUITY = Treating individuals fairly and impartially.



ACCEPTANCE = Embracing individuals' diverse backgrounds and lived experiences.



BELONGING = Each individual rightfully fits into the fabric of the institution.



JUSTICE = Fighting to make sure that individual voices are heard.



COURAGE = Fearlessly giving voice to the voiceless.



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Faculty of Economic and
Management Sciences

Fakulteit Ekonomiese en Bestuurswetenskappe
Lefapha la Disaense tša Ekonomi le Taolo

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Boosting graduate employability

The Faculty has been strengthening ties with industry leaders and partners to develop employable graduates who are ready for the world of work. To boost employability, students from across various programmes work on practical projects as part of the Faculty's curriculum transformation. These projects have given students a taste of what to expect in the world work.

The exposure to industry that students receive can be a stepping stone for launching their careers as some have been awarded internships by various companies, which has broadened their employment opportunities.

How we prepare students for the dynamic world of work



EXCELLENT TEACHING

Support by innovative lecturers



TECHNOLOGY-SUPPORTED LEARNING

Hybrid teaching and learning model



HANDS-ON EXPERIENCE

Interaction with industry and public sector partners



WORK READINESS

Access to professional online development programmes



BUSINESS INCUBATOR

Free access to the UP Business Incubator to nurture entrepreneurial spirit

Preparing tomorrow's auditors for audit analytics



[Click here to view the full article](#)

The Department of Auditing is one of 12 Centres of Excellence in Internal Auditing globally. Central to the department's mission is the preparation of students to be work-ready when they pursue internal audit careers. A thorough understanding of computer-assisted audit techniques (CAATs) and tools is essential to succeeding in today's digital world.

In line with this, the Department partnered with PwC to provide an overview of the importance of incorporating data analytics into internal auditing during a two-day training session for internal auditing students. The training aimed to provide practical exposure to audit software and data analytics in an effort to develop employable and innovative graduates.

During the training session presented by PwC the focus was on providing students with an understanding of how CAATs function in the workplace and how to apply this knowledge to achieve set objectives assigned in a practical case study.

UP marketing students learn from the best – a WIN-WIN with Italtile



Marketing students exploring the Italtile showroom

For the fifth consecutive year in 2022, Italtile—leaders in the retail of premium quality porcelain and ceramic tiles, sanitary ware, taps, bathroom furniture and accessories—collaborated with the Department of Marketing Management to provide third-year BCom Marketing Management students with an opportunity to gain hands-on sales experience in the Personal Selling and Account Management module.

At the start of the second semester, Italtile hosted the students at their Menlyn branch. To prepare them for the exciting yet unfamiliar field of personal selling, they were given a challenge that had to be completed on the day. The challenge—a social media competition that required each student to take a selfie and post it on social media—was won by Kelly McVicar whose post was judged to have the best engagement.

Throughout the semester, students—under the guidance of their module lecturers, participated in various challenges that exposed them to the different facets of selling.

[Click here to view the full article](#)

We are with you every step of the way

The Faculty of EMS prides itself on the support it offers to enable student success. EMS has a highly competent and diverse staff complement that includes academics and professional and administrative staff who are invested in seeing students prosper and increasing throughput rates.

EMS Faculty Student Advisors



Worried about your performance? Stressed about time management techniques, struggling to grasp course content? Worry not, you're one knock away from getting the necessary support and aid that will have you thrive at EMS. Our team of dedicated Faculty Student Advisors (FSAs) are always ready to help with your academic challenges.

Contact your EMS Student Advisors:



Ms Zukiswa November

Tel: +27 (0)12 420 6743

Email: zukiswa.november@up.ac.za



Ms Zinhle Sibiya

Tel: +27 (0)12 420 3322

Email: zinhle.sibiya@up.ac.za



Ms Beauty Mabunda

Tel: +27 (0)12 420 6992

Email: beauty.mabunda@up.ac.za

Welcome message from Commecii Chairperson



A very warm welcome to all our first-year students. We cannot wait to meet you!

Commecii is the EMS Faculty House, which caters for all BCom and BAdmin students. As Commecii, we strive for the academic and personal development of all EMS students by working closely with the STARS mentorship programme to offer academic support to our first-year students and help them with the transition to university. We also host career fairs to connect students with potential employers. We aim to bridge the gap between academics and fun by offering exciting events such as 1nsync – a dance competition for first-year students to get them acquainted. I encourage all our first-year students to sign-up and take part in 1nsync, taking place on the 18th of February 2023 to start their university journey with a bang! Look out for a host of exciting events coming this year such as RAG of Hope Day, Step-It-Up, UP Acapella, UP Debate, UPlympics and many more where students have the opportunity to showcase their talents and meet new people and learn new skills. There is something for everyone, so please participate in Commecii activities. Follow us on social media to stay up to date with what we have lined up for you.

Refilwe Jelele
Commecii Chairperson 2022/2023



@commecii_tuks

Be part of a riveting and vibrant student life

The Faculty has a vibrant student life and culture that promises to give you holistic learning experiences and contribute towards your personal development through a myriad of student activities. The EMS Faculty House, Commercii, connects all EMS

students with its social, sport, cultural and academic programmes geared towards the development of EMS students. Commercii has discipline-specific sub-houses to service the needs of students in various programmes.



Find your sub-house

BAAdmin@Tuks: Public Management and International Relations students	FIN'EST: Financial Sciences and Investment Management students	House CA: Accounting Sciences students	House IA: Internal Auditing students	HR Tuks: Human Resource Management students as well as those who study Industrial and Organisational Psychology as a module	MC Experience: Marketing Management, Business Management and Supply Chain Management students	Tax@Tuks: Taxation students	YES@Tuks: Economics, Econometrics, Agribusiness Management and Statistics and Data Science students

Financial aid for talented disadvantaged students

The Faculty of EMS has been sourcing financial aid for disadvantaged students to ensure that they are not financially excluded and to help them reach their full potential.

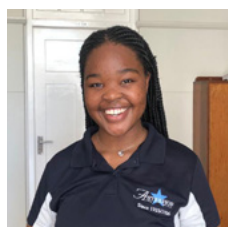
In ensuring that talented students are not left behind due to limited finances, the Faculty, through its Academic Coordinator Nikki Groenewald, has been sourcing funding for students in financial need who have not been able to obtain funding from

elsewhere. Groenewald works closely with the UP Financial Aid division and external companies that wish to fund students.

In 2022, the Faculty explored a different source of funding—Back-a-Buddy crowdfunding—to assist students in need who struggle with the conventional bursary application paths. An amount of R40 000,00 was raised for a student in need and efforts to raise more money are continuing.

EMS student voices

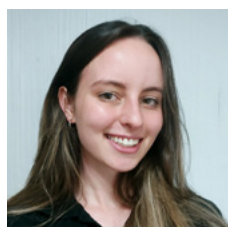
The digital world has made it easy to access information, but regardless of how easy it may be to find online information about the exciting life that awaits you as a UP student, it is often better to be hear from those who have already walked the path that lies ahead of you. Students in the Faculty of EMS who have navigated their way around UP, the Faculty and their academic life, share some tips to help you FLY@UP.



Onthatile Msweli

Third-year BCom (Economics) student

Falling behind is a dangerous game, but getting ahead is easily achievable with Commercii by your side. Always remember that you are never as isolated as you feel or unreachable as you think, or lost as you believe. Speaking up and voicing your concerns will help you reach the finish line on time. Your first year is a stepping stone towards the future you desire. So, put your best foot forward and walk confidently towards your degree with Commercii by your side.

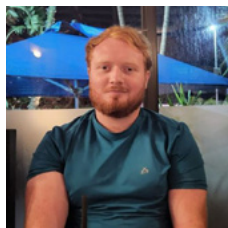


Charné Scholtz

Third-year BCom (Investment Management) student

University is much more fun than high school. Here you get the chance to make new friends, take part in exciting opportunities and experience true independence, so embrace it. The key to being a successful student is to be a well-rounded student. Being a student can be hard work but don't forget to enjoy the journey.

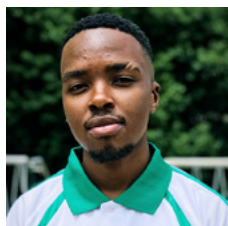
EMS student voices (continued)



Wian Mynhardt

Second-year BCom (Accounting Sciences) student

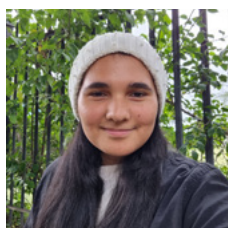
Congratulations on making it to UP. It shows that you put in some hard work in school. The real hard work starts now and this will be a tough battle, but I want to reassure you that if you put in the work and attend your classes it is very possible to make it through this journey.



Tsepang Dlamini

BComHons (Internal Auditing) student

As Chairperson of House Internal Auditing, I would like to encourage you to work even harder now and have a positive mindset towards becoming greater than you have ever been before. Remember, "success is the sum of small efforts, repeated day in day out". Stay focused and good luck!



Micaela Wathen

Second-year BCom (Marketing Management) student

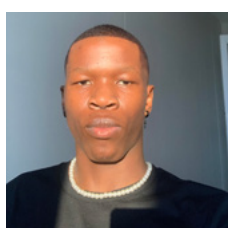
University is a new and unfamiliar world. So, don't be afraid to feel lost and stupid. You gain nothing from pretending to know everything about this journey. Instead, be humble, seek for assistance and make use of the services available to you. Talk to your peers, lectures, tutors and student leadership. Don't wait until the last second to get help.



Jiwei Su

Third-year BCom (Human Resource Management) student

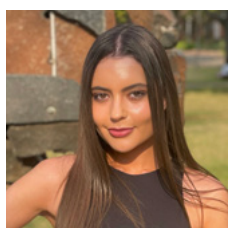
If you are in doubt, don't waste your time with hesitance. Whenever you're afraid of something, ask yourself what's the worst that could happen and so what? At this age, you should be brave and confident enough try out things that will challenge you.



Karabo Malefofana

Second-year BAdmin (Public Management and International Relations) student

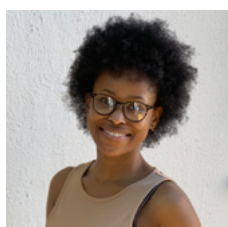
You cannot do University alone. It's important to make friends with people who are doing the same modules as you so that if you need help you can ask them. Also, don't leave any assignment until the last minute.



Kendra De Olim

Third-year BCom (Supply Chain Management) student

First year may seem like a daunting adjustment from high school, but after a few weeks you will have completely eased into it and will love varsity life. My advice would be to focus in lectures, not fall behind on your work, and lastly to socialise, make friends and have fun.



Samkelisiwe Jennifer Ngwabi

Second-year BAdmin (Public Management and International Relations) student

Receiving an acceptance letter is the nicest feeling imaginable, as it is the first step toward a brighter future. However, that step towards a brighter future is accompanied by plenty of challenges. In order for you to conquer these obstacles, you need to focus on your goal and constantly remind yourself why you came to university in the first place. Don't look in any direction but ahead.

Rising stars

EMS students are constantly on an uphill journey to realise their full potential and challenge the status quo.

Tuks student represents SA at 2022 UCI Mountain Bike World Championships in France



Rimari Sutton, EMS student and mountain bike champion

EMS alumna, Rimari Sutton, who completed a Postgraduate Diploma in Entrepreneurship, represented South Africa at the 2022 UCI Mountain Bike World Championships that took place in Les Gets, France from 24 to 28 August 2022.

She is the 2022 South African U-23 cross-country champion, won silver at the African Games and has frequently been a national marathon-series champion. She also won a gold medal at the National Track Championships and is a provincial individual road-time trial champion. Despite all she has achieved, she will never rest on her laurels as she believes that winning titles is part of her pursuit of perfection.

[Click here to view the full article](#)

Economics student takes third spot at Budget Speech Competition

Mzuvukile Skwatsha, a PhD student in the Department of Economics, was awarded the third prize of R50 000 in cash in the postgraduate category of the 2022 Nedbank and Old Mutual Budget Speech Competition.

The thought-provoking competition, which has been in existence for 50 years, attracts rising talent and aspiring economists from South African universities who provide solutions to the country's pressing economic issues as they vie for the top prize. It seeks to promote economic excellence and has become a catalyst for participating students who have built themselves blossoming careers in various sectors.

Skwatsha received the award for an essay in which he discussed the South African default risk and its potential fallout, making use of international experience. He found the competition intriguing as it gave him the opportunity 'to come up with very innovative and solution-oriented responses to key national challenges by immersing theory with practice'.

[Click here to view the full article](#)



*Mzuvukile Skwatsha,
Economics PhD student*

Our alumni and their moves

For more than 100 years, our students have moved from being graduates to becoming global winners and game changers, flying the EMS flag high.

UP alumnus re-elected as PwC Africa's senior partner



Dion Shango, who completed a BCom Financial Accounting at UP has been re-elected to serve another four-year term as PwC Africa's senior partner, effective July 2023. Shango was the first black CEO of PwC Africa. When he was appointed to the CEO position, the humble Shango said he was proud to be associated with UP.

'As alumni, it is up to us to uphold standards and enhance them, and to make the university even more competitive on the world stage than it is right now. Tuks produces responsible citizens who contribute to the growth and development of South Africa and the continent.'

Dion Shango, Senior Partner at PwC Africa

[Click here to view the full article](#)

Leading the way: UP alumna on a mission to place learners on the best career paths

'Education is the first step towards gaining the knowledge, critical thinking, empowerment and skills people need to make the world a better place,' according to UP alumna Dintle Nkosi, who obtained a BCom in Internal Auditing from UP and is employed by International PepsiCO as an e-commerce finance analyst for the UK and Ireland. Currently, she is also helping young people to make smart career choices through her NGO Thuto Thusa, meaning 'education helps' in Setswana.

The existing inequalities regarding access to information relating to career guidance and higher education spurred her on to establish the NGO, which seeks to make information more accessible to assist young people



*Dintle Nkosi,
UP Internal
Auditing
alumna*

with university choices or choosing appropriate career paths. Nkosi is passionate about education and is a firm believer in the saying that knowledge is power, which explains her education empowerment mission. 'Access to information and resources go a long way towards closing the inequality gap,' she said.

[Click here to view the full article](#)

UP Miss SA 2022 seeks to reduce education inequality



*Ndavi Nokeri, UP alumna
and Miss South Africa 2022*

EMS alumna Ndavi Nokeri brought prestige to the Faculty and University when she was crowned Miss South Africa 2022 last year during Women's Month. The BCom (Investment Management) graduate plans to reduce inequality in education during her reign as Miss South Africa and to empower young people with the skills they need to achieve success. She is the third UP graduate to wear the Miss SA crown since 2020.

[Click here to view the full article](#)

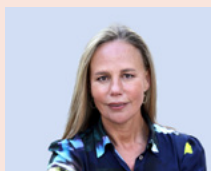
EMS alumnae fly UP flag high at the Commonwealth Games



The UP community and South Africa were proud and overjoyed when EMS graduates Tatjana Schoenmaker and Michaela Whitebooi won gold medals at the 2022 Commonwealth Games in Birmingham. Schoenmaker, who holds a BCom in Financial Sciences, won with her exceptional performance in the Women's 200 m breaststroke, while Whitebooi, who holds three qualifications from EMS, including a BComHons (Internal Auditing), claimed her gold medal on the 48 kg judo mat.

*Michaela Whitebooi and Tatjana Schoenmaker
EMS graduates and Commonwealth gold medalists*

Tukkie appointed as new CEO of FirstRand's RMB division



Emrie Brown, a UP alumna and accounting graduate, was appointed as the incoming CEO of FirstRand's RMB division. RMB is a leading African Corporate and Investment Bank. She stepped into the position on 1 October 2022.

EMS alumna premieres wildlife series



Bonné de Bod, EMS alumna and award-winning wildlife film producer, launched a wildlife and nature series in 2022, *Bewonder & Bewaar*.

Frequently asked questions

About class attendance

It is a regulation of the Faculty that students must attend all classes.

Q: Why is class attendance important?

A: Class attendance forms an integral part of the teaching and learning model and difficult concepts are explained in class. Students should always prepare beforehand for classes to gain the maximum benefit from a class. Class attendance may be taken into consideration when calculating students' semester or year marks.

Q: If a student misses a class, where can they obtain the contents of the lecture?

A: The student must contact the responsible lecturer, preferably before the lecture, to make the necessary arrangements.

About time spent on studies and credits

The credits attached to a module (subject) give an indication of the number of hours a student should devote to a module to pass at the end of a semester or year. Most first-year semester modules carry a load of ten credits and this translates into 100 hours of study, including homework, class attendance, class tests and semester tests.

Q: If a student is registered for 12 semester modules during their year, how much time should be devoted to studies on a weekly basis?

A: At ten credits per semester module, this would equate 120 credits or 1 200 hours per year. An academic semester is around 15 weeks long (including exams), so a student should spend 40 hours per week on studies, i.e. eight hours per week day. This is the equivalent of a normal working day.

About clickUP

clickUP is a web-based information system that provides academic information on modules and basic information to students on study or learners' guides, marks, individual exam timetables, account details and other administrative matters. Important notices from lecturers are also sent to students via clickUP. Students are guided during the registration period on how to access clickUP.

About transferring between degrees

Q: Is it possible to change from one BCom degree to another in your first year?

A: Yes, it is possible. If you want to change to a degree with the same entrance requirements, the change can be effected after the first or second semester. If the entrance requirements of the degree you want to change to are higher than the degree you are currently registered for, you will only be able to transfer at the end of the year. To do so, you must meet the set transfer requirements.

The set transfer requirements per degree are quite strict and can be found on the EMS website under the Current Students and First Year Students tabs. Students must therefore perform at the required transfer level to be admitted into their new chosen programmes provided space is available.

About tests

In each module, students are expected to write a number of year tests or semester tests.

Q: What is the role of test marks in calculating the mark required for admission to the examination?

A: Each test mark contributes a certain percentage to the student's semester mark or year mark. Students require a semester or year mark of at least 40% per module to gain admission to the examination of the module. This is explained in the study or learner's guide.

Q: How can a student access their test results?

A: Through clickUP and from the written and marked tests that are returned to students.

Q: If a student did not write a test, what should they do?

A: The student must submit a valid medical certificate to the relevant academic department within three working days after the date of the test.

Q: Where does one find test dates?

A: In the relevant study guide, on clickUP, or at the academic department.

About examinations

The final module mark is calculated as a weighted average of the examination mark and the semester or year mark. Information on the calculation is provided in the study guide.

Q: What percentage is required for a distinction in a module?

A: A final module mark of 75%+.

Q: What percentage constitutes a fail?

A: A final module mark of less than 50%. This is much higher than the 30% required at high school level. A 50% pass mark effectively means you are able to answer every second question a client would ask you.

Q: What is perusal?

A: This is an opportunity where students may view marked examination papers, suggested solutions and the marking plan at a specific venue. The dates for perusal are usually provided in the examination question paper.

Q: How does one access to their final results?

A: If you are a registered student and your account is paid up to date, you can view and print your academic record, which indicates the modules you have completed with the marks obtained for each module on the UP Portal.

Q: If a student did not write an exam, what should they do?

A: In the case of illness, a medical certificate must be submitted to the Faculty's Student Administration Office no later than three working days after the time slot where the module exam should have been written. In the case of the death of a close relative, a death certificate must be submitted. In all other instances, a student must pay the special examination fee and submit an affidavit to the Faculty's Student Administration Office.

Stay in touch with us

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