

AGENDA

FEMS Research & Innovation Committee

27 January 2020

10:00 – 13:00

DVC's Boardroom, Building 24

Vanderbijlpark Campus

Corporate & Information Governance Services

AGENDA

Meeting:	Research and Innovation Committee
Date of meeting:	27 January 2020
Time of meeting	10:00 – 13:00
Meeting room:	DVC's, Vanderbijlpark Campus

1 OPENING AND WELCOME

1.1 Apologies

2 Personalia

3 CONFLICT OF INTEREST

In accordance with the NWU Policy on Conflict of interest and Sections 34 (4)(a-b),(34)(5), (34)(6), (34)(7) of the Higher Education Act (101/1997) this standing point affords the members an opportunity to declare their own as well as the interest of family, friends and suppliers with business links to the university in any matter.

4 TERMS OF REFERENCE 01 – 08

The attached Terms of Reference serves as background for discussion.

5 DETERMINATION OF THE AGENDA

6 MINUTES OF THE PREVIOUS MEETING 09 – 13

The minutes of the ordinary meeting held on 09 September 2019 serves as background for *approval*.

7 MATTERS ARISING

7.1 Action list 14 – 15

8 Standing Matters

8.1 Report from the Higher Degrees Committees

8.1.1 Mahikeng Campus

No report was received.

8.1.2 Potchefstroom Campus 16 – 35

The minutes of the Campus HDC meetings held on 05 September, 14 November, 25 November & 03 December 2019 serves as background for *noting*.

8.1.3	Vanderbijlpark Campus	36 – 48
	The minutes of the Campus HDC meetings held on 17 October 2019 and 21 January 2020 serves as background for <i>noting</i> .	
8.1.4	NWU Business School	46 – 51
	The agenda and minutes of the Business School R&I meeting held on 14 November 2019 serves as background for <i>noting</i> .	
8.2	Report from the Research Ethics Committee	
8.2.1	The minutes of the EMS – REC meetings	52 – 121
	Minutes of the EMS – REC meetings of 30 August, 20 September, 25 October and 15 November 2019 serves as background for <i>noting</i> .	
9	Extraordinary appointments	
9.1	TRADE	
9.1.1	Dr Emmanuel Orkoh - extraordinary research scientist	122 – 133
9.1.2	Dr Robert Teh - extraordinary professor	000 – 000
	Report is provided under a separate cover.	
9.1.3	Dr Judit Oláh - extraordinary associate professor	000 – 000
	Report is provided under a separate cover.	
9.1.4	Prof. Dr. H.C.(József) Popp - extraordinary professor	000 – 000
	Report is provided under a separate cover.	
9.2	GIFT	
9.2.1	Prof Burger van Lil – extraordinary professor	
	Report is provided under a separate cover.	
10	NEW MATTERS	
10.1	Research Entities: Staff in entities, Roles and Responsibilities Directors	
	Prof B Surujlal will elucidate.	
10.2	Portfolios: Research Directors	
	Prof B Surujlal will elucidate.	
10.3	Doctoral review	
	Prof B Surujlal will elucidate.	
10.4	Higher degrees application and selection process	
	Profs D Mello & V Leendertz will elucidate.	
10.5	Submission process	
	Prof B Surujlal will elucidate.	
10.6	Supervision	
	Prof B Surujlal will elucidate.	
10.7	Plagiarism	
	Prof A Pelser will elucidate.	

10.8 Terms of reference

10.8.1 Examination Committee

Prof P Buys will elucidate.

10.8.2 Scientific Committees

Prof D Meyer will elucidate.

10.8.3 Higher Degrees Committee

Profs P Buys & L de Beer will elucidate.

10.9 Ethics process: Babs Surujlal, Leon de Beer

Profs B Surujlal & L de Beer will elucidate.

10.10 Post docs

Prof B Surujlal will elucidate.

10.11 Extraordinary appointments

Prof B Surujlal will elucidate.

10.12 Appointment of External promoters and supervisors

Prof B Surujlal will elucidate.

10.13 MoUs and MoAs

Prof D Meyer will elucidate.

10.14 Staff development workshops

Profs B Surujlal & V Leendertz will elucidate.

10.15 NRF – identification of potential candidates and support

Prof L de Beer will elucidate.

10.16 Funding: Conference, page fees etc

Prof B Surujlal will elucidate.

10.17 IREA funds

Prof B Surujlal will elucidate.

10.18 Hosting of Conferences

Prof B Surujlal will elucidate.

10.19 Research awards

Prof E Slabbert will elucidate.

10.20 Full time Masters and PhDs

Prof B Surujlal will elucidate.

10.21 General research concerns

Prof B Surujlal will elucidate.

11 ADDITIONAL MATTERS

12 DATE OF THE NEXT MEETING

The next meeting will be on 07 April 2020 at Mahikeng Campus.

13 CLOSURE

DEPUTY DEAN: RESEARCH AND INNOVATION

PROF J SURUJLAL

CHAIRPERSON

Original details: (18035361) H:\HSC\1. Governance\1.3 Governance structures\1.3.28 Faculty Boards\1.3.28 Faculty of EconMan Sciences\Subcommittees\Research Innovation\Agenda\2018\July\2018.07.20 Agenda_Research and Innovations Committee.docm
11 July 2018



TERMS OF REFERENCE

Research and Innovation Committee

1 Establishment

The Research and Innovation Committee is a standing subcommittee of the Faculty Board.

2 Functions

This committee monitors and promotes the quality of postgraduate learning programmes and guidelines for research activities in the Faculty. It is mandated to:

- i. Plan teaching-learning programmes for masters and PhD qualifications to be offered within the Faculty, including:
 - a. overseeing the ICAS process for masters and PhD qualifications within the Faculty and to monitor the approval route of masters and PhD qualifications.
 - b. determining the minimum admission requirements for each masters and PhD qualification and its programmes/curricula offered in the Faculty.
 - c. determining the minimum and maximum enrolment in masters and PhD qualifications offered by the Faculty.
 - d. determining the scope and implementation of selection and/or placement tests for masters and PhD qualifications within the Faculty.
 - e. considering and recommending the Faculty rules regarding masters and PhD programmes to be included in the Faculty yearbook, and make recommendations with regard to the general academic rules.
- ii. Monitor the progress of postgraduate students, including:
 - a. progress reports of postgraduate students and their promoters and supervisors.
 - b. monitoring the graduation lists.
- iii. Oversee the implementation of the post-graduate student management system (PGSMS) within the Faculty.
- iv. Ensure quality assurance of the postgraduate training programmes by means of recommendations to the Faculty Board with regard to:
 - a. appointment of study leaders and promoters
 - b. approval of titles and protocols of postgraduate projects
 - c. appointment of module, mini-dissertation, dissertation and thesis examiners and moderators.
 - d. terminations and/or suspensions of studies in terms of the University rules.

- v. Develop and implement policy for research and innovation, including:
 - a. overseeing and monitoring the activities of research entities.
 - b. monitoring the research outputs of the Faculty.
 - c. monitoring of internal and external evaluation reports of research entities.
 - d. research to be pursued by academics within or outside the Faculty with internal academic collaboration.
 - e. recommending approval agreements and research projects.
 - f. monitoring the Faculty's research development progress.
- vi. Oversee the implementation of policies and processes with regard to the student academic lifecycle administration in the postgraduate environment (Higher Degree Administration).
- vii. Oversee the operations of the Faculty Research Ethics Committee
- viii. Oversee the operations of the Higher Degrees committees
- ix. Align research processes across all sites of delivery

3 Authority

The Research and Innovation Committee is a sub-committee of the Faculty Board and is therefore directly accountable to the Faculty Board for the performance of its duties.

The committee approves and plans all research initiatives and sub-committee referrals, and recommends these to the Faculty Board for approval.

The committee considers, for recommendation to the Faculty Board, all proposals received from the Higher Degrees committees as well as resolutions from the Ethics Committee.

The committee considers, for recommendation to the Faculty Board, the planning of teaching-learning programmes for master's and PhD qualifications, the overseeing of the quality of the masters and PhD qualifications, and the academic rules pertaining to these qualifications.

4 Membership

4.1 Composition

4.1.1 Standing members:

	Standing members	Term
(1)	Deputy Dean (Research and Innovation) (Chairperson)	Per appointment contract
(2)	Executive Dean (Faculty of Economic and Management Sciences)	Per appointment contract
(3)	Deputy Dean (Teaching and Learning / Strategy and Business Development)	Per appointment contract
(4)	Deputy Dean (Community Engagement and Stakeholder)	Per appointment contract

	Relations)	
(3)	Research directors of all entities/schools or representatives	In accordance with appointment
(4)	Chairperson: Research Ethics committee	In accordance with appointment
(5)	Faculty research administrator	In accordance with appointment and task agreement
(6)	Director: Research Development	In accordance with appointment
(7)	Research manager	In accordance with appointment

4.2 Appointment of members

Members are appointed by contract per term and per task agreement, in consultation with the Executive Dean. Changes may be made as necessary.

4.3 Appointment of chairperson and acting chairperson/vice-chair

4.3.1 The Deputy Dean: Research and Innovation is the chairperson of the Research and Innovation committee.

4.2.2 In the absence of the Deputy Dean: Research and Innovation at a particular meeting, the Deputy Dean: Teaching and Learning serves as acting chairperson.

4.2.3 In the absence of both the Deputy Dean: Research and Innovation and Deputy Dean: Teaching and Learning, the Deputy Dean: Research and Innovation will nominate a chairperson for the meeting from among the members of the committee.

Independent special expertise as required (on an *ad-hoc* basis) may be invited to attend meetings.

4.4 Voting rights of members

4.4.1 All standing members of the Research and Innovation Committee have the right to vote; also those members who have been formally appointed into acting positions.

4.4.2 Each member only has one vote.

4.5 Secretariat

Secretariat services are provided by Corporate Information and Governance Services.

5 Meeting arrangements

The following meeting arrangements apply:

Frequency	Four to six meetings annually (2-3 per semester)
Extraordinary meetings	If and when necessary.
Quorum	The quorum of the meeting will be half (50%) plus one of all the members, excluding vacant positions.
Notice of the meeting	The secretariat electronically notifies members of the time and place where the meeting is to be held at least 30 days before the meeting date. The minutes of the previous meeting will be enclosed and members are requested to provide the secretariat with input by the closing date for the agenda.
Agenda	The secretariat provides the complete agenda pack electronically to all members at least seven days prior to the meeting.
Attendance register	An attendance register will be circulated by the secretariat at the beginning of each meeting. Every member present must sign the attendance register. The attendance register is proof of attendance for purposes of the minutes.
Confirmation of minutes	An ordinary meeting, after being constituted and opened, commences with confirmation of the minutes of the previous meeting(s). Any objection to the minutes is raised and disposed of before the minutes are confirmed. The committee secretary has to make the corrections for the chairperson to sign after the meeting. The minutes may be regarded as read if a copy of the draft minutes was provided to members prior to the meeting. Minutes will be a true reflection of the previous meeting, and will contain all views expressed under the heading 'noted'. Decisions made by the committee will reflect under the heading 'Resolved'.
Decision-making process	Matters are resolved by means of general consensus. The chairperson might, however, decide when a decision should be taken by means of a voting procedure. The chairperson may decide that voting must be by secret ballot, provided that voting for persons must always be by secret ballot.

	The chairperson has an ordinary vote, but must, in addition, exercise a casting vote in the event of an equality of votes on any matter. The number of votes in favour of or against any proposal is not recorded in the minutes, unless the chairperson so decides.
Conflict of interest	A member may not take part in the discussion of or vote on any matter in which the member has a direct financial or other interest, unless the member first discloses the nature and extent of the interest and obtains the leave of the meeting to take part in the discussion or to vote. All committee members must indicate any conflict of interest at the agenda point allocated for that, and must also indicate a conflict of interest on the attendance register by indicating the agenda item where the conflict arises, in writing, next to his/her name.
Point of order	A point of order, clarification or information may be raised against any member. Should the above point of order, clarification or information be immediately challenged by a member, the ruling is put to the meeting for determination – without it being discussed, and the decision of the meeting is final. The ruling of the chairperson is binding and cannot be challenged.
Disrespectful / disorderly conduct	Anyone attending a meeting who, after having been requested to refrain from disrespectful or disorderly conduct, continues to disobey a ruling from the chairperson, must be requested to leave the meeting. If that person does not leave the meeting immediately, such a person could be removed from the meeting with the assistance of Protection Services.
Apology	An apology will be noted when a member electronically submits it to the secretariat and/or the chairperson, at least one day prior to the meeting. Members absent from the meeting without the above-mentioned apology are noted as 'without apology'. The views of a member who is unable to attend a meeting may be submitted in writing, but may not count as a vote by such a member.
Recording of meeting	At the opening of the meeting, the chairperson indicates that a recording will be made for purposes of the minutes. The audio file is deleted after signed confirmation of the minutes during the next meeting.

Round-robin process	The chairperson may submit urgent matters electronically in-between scheduled meetings. The secretariat will assist in this process. At least two thirds of the members have to confirm their involvement in the process electronically by giving feedback, approval or non-approval. When a majority of members reaches agreement, it is taken as a resolution. Such resolution is equivalent to a resolution of the committee and must be recorded in the minutes of the next meeting.
Resources and budget	Not applicable.
Records management	All records of the committee (terms of reference, membership list, agendas, minutes, attendance register, correspondence, etc.) will be kept electronically (on <i>Share</i>) and in hard copy, and the hard copy will be sent to the Archives and Museum Services for permanent preservation. Committee members have automatic access to all records of the committee. All other interested parties must complete a request form in terms of the Promotion of Access to Information Act, which will be assessed in terms of the prescriptions contained in the Act.

6 Standing committees of the Research and Innovation Committee

- 6.1 The Research and Innovation Committee may establish Research and Innovation standing committees.
- 6.2 The purpose of such standing committees is to perform the tasks assigned to such committees by the Research and Innovation Committee.
- 6.3 At least the following standing committees are established, each with its own terms of reference

Committee type	Committee name	Reporting schedule to the relevant faculty board
Research and Innovation standing committees	Higher Degrees Committee	
	Research Ethics Committee	

7 Reporting

- 7.1 Reports from the Research and Innovation standing committees are tabled after each meeting that had been held in accordance with the planned meeting

schedule of such committees. In the instance that reports from standing committees are not tabled, an acceptable reason is to be provided to the Research and Innovation Committee.

- 7.2 Reports from each of the Research and Innovation Committee meetings are tabled at the Faculty board after each meeting that had been held in accordance with the planned meeting schedule of the Research and Innovation Committee. In the instance that reports from the Research and Innovation Committee are not tabled, an acceptable reason is to be provided to the Faculty board.

8 Approval and review

The following documents guide the operations of this committee: (if applicable)

Document	Status	Authority	Date
NWU Statute (paragraphs 14-17)	Approved	Legislative	24 March 2017
Terms of reference of the Faculty board and its standing committees	Approved	Senate-approved	As per Senate resolution: 21 October 2015
NWU Strategy 2015-2025	Approved	Council-approved	19-20 November 2015
NWU Annual Performance Plan	Approved	Council-approved	16 March 2017
Applicable NWU policies and rules, among others, the following	Approved	Council-approved	
Quality Policy	<i>To be reviewed</i>	Registrar	<i>Due date: 24 March 2018</i>
Policy on Plagiarism and Other Forms of Academic Dishonesty	<i>To be reviewed</i>	Registrar	<i>Due date: 24 March 2018</i>
Admissions Policy	<i>To be reviewed</i>	Registrar	<i>Due date: 24 March 2018</i>
General Academic Rules	<i>To be reviewed</i>	Registrar	<i>Due date: 24 March 2018</i>
Policy on the Institutional Teaching Excellence Awards (ITEA)	<i>To be reviewed</i>	DVC: TL	<i>Due date: 24 March 2018</i>
Policy on Work-integrated Learning and Service Learning	<i>To be reviewed</i>	DVC: TL	<i>Due date: 24 March 2018</i>

Policy for the Management of Research and Innovation Contracts and External Investment/Stakeholding	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Policy on Joint and Double Degrees at Masters and Doctoral Level with Foreign Universities	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for the Awarding of the Institutional Research Excellence Awards (IREA)	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for the Classification of Theses and Dissertations	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Framework (incl. policy) for research ethics	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for the Research Ethics Regulatory Committee (RERC) and Research Ethics Committees (RECs)	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for the S ₂ A ₃ bronze medal for students	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for the Vice-Chancellor medal for Master's students	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Research and Innovation Policy	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Research Infrastructure Policy	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Rules for innovation awards	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Policy on community engagement	<i>To be reviewed</i>	DVC: RI	<i>Due date: 24 March 2018</i>
Research Ethics Committee			

9 Review

The terms of reference for the Research and Innovation Committee and sub-committees will be reviewed on a three-year cycle.



Corporate & Information Governance Services

MINUTES

Meeting of the Faculty of Economic and Management Sciences Research and Innovation Committee Meeting held on 09 September 2019 at 14:00 – 16:00, Building F1, Senate Suite, Potchefstroom Campus

Present

Prof J Surujlal (Chairperson).....Deputy Dean FEMS, Research and Innovation
 Prof S Swanepoel.....Executive Dean: FEMS
 Prof L Botes.....School of Economic Sciences
 Prof HJ van der Merwe.....Deputy Dean FEMS, Teaching and Learning
 Prof B van Lill.....GIFT
 Prof P Buys.....WorkWell
 Prof D Mello.....School of Economic Sciences
 Dr B Linde.....EMS: REC Chairperson
 Dr L Lekunze.....NWU Business School
 Ms D Vorster.....FEMS: SALA
 Ms L Grimbeek.....Faculty Administrator
 Prof D Meyer.....School of Economic Sciences

Apologies

Prof J Fouche.....School of Accounting Sciences
 Dr M Brouwers.....School of IPS and HR
 Ms D Mheta.....FEMS: SALA
 Prof N Moroke.....Deputy Dean FEMS, Community Engagement Projects
 Prof A Bevan-Dye.....School of Management Sciences
 Ms A van der Elst.....FEMS: SALA
 Prof D Schutte.....School of Accounting Sciences
 Prof W Viviers.....TRADE
 Ms L Olivier.....FEMS: SALA
 Prof L de Beer.....WorkWell
 Dr N Mackay.....School of Management Sciences
 Prof M Potgieter.....School of Management Sciences
 Dr K Paadi.....School of IPS and HR

Secretariat Services

Moshodi. T.I Mr.....Senior Committee Coordinator

1 Opening and welcome

The acting chairperson, Prof P Buys welcomed all members present and declared the meeting opened. He indicated that Prof Surujlal was attending a conference in France.

A concern was raised w.r.t the School Directors not being members of the Committee and a recommendation was made that the matter should be brought to the attention of the Chairperson.

1.1 Apologies

The apologies were noted on the attendance register.

1.2 Personalia

None.

2 Declaration of interest

In accordance with the NWU Policy on Conflict of interest and Sections 34 (4)(a-b),(34)(5), (34)(6), (34)(7) of the Higher Education Act (101/1997) committee members were afforded the opportunity to declare their own as well as the interest of family, friends and suppliers with business links to the university in any of the discussion items on the agenda. No conflict of interest was declared.

3 Determination of the agenda

The agenda was accepted as received.

4 Minutes of the previous meeting

The minutes of the ordinary meeting held on 09 July 2019 were approved subject to editorial corrections

Proposed: Dr Lekunze

Seconded: Prof D Meyer

5 Matters arising

5.1 Actions list

6 Standing matters

6.1 Reports from the Higher Degrees Committee

6.1.1 Mahikeng Campus

6.1.1.1 Noted

- A verbal report was presented and the following were highlighted:
 - o The entities' Day was held on 07 August 2019.
 - o The mentoring training and NRF rating workshops were held respectively.

6.1.2 Potchefstroom Campus

6.1.2.1 Received

A document entitles "Minutes of Campus Higher Degree Committee meetings held on 03 March and 18 June 2019" for noting

6.1.2.2 Noted

The Committee noted the Minutes of Campus Higher Degree Committee meetings held on 03 March and 18 June 2019.

6.1.3 Vanderbijlpark Campus

6.1.3.1 Received

A document entitles "Minutes of Campus Higher Degree Committee meetings held on 29 August 2019" for noting

6.1.3.2 Noted

The Committee noted the Minutes of Campus Higher Degree Committee meetings held on 29 August 2019.

6.2 NWU Business School

6.2.1 Received

A document entitled "Minutes of the School Research & Innovations meeting held on 26 June 2019.

6.2.2 Noted

- The Committee noted the Minutes of Campus Higher Degree Committee meetings held on 26 June 2019.

- The Committee further noted minutes of the following Scientific Committee meetings:
 - o 12 April 2019
 - o 23 May 2019
 - o 31 May 2019
 - o 16 August 2019
 - o 20 August 2019.

6.3 Report from the Research Ethics Committee

6.3.1 EMS – REC application form

6.3.1.1 Received

A document entitled “EMS – REC application form” for discussion.

6.3.1.2 Noted

- It was indicated that the previous form was outdated and the new form was developed from the inputs received from the Scientific Committees.
- The revised form was presented to the Committee for inputs before being submitted to the Faculty Board for approval.
- It was indicated that the final list of post-fecto ethics applications was approved by the Senate Committee and it was recommended that new application should follow the normal process.

6.3.1.3 Resolved

The Committee resolved that the Directors and Programme Leaders would submit their inputs on revised EMS – REC application form.

6.3.2 Code of conduct for researchers

6.3.2.1 Received

A document entitled “Code of conduct for researchers” for noting.

6.3.2.2 Noted

The Committee noted that as part of the new application form, the applicants would be required to sign a once off code of conduct form to adhere to all the research guidelines.

6.3.3 Minutes of the EMS – REC meetings

6.3.3.1 Received

A document entitled “Minutes of the EMS – REC meetings of 21 June and 26 July 2019” for noting.

6.3.3.2 Noted

The Committee noted the Minutes of the EMS – REC meetings held on 21 June and 26 July 2019.

7 Extraordinary appointments

7.1 NWU Business School

7.1.1 Prof BC Basheka

7.1.1.1 Noted

The application of Prof BC Basheka for an Extraordinary Professor position was presented for approval.

7.1.1.2 Resolved

The Committee recommended the appointment of Prof BC Basheka as an Extraordinary Professor to the Faculty Board for approval.

7.1.2 Prof S Fullerton

7.1.2.1 Noted

The application for reappointment of Prof S Fullerton for an Extraordinary Professor position was presented for approval.

7.1.2.2 Resolved

The Committee recommended the reappointment of Prof S Fullerton as an Extraordinary Professor to the Faculty Board for approval.

7.1.3 Prof P Msweli**7.1.3.1 Noted**

- The application of Prof P Msweli for an Extraordinary Associate Professor position was presented for approval.
- It was indicated that the applicant was not at fulltime academic staff but an expert in the industry.

7.1.3.2 Resolved

The Committee recommended the appointment of Prof P Msweli for an Extraordinary Associate Professor to the Faculty Board for approval.

7.1.4 Prof EG Fonsah**7.1.4.1 Noted**

The application of Prof EG Fonsah for an Extraordinary Professor position was presented for approval.

7.1.4.2 Resolved

The Committee recommended the appointment of Prof EG Fonsah as an Extraordinary Professor to the Faculty Board for approval.

7.1.5 Prof S Steinman**7.1.5.1 Noted**

The application for reappointment of Prof S Steinman for an Extraordinary Professor position was presented for approval.

7.1.5.2 Resolved

The Committee recommended the reappointment of Prof S Steinman as an Extraordinary Professor to the Faculty Board for approval.

7.1.6 Prof RE Hinson**7.1.6.1 Noted**

The application of Prof RE Hinson for a Research Scientist position was presented for approval.

7.1.6.2 Resolved

The Committee recommended the appointment of Prof RE Hinson for a Research Scientist Position to the Faculty Board for approval.

7.1.7 Dr G R Duppati**7.1.7.1 Noted**

The application of Dr GR Duppati for a Research Scientist position was presented for approval.

7.1.7.2 Resolved

The Committee recommended the appointment of Dr GR Duppati for a Research Scientist Position to the Faculty Board for approval.

8 New matters**8.1 Student requests (HD) approved from September 2018 – 18 July 2019****8.1.1 Received**

A document entitled "Student requests (HD) approved from September 2018 to 18 July 2019" for noting.

8.1.2 Noted

The Committee noted the students' requests which were approved from September 2018 to 18 July 2019.

8.2 Doctoral review - Appointment of Prof D Gericke

8.2.1 Noted

It was indicated that Prof D Gericke was appointed as a facilitator of the Faculty Doctoral review process. That the information needed for the National Doctoral review process start from 2008 and by then Prof Gericke was a Deputy Director and later appointed as a Dean.

8.2.2 Resolved

The Committee noted the appointment of Prof D Gericke as a Facilitator for the Faculty Doctoral review process.

8.3 Research niche area

8.3.1 Noted

It was reported that the application for a new niche area by Prof P Buys was in progress and it would be serving at the next Senate Committee on Research and Innovation meeting for approval.

9 Additional matters

9.1 ISS Conference at VC

9.1.1 Noted

It was reported that the ISS Conference was held at the Vanderbijlpark Campus and 15 papers were presented.

10 Date of the next meeting

The next meeting would be held in 2020 at Vaal Campus.

11 Closure

The Chairperson thanked all the members for their meaningful contributions and the meeting adjourned at 15:30.

CONFIRMED THIS _____ DAY _____ 2020

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CHAIRPERSON

Original details: (18035361) H:\HSC\1. GOV\1.3 _Structures\1.3.28 Faculty Boards\1.3.28 Faculty of EconMan Sciences\Subcommittees\Research & Innovation\Minutes\2019\2019.09.09 R&I draft minutes.docm
8 September 2019

ACTION LIST FOR FEMS R&I MEETING OF 09.09.2019

Note: Matters arising from previous minutes are enclosed in the Action Plan. (Responsible persons indicated on action plan to elucidate during meeting).

Ref nr	Item nr on previous minutes	Item description	Action / Corrective action required	Responsible Person	Target date / comments
01	2019.07.09 Item:7.1.1	Appointment of extraordinary professors and postdocs in the faculty	The task agreement would be finalised and approved via a round-robin process.	Prof B Surujlal Prof L Botes	A meeting was held and a draft for the postdoc was drafted. That there would be a need to develop the agreement for different categories.
02	2019.07.09 Item:7.3	Memorandum of understanding	Prof D Meyer would circulate the report to members to indicate the active and non-active MoUs.	Prof D Meyer	The matter was still in progress. That they were divided into TL & RI.
03	2019.07.09 Item: 7.5	Scientific Committees, M and D Protocols, and Process Chart	Atask team to determine the practicality of the scientific committees and report at the next meeting. A recommendation was made that Prof Mello should compile a formal document (to deal with challenges relating to research or funding) for approval.	Prof D Meyer (Convener); Research / entity directors; School directors; Deputy school directors. Prof D Mello	Workshop was planned for 07 october and agenda was drafted. That the workshop will discuss on 07 October.

04	2019.07.09 Item: 8.5	Extraordinary appointments	The task team was tasked to review the process of appointing in extraordinary positions and make recommendation at the next meeting	<i>Prof D Meyer (Convener); Research / entity directors; School directors; Deputy school directors.</i>	Workshop on 07 October.
05	2019.09.09 Item: 1	R&I TOR – inclusion of school directors	A concern was raised w.r.t the School Directors not being members of the Committee	<i>Prof B Surujlal</i>	
06	2019.09.09 Item: 6.3.1	EMS – REC application form	Directors and Programme Leaders to submit inputs on revised EMS – REC application form.	<i>Prof B Linde</i>	



FEMS Research and Innovations Committee

Title of agenda item:	Reports from the Higher Degrees Committees (Potchefstroom)				
Documentation attached:	☒	Yes	☐	No	Meeting date: 27 January 2020
Indicate with an X	☒	For noting	☐	For approval	
Proposed by:	Prof Pieter Buys				
Estimated time required for discussion (if any):	<i>[Estimate for meeting planning purposes the length of time suggested to conclude this item]</i>				
Consultation route followed:	<i>[List the persons or committees consulted]</i>				
Further consultation or approval required:	<i>[Indicate if further consultation is required after the UMC has taken a decision]</i>				
Action required after decision:	<i>[Indicate what further action is required after the UMC decision e.g. communication to the affected or interested]</i>				
Background and problem statement:	<i>[Provide a brief background to the issue and the problem statement (if any)]</i>				
Proposal:	<i>[Indicate what UMC is required to do – approve or note – formulate this as a resolution which will form part of the minutes; you might also indicate how UMC might best reach a decision]</i>				



Faculty of Economic and Management Sciences

MINUTES

Meeting of the Higher Degrees Committee: Potchefstroom, held on 5 September 2019 at 10:00, building E3, room 152

1 Opening and welcome

Prof Pieter Buys welcomes all present.

1.1 Attendance

Prof Pieter Buys	Director: WorkWell Research Unit
Prof Lindie du Plessis	TREES
Dr Melissa Jacobs on behalf of Dr Marissa Brouwers	Industrial Psychology and Human Resource Management
Ms Louise Jansen van Rensburg (secretariat)	FEMS PC SALA
Prof Karina Mostert	WorkWell
Prof Merwe Oberholzer	WorkWell
Prof Danie Schutte	Accounting Sciences
Prof Elmarie Slabbert	Ag Director: TREES Research Unit

Apologies

Prof Derick Blaauw	Economic Sciences
Prof Leon de Beer	WorkWell
Prof Nedia Mackay	Management Sciences
Prof Danie Meyer	Director: TRADE Research Unit
Prof Andrea Saayman	Economic Sciences
Prof Wilma Viviers	TRADE

1.2 Personalia

Prof Martinette Kruger from TREES received the award for Distinguished Young Woman Researcher in Humanities and Social Sciences at the annual South African Women in Science Awards ceremony, which took place on 15 August 2019.

2 Minutes of the previous meeting

The following correction was made on the minutes of the meeting of 19 June 2019:

Page 1 3.1 Terms of reference: Higher Degrees Committee

Assessment of research proposals – The Higher Degrees Committee must ratify (not only note) the reports and details provided by the Scientific Committees.

The minutes of the meeting were approved.

3 Matters arising

None

4 Standing matters

4.1 Merging of research entities

The following feedback was provided regarding the merging of research entities:

WorkWell

School of Management Sciences: The School divided into two sub-programmes, namely Marketing and Entrepreneurship.

School of Accounting Sciences: A possible sub-programme in Forensic Accounting is currently being investigated.

Management Cybernetics

The final approval of this new entity will be discussed at the Research Support Committee. If approved, the entity will run from the 1 January 2020.

4.2 Student requests

The committee takes note of the following requests that were received and processed.

Student	Degree	Request	Decision
Meyer, MS 13251953	MCom Human Resource Management	Extension of study period for 2019	Approved 06/06/2019

4.3 Reporting of scientific committees

The following reports were ratified:

School of Accounting Sciences



Acc

Sc_26.07.2019.pdf

School of Economic Sciences

TRADE



TRADE_15.08.2019.docm

School of Industrial Psychology and Human Resource Management



IP&HRM_15.08.2019.pdf

School of Management Sciences



Management
Sc_19.06.2019.pdf



Management
Sc_21.08.2019.pdf

School of Tourism Management



TREES_31.07.2019.pdf

4.4 Title registrations

The following title registrations were approved

TRADE: Trade and Development

SURNAME INITIALS TITLE	STUDENT NUMBER	DEGREE THESIS – T DISSERTATION – D MINI-DISSERTATION - M ARTICLE – A	PROGRAMME AND TITLE	FUNCTIONARIES Promoter – P Supervisor – S Co-promoter/-supervisor – C Assistant promoter/-supervisor – A Internal examiner– I External examiner – E	ETHICS NUMBER/-PROCESS	REGISTRATION OF	APPROVED
Aucamp, M Miss	26119080	MCom – D	International Trade: Approved 18/06/2019	S= Prof Ermie Steenkamp I= Prof Waldo Krugell E= Me Danielle le Clus Rossouw (Private) Edit to: S= Prof Ermie Steenkamp C= Dr Carli Bezuidenhout I= Prof Waldo Krugell E= Me Danielle le Clus Rossouw (Private)		Amendment of functionaries	05/09/2019
Boshoff, SJ Mr	26401207	MCom – D	Economics: Identifying the drivers of trade finance in South Africa	S= Prof Gary van Vuuren C= Prof Wilma Viviers I= Prof Sonja Grater E= Dr Yudhvir Seetharam (Wits)	NWU-00408-19-A4	Title, functionaries & examiners	Round robin 22/08/2019
Maree, J Mrs	10147578	PhD – T	International Trade: Approved 10/09/2018	P= Prof Sonja Grater C= Prof Alwyn Hoffman I= Prof Wilma Viviers E= Dr Thomas Farole (World Bank) E= Prof Bertrand Laporte (CERDI) Edit to: P= Prof Sonja Grater C= Prof Alwyn Hoffman	EMS16/08/11-06-01	Amendment of examiner	05/09/2019

				I= Prof Henri Bezuidenhout E= Dr Thomas Farole (World Bank) E= Prof Bertrand Laporte (CERDI)			
Opperman, A Mr	31428185	MCom – D	International Trade: Die identifisering van realistiese uitvoergeleenthede en bedreigings in die handelsbetrekkinge tussen Suid-Afrika en Sjina: 'n Besluitondersteuningsmodel Edit to: Die identifisering van realistiese bilaterale uitvoergeleenthede vir Suid-Afrika en China: 'n Besluitondersteuningsmodel	<i>Approved 31/07/2018</i> S= Prof Wilma Viviers C= Mr Martin Cameron (Trade Advisory)	NWU-00423-18-A4	Title amendment	05/09/2019

TREES: Tourism Research in Economic Environs and Society

SURNAME INITIALS TITLE	STUDENT NUMBER	DEGREEE THESIS – T DISSERTATION – D MINI-DISSERTATION - M ARTICLE – A	PROGRAMME AND TITLE	FUNCTIONARIES Promoter – P Supervisor – S Co-promoter/-supervisor – C Assistant promoter/-supervisor – A Internal examiner– I External examiner – E	ETHICS NUMBER/-PROCESS	REGISTRATION OF	APPROVED
Govender, V Ms	12795828	MA – D	Tourism Management: Assessing the key success factors for the strategic management of corporate events: A supply-side perspective	S= Prof Martinette Kruger I= To be appointed later E= To be appointed later		Title & functionaries	05/09/2019
Makuyana, T Mr	29694418	PhD – T	Tourism Management: <i>Approved 10/09/2018</i>	P= Prof Engelina du Plessis C= Dr O Chikuta (Chinhoyi University of Technology) C= Dr Marco Scholtz I= Prof Pierre-Andre Viviers E= Prof Nelly Swart (Unisa) E= Dr Hugh Bartis (NMMU)	NWU-00248-18-A2	Examiners	05/09/2019
Wilson, OE Miss	24330558	PhD – T	Tourism Management: Measuring the influence of memorable shark diving tourism experiences on shark conservation	P= Dr Serena Lucrezi C= Prof Martinette Kruger I= To be appointed later		Title & functionaries	05/09/2019

				E= To be appointed later E= To be appointed later			
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WorkWell

SURNAME INITIALS TITLE	STUDENT NUMBER	DEGREEE THESIS – T DISSERTATION – D MINI-DISSERTATION - M ARTICLE – A	PROGRAMME AND TITLE	FUNCTIONARIES Promoter – P Supervisor – S Co-promoter/-supervisor – C Assistant promoter/-supervisor – A Internal examiner– I External examiner – E	ETHICS NUMBER/-PROCESS	REGISTRATION OF	APPROVED
Daniel, RS Mr	29805686	MCom – D	Management Accountancy: Evaluating the business model of a challenger bank in the South African banking industry Edit to: Developing a framework for future business models in the South African banking industry	<i>Approved on 10/09/2019</i> S= Prof Sanlie (L) Middelberg	NWU-00757-18-A4	Title amendment	05/09/2019
Eckardt, FFN Mr	24139750	MCom – D	Marketing Management: Customer attachment: A mediated model for wealth management in South Africa	S= Dr Hester Spies I= Dr Carinda Williams E= Prof Thérèse Roux (TUT)	NWU-0120-19-A4	Title, functionaries & examiners	05/09/2019
Els, RC Mr	21489467	PhD – T	Human Resource Development: <i>Approved 18/06/2019</i>	P= Dr Helen Meyer A= Prof Suria Ellis I= Dr Jannie Jacobsz E= Dr Valerie Anderson (University of Portsmouth) E= Prof Michael Kirchner (Purdue University)	EMSMHW1 6/10/27-01/02	Examiners	05/09/2019
Engelbrecht, J Miss	25028979	MCom – M	Industrial and Organisational Psychology: The relationships between job embeddedness, work engagement, burnout and turnover intention within the South African context	S= Prof Leon de Beer C= Prof Cara Jonker I= Dr Melissa Jacobs E= Dr Madelyn Geldenhuys (UJ)	NWU-00429-18-S4	Title, functionaries & examiners	05/09/2019

Kilian, E Mrs	20335504	MCom – D	Accountancy: South Africa's audit exemption: An international comparison Edit to: South Africa's audit exemption threshold: An international comparison	<i>Approved 18/06/2019</i> S= Prof Danie Schutte C= Prof Jan van Romburgh	NWU-00348-18-A4	Title amendment	05/09/2019
Nel, JH Mr	24748692	PhD – T	Labour Relations Management: <i>Approved 07/08/2014</i>	P= Prof BJ Linde A= Dr C Els I= Prof C van Wyk E= Dr P Smit (UP) E= Prof J Pauwe (Tilburg University) Edit to: P= Prof Bennie Linde I= Prof René Schalk (Extraordinary professor) E= Prof Charissa Freese (Tilburg University) E= Dr Karel Lessing (TUT)	Faculty 2014	Amendment of functionaries & examiners	05/09/2019
Rautenbach, T Mrs	27020746	MCom – M	Industrial and Organisational Psychology: Investigating the influence of thinking styles on the sales performance of South African financial advisors	S= Dr Crizelle Els I= Ms Jeanine Pires-Putter E= Ms Suzanne Gericke (UP)	NWU-00427-18-S4	Title, functionaries & examiners	05/09/2019
Sigauke, YA Mrs	27640663	MCom – M	Industrial and Organisational Psychology: The relationship between workplace boredom, procrastination, work engagement and turnover intention within the South African context	S= Prof Leon de Beer I= Dr Melissa Jacobs E= Dr Carolina Henn (UJ)	NWU-00809-19-A4	Title, functionaries & examiners	05/09/2019
Theron, L Mr	31242677	MCom – D	Risk Management: Investigating maximum diversification as an investment strategy	P=Prof Gary van Vuuren C= Prof Chris van Heerden I= Dr Sune Ferreira E= Dr Dirk Visser (Barclays, UK)		Title, functionaries & examiners	Round robin 22/08/2019
Van Niekerk, C Miss	25078178	MCom – D	Marketing Management: Exploring the influence of scent marketing on consumers' buying behaviour in the high-end fashion industry	S= Dr Roland Goldberg I= Dr Riane Dalziel E= Prof Darry Penceliah (DUT)		Title, functionaries & examiners	05/09/2019
Van Zyl, JHA Mr	13065262	MCom – M	Taxation: <i>Approved 05/09/2019</i>	S= Prof Karina Coetzee I= Mrs Magriet Weyers E= Prof Hanneke du Preez (UP) Edit to: S= Prof Karina Coetzee I= Mr Herman van Dyk E= Prof Hanneke du Preez (UP)		Amendment of examiner	05/09/2019

5 New matters

5.1 Amendment of examiner

Prof Danie Schutte received a request to change the internal examiner of Mr JHA van Zyl 13065262. The committee accepted the amendment as indicated above under title registrations.

5.2 Scopus journals

Universities in the world are measured amongst other if staff publish in scopus journals, have scopus profiles, and have ORCiD's etc. and thus the reason why the university motivate staff to publish in these journals.

6 Date of next meeting

The next meeting have been scheduled to take place on 14 November 2019.

7 Closure

The meeting adjourned at 10:45 and the chairperson thanked members for their contributions.

Chairperson

Original details: (11930497) L:\PCWR\2. Management\2.2.2.20_FEMS-Higher Degrees Committee\2.2.2.20.4 Minutes\2019\2019.09.05\HDC_minutes_19.09.05.docm
8 October 2019

File reference: 2.2.2.20.4



Faculty of Economic and Management Sciences

MINUTES

Meeting of the Higher Degrees Committee: Potchefstroom, held on 14 November 2019 at 10:00, building E3, room 152

1 Opening and welcome

Prof Pieter Buys welcomes all present.

1.1 Attendance

Prof Pieter Buys	Director: Management Cybernetics
Prof Lindie du Plessis	TREES
Dr Marissa Brouwers	Industrial Psychology and Human Resource Management
Prof Sonja Grater on behalf of Prof Danie Meyer	Economic Sciences
Ms Louise Jansen van Rensburg (secretariat)	FEMS PC SALA
Prof Merwe Oberholzer	Management Cybernetics
Prof Danie Schutte	Accounting Sciences
Prof Elmarie Slabbert	Director: TREES Research Unit
Prof Leon de Beer	Ag Director: WorkWell
Dr Carinda Williams on behalf of Prof Nedia Mackay	Management Sciences

Apologies

Prof Derick Blaauw	Economic Sciences
Prof Nedia Mackay	Management Sciences
Prof Danie Meyer	Director: TRADE Research Unit
Prof Andrea Saayman	Economic Sciences
Prof Wilma Viviers	TRADE

1.2 Personalia

The following persons are congratulated on their appointments: Prof Leon de Beer as acting director for WorkWell, Prof Elmarie Slabbert as director for TREES and Prof Pieter Buys as director of the new research entity that will function from 2020 for Management Cybernetics within the Faculties of Economic and Management Sciences and Engineering. Prof Buys will continue to chair the Higher Degrees Committee and a staff member from the Faculty of Engineering will be invited to the meetings in the future. Management Cybernetics will also establish a scientific committee.

2 Minutes of the previous meeting

The minutes of the meeting of 5 September 2019 were approved.

Proposed: Prof Elmarie Slabbert

Seconded: Prof Pieter Buys

3 Matters arising

None

4 Standing matters

4.1 Merging of research entities

This matter was discussed under point 1.2 Personalia.

4.2 Student requests

The committee takes note of the following requests that were received and processed.

Student	Degree	Request	Decision
Jonck, JF 22226338	MCom (Management Accountancy)	Recognition for : MACC874, Advanced Financial Management and Strategy (48 credits) passed with 66% for MDAC874 Management Accountancy: Advanced Financial Management and Strategy 40 credits MACC875, Advanced Management Accounting and Business Strategy 48 credits passed with 77% for MDAC875 Management Accountancy: Advanced Management Accounting and Business Strategy 40 credits Request for 2020 – Student not registered	Approved 22/10/2019
Phesa, M 32527748	MCom (Management Accountancy)	Change of degree from M Com Management Accounting, 5CL N01: E801P (research dissertation) to M Com Management Accounting (coursework) 5DJ P01 1: E802P.	Approved 22/10/2019

4.3 Reporting of scientific committees

The minutes of the scientific committees were presented and ratified by the Higher Degrees Committee.



Binder.pdf

4.4 Title registrations

The title registrations/title amendments were presented to the committee and approved. An amendment of examiner at student EM Scholtz 10061673 – PhD Industrial Psychology was received and also dealt with during the meeting. A summary of the title registrations/title amendments, appointment/amendment of functionaries as accepted is included.



Title
registrations.docx

Comments were made on the following students' titles and were discussed with the supervisor concerned:

Mokgope, T 29731046 MCom Tourism Management	The committee noted the feedback from the language editor and proposes that the title be accepted as submitted without the language editor's proposal
Janse van Rensburg, S 25180568 MCom Business Management	Language editor removed Province and the full stop at the end of the title. Communicated corrected title to supervisor on 18 November 2019
Kapp, A 25092014 MA Industrial Psychology	18 November 2019 – supervisor accepts suggestion of committee to change title and request to write Version with a small letter.

Mbatha, GF 29714745 MCom Taxation	Language editing removed space before hyphen. Communicated correction with supervisor on 18 November 2019
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5 New matters

5.1 Language policy

Point 10.4 of the language policy was discussed and the committee requested that the matter be discussed at the next Research and Innovation Committee for more clarity and what financial impact it will have.

5.2 Warning letters

There is uncertainty regarding the process that has to be followed when students should receive warning letters. It is proposed that this matter should be referred to the research and innovation committee to be discussed and included in the quality manual.

A suggestion was made that the first warning may be generated by the Scientific Committee for notice by the Higher Degrees Committee and for reporting to the Research and Innovation Committee. The second warning can be issued by the Higher Degrees Committee for reporting to the Research and Innovation Committee and the final warning letter from the Deputy Dean: Research and Innovation. In all cases, the warnings must be captured on the student's record and the student must confirm receipt and that they understand the content and the implication thereof.

5.3 Selection of examiners

Clarity is provided regarding the selection of examiners. In the case of master's students, the Scientific Committee proposes three examiners of whom the CVs have to be approved at the Scientific Committee. The Higher Degrees Committee selects two examiners. For doctoral students, the Scientific Committee proposes four examiners of whom the CVs have to be approved at the Scientific Committee. The Higher Degrees Committee selects three examiners. The supervisor/promoter may not receive the names of the examiners.

Should examiners not be available, communication has to be directed to the relevant research director or scientific committee.

A flow chart to indicate the process for warning letters, appointment of examiners and progress reports must be developed before these matters can be referred to the Research and Innovation Committee.

6 Date of next meeting

An additional meeting was scheduled for 3 December 2019 to finalise the selection of the candidates who will be receiving the full-time faculty bursary.

The meeting adjourned at 11:22.

Original details: (11930497) L:\PCWR\2. Management\2.2.2.20_FEMS-Higher Degrees Committee\2.2.2.20.4 Minutes\2019\2019.11.14\Minutes\Minutes.docm
20 November 2019

File reference: 2.2.2.20.4



Faculty of Economic and Management Sciences

MINUTES

Meeting of the Higher Degrees Committee: Potchefstroom, held on 25 November 2019 at 10:45, building E3, room 152

1 Opening and welcome

Prof Leon de Beer welcomes all present.

1.1 Attendance

Dr Marissa Brouwers	Industrial Psychology and Human Resource Management
Prof Leon de Beer (chair) on behalf of Prof Pieter Buys	Ag Director: WorkWell
Prof Lindie du Plessis	TREES
Prof Lené Graupner	Deputy Director: Industrial Psychology and Human Resource Management
Ms Louise Jansen van Rensburg (secretariat)	FEMS PC SALA
Prof Stéfan Krüger	WorkWell
Prof Nedia Mackay	Management Sciences
Prof Merwe Oberholzer	Management Cybernetics
Prof Elmarie Slabbert	Director: TREES Research Unit
Prof Wilma Viviers	TRADE

Apologies

Prof Pieter Buys	Director: Management Cybernetics
Prof Danie Schutte	Accounting Sciences
Prof Derick Blaauw	Economic Sciences
Prof Danie Meyer	Director: TRADE Research Unit
Prof Andrea Saayman	Economic Sciences

1.2 Personalia

None

2 Minutes of the previous meeting

To be presented at the first meeting in 2020.

3 Matters arising

None

4 Standing matters

4.1 Merging of research entities

None

4.2 Student requests

None

4.3 Reporting of scientific committees

None

4.4 Title registrations

The title amendment of Mr BE Jonker 10679898 – PhD Industrial Psychology was presented to the committee and approved. Summary attached.



Summary.docx

5 New matters

None

6 Date of next meeting

3 December 2019 at 10:00

The meeting adjourned at 10:55.

Current details: (11930497) L:\PCWR\2. Management\2.2.2.20_FEMS-Higher Degrees Committee\2.2.2.20.4 Minutes\2019\2019.11.25\Minutes\Minutes_25.11.19.docm
2 December 2019

File reference: 2.2.2.20.4



Faculty of Economic and Management Sciences

MINUTES

Meeting of the Higher Degrees Committee: Potchefstroom, held on 03 December 2019 at 10:00, building E3, room 152

1 Opening and welcome

Prof Leon de Beer who is acting as chair on behalf of Prof Pieter Buys welcomes everyone. This meeting has been scheduled to discuss the applications received for the faculty's postgraduate bursaries. The applications

1.1 Attendance

Prof Leon de Beer	Ag Director: WorkWell
Prof Lindie du Plessis	TREES
Prof André Heymans	Director: Economic Sciences
Dr Melissa Jacobs	Industrial Psychology and Human Resource Management
Prof Nedia Mackay	Management Sciences
Prof Sanlie Middelberg (on behalf of Prof Danie Schutte)	Accounting Sciences
Prof Merwe Oberholzer	Management Cybernetics
Prof Elmarie Slabbert	Director: TREES Research Unit
Prof Wilma Viviers	TRADE
Dr Marissa Brouwers	Industrial Psychology and Human Resource Management
Ms Louise Jansen van Rensburg (secretariat)	FEMS PC SALA

Apologies

Dr Marissa Brouwers	Industrial Psychology and Human Resource Management
Prof Pieter Buys	Director: Management Cybernetics
Prof Danie Schutte	Accounting Sciences
Prof Derick Blaauw	Economic Sciences
Prof Danie Meyer	Director: TRADE Research Unit
Prof Andrea Saayman	Economic Sciences

1.2 Personalalia

None

2 Minutes of the previous meeting

To be presented at the first meeting in 2020.

3 Matters arising

None

4 Standing matters

4.1 Merging of research entities

None

4.2 Student requests

None

4.3 Reporting of scientific committees

None

4.4 Title registrations

None

5 New matters

5.1 Full-time postgraduate bursary

This meeting has been scheduled to discuss the applications received for the faculty's postgraduate bursaries. The following applications were sent in advance to the relevant research program leader/research director to present the best candidates to the committee.

Candidate	Study field	Supervisor/promoter	Application received
Akinrinde, IJ Mr 36339377 ibukunoluwaakinrinde@gmail.com 080 388 68 903	PhD International Trade	Prof Wilma Viviers	28/10/2019
Bagumhe, PEG 28394828 peterbagumhe75@yahoo.co.uk +255 713 191 695	PhD International Trade	Dr Gabila Nubong	31/10/2019
Dlamini, B Mr 28394984 dlabukhosi@gmail.com 00263 7724 76323	PhD Management Accountancy	Prof Danie Schutte	31/10/2019
Holtzhausen, HC Mr 32907575 cronjeholtz@gmail.com 071 409 5360	Masters Management Accountancy	Not available	30/10/2019
Jankowitz, J Miss 27062503 jennyjankowitz@gmail.com 072 296 4088	Masters Economics	Prof Waldo Krugell	28/10/2019
Kraucamp, T Ms 27088685 tamzyn.kraucamp@gmail.com 079 827 1919	Masters Economics	Not available	30/10/2019
Le Roux, R Miss 26978296 Reneleroux96@gmail.com 078 208 5818	Masters Economics	Prof Waldo Krugell	28/10/2019
Ludick, A Miss 25875574	PhD Economics	Prof Ermie Steenkamp /	18/11/2019

		Dr Alicia Fourie	
Panane, NP Ms 23002492 neo.panane@yahoo.com 066 226 4136	Masters Accountancy	Not available	31/10/2019
Rautenbach, M Mr 27064395 Mone.rautenbach@gmail.com 072 557 3864	Masters International Trade	Dr Gabila Nubong	31/10/2019
Smith, MM Miss 27230953 mmsmithy101@gmail.com 076 851 1516	Masters Risk Management	Prof Chris van Heerden & Dr M Geyser	31/10/2019
Tjekane, NL Mr 24329444 nneoletsie22@gmail.com 078 260 9302	Masters Economics	Dr Gabila Nubong	31/10/2019
Van der Walt, S Mr 27107647 stefvdwalt16@gmail.com 079b419b7294	Masters Economics	Dr Gabila Nubong	31/10/2019

The following persons' applications were shortlisted by the research program leader/research entity and presented to the committee. The best applications are listed first:

School of Accounting Sciences		
Candidate	Programme	Supervisor/Promoter
Holtzhausen, HC Mr 32907575	Masters Management Accountancy	Prof Danie Schutte and Prof Merwe Oberholzer
Total rating (according to evaluation sheet) – 31 Proposal - strongly recommended, Supervisor is available for supervising, the candidate will be able to complete in time, Academic record – strongly recommended, Data is available, Ethics – no risk identified, writing skills need attention. Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification and if successful must attend a writing school at the beginning of his studies.		
School of Economic Sciences		
Ludick, A 25875574	PhD Economics	Dr Alicia Fourie and Prof Ermie Steenkamp
Total rating (according to evaluation sheet) – 28 Received full-time Masters bursary in 2019. Proposal – strongly recommended, Promoter is available for supervising, will be able to complete in time, Academic record - strongly recommended, Data is available, Ethics – no foreseen risk, Writing skills - strongly recommended Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Provisionally accepted for qualification (master's results to be released in February 2020)		
Kraucamp, T Ms 27088685	Masters Economics	To be confirmed
Total rating (according to evaluation sheet) – 28 Proposal – strongly recommended, Supervisor not available yet, the candidate will be able to complete in time, Academic record – strongly recommended, Data is available, Ethics – no risk identified, Writing skills – strongly recommended. Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Accepted a job offer and will not be able to register as a full-time student. The student will proceed with studies on a part-time basis. Did receive admission to the qualification.		

Le Roux, R Miss 26978296	Masters Economics	Prof Waldo Krugell
Total rating (according to evaluation sheet) – 26 Proposal – recommended, Supervisor is available for study leading, will be able to complete in time, Academic record - strongly recommended, Data – secondary data is available, Ethics – no foreseen risk, Writing skills - recommended Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Accepted for qualification		
Smith, MM Miss 27230953	Masters Risk Management	Prof Chris van Heerden and Mariette Geyser
Total rating (according to evaluation sheet) – 25 Proposal – recommended, Supervisor is available for study leading, will be able to complete in time, Academic record - recommended, Data – secondary data is available, Ethics – no foreseen risk, Writing skills - recommended Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Accepted for qualification		
Van der Walt, S Mr 27107647	Masters Economics	Dr Gabila Nubong
Total rating (according to evaluation sheet) – 23 The proposed supervisor does not have sufficient supervision experience. It is proposed that another supervisor be appointed. Proposal – recommended, Supervisor – recommended, will be able to complete in time, Academic record - recommended, Data – data is available, Ethics – no foreseen risk, Writing skills - recommended Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Application for qualification was not successful		
Jankowitz, J Miss 27062503	Masters Economics	Prof Waldo Krugell
Total rating (according to evaluation sheet) – 23 Proposal – recommended, Supervisor – recommended, will be able to complete in time, Academic record - recommended, Data – data is available, Ethics – no foreseen risk, Writing skills - recommended Committees' response: Provisionally approved, provided that the candidate receives admission to the qualification School directors' feedback 06/12/2019: Application for qualification was not successful		

Feedback from Prof Danie Schutte 06/12/2019 with the reasons why the other qualifications were not successful:

Dlamini, B Mr 28394984 – already enrolled student.

Panane, NP Ms 23002492 – has full-time employment and was not sure if she wanted to give up her job to study full-time. She did not come back to indicate what she wanted to do.

As only one PhD application was successful, the committee requested feedback from the Deputy Dean whether an additional masters candidate may be selected to receive a masters bursary.

Feedback from Prof Babs Surujlal 03/12/2019: Continue with the five masters bursaries and only award one PhD bursary. Keep additional masters candidates on the waiting list.

Interviews with successful candidates will take place on 24 January 2020.

6 Date of next meeting

The meetings for 2020 have not been determined yet.

The meeting adjourned at 11:13.

Current details: (11930497) L:\PCWR\2. Management\2.2.2.20_FEMS-Higher Degrees Committee\2.2.2.20.4 Minutes\2019\2019.12.03\Minutes_03.12.19.docm
5 December 2019

File reference: 2.2.2.20.4



FEMS Research and Innovations Committee

Title of agenda item:	<i>FEMS Vanderbijlpark Higher Degrees Committee Meeting (1)</i>				
Documentation attached:	☒	Yes	☐	No	Meeting date: 21.01.2020
Indicate with an X	☒	For noting	☐	For approval	
Proposed by:	<i>Prof J Surujlal</i>				
Estimated time required for discussion (if any):	<i>10 minutes</i>				
Consultation route followed:	<i>Higher Degrees Committee - Vanderbijlpark</i>				
Further consultation or approval required:	<i>No</i>				
Action required after decision:	<i>None</i>				
Background and problem statement:					
Proposal:					

MINUTES

**Higher Degrees Committee Vanderbijlpark
Faculty of Economic & Management Sciences**

17 OCTOBER 2019

10:00 – 12:00

Building 8 - 101



MINUTES

Meeting: FEMS Higher Degrees Committee - Vanderbijlpark

Date of meeting: 17 October 2019

Time of meeting 10:00 – 12:00

Meeting room: Building 8 - 101

1 OPENING & WELCOME

1.1 Apologies

Prof: E Botha

Dr: C Synodinos, L Hamilton, R Klonaridis, L van der Vaart, C Muller, M van Deventer

Mr: J de Jongh

Attendance

Prof: L Botes, DF Meyer, HH Janse van Vuuren, MJ Swanepoel, V Leendertz, AL Bevan-Dye, N de Klerk, E Keyser

Dr: N Meyer, Z Dickason, S Ferreira, C Mostert, A Swart, L van den Berg, H Lues, R Müller, D Viljoen-Bezuidenhout

Mr: D Mokatsanyane

1.2 Personalia Committee welcomed Mr D Mokatsanyane and

2 Determination of the agenda

3 Minutes of the previous meeting

4 Matter arising from the minutes

5 Postgraduate matters

Prof L Botes will elucidate.

- Full time Masters and PhD bursaries 2020
- InfoEd upload as pre-condition for applications for conference presentations

5.1 Minutes of the Optentia Research Committee

5.1.1 Minutes from OPTENTIA Research meetings – to be ratified:

Prof I Rothman will elucidate



Round robin
minutes_30 Septemk

Recommended for approval for Research and Innovation Committee Meeting

6 Matters for discussion

NO.	INITIALS & SURNAME STUDENT NO	FUNCTIONARY TYPE	ENOOLLED FOR:	TITLE OF PROPOSAL	TITLE REGISTRATION AND APPOINTMENT/AMENDMENT OF FUNCTIONARIES	DECISION/ COMMENTS
School of Economic Sciences						
1.	L Munyai 23346183	Supervisor: Dr SJ Ferreira Co-Supervisor: Dr Z Dickason Co-Supervisor: Dr EH Redda Ethics nr: NWU-00718- 19-A4	MCom Risk Management 5CJN01 - E801V	Determinants of bank-switching behaviour in the South African context	Appointment of Examiners Internal Examiner Mr D Mokatsanyane (NWU) External Examiner Dr R Immelman (ABSA)	Approved Recommended to serve at R&I Meeting
2.	T Nasa 24932205	Supervisor: Mr D Mokatsanyane Co-Supervisor: Dr Z Dickason Ethics no: NWU-00389- 19-A4	MCom Risk Management 5CJN01 - E801V	Strict banking regulations: Measuring the impact on bank risk	Amendment of Functionary	Approved Recommended to serve at R&I Meeting

PhD						
1.	T van der Schyff 24943916	Promoter: Prof DF Meyer Co-Promoter: Dr E Keyser Ethics no: Outstanding	PhD in Economics 5CA R031	The development and testing of a measurement instrument for regional tourism competitiveness facilitating economic development	Title Registration Appointment of functionaries	Approved Recommended to serve at R&I Meeting

7 General

7.1 Suggestions made at meetings

- **Full time Masters and PhD bursaries 2020**
The due date for full-time bursary applications has been postponed till 29 November 2019 to give ample opportunity for students to apply and receive good support from the different schools/entities. A shortlisting meeting is planned for 4 December 2019 and presentation and final selection will take place on 16 January 2020 with all applicants also completing a TALPS test on 20 January 2020. This will ensure the selection of the best possible students.
- **InfoEd upload as pre-condition for applications for conference presentations**
A decision was approved that for the applications for conference presentations for 2020 only applications of staff members who's research outputs are properly captured on the NWU InfoEd system will be considered for funding.

8 Closure

11:22

9 Date of next meeting

21 January 2020

Building 8 – 101

10:00 – 12:00

Director: Research Development

Prof L Botes

MINUTES

**Higher Degrees Committee Vanderbijlpark
Faculty of Economic & Management Sciences**

21 January 2020

10:00 – 12:00

Building 8 - 101



AGENDA

Meeting: FEMS Higher Degrees Committee - Vanderbijlpark

Date of meeting: 21 January 2020

Time of meeting 10:00 – 12:00

Meeting room: Building 8 - 101

1 OPENING & WELCOME

1.1 Attendance

Proffs: L Botes, AL Bevan-Dye, N de Klerk, H Zaaiman, E Keyser, V Leendertz, E Botha
 Drs: A Swart, MJ Swanepoel, C Muller, C Synodinos, N Meyer, L van den Berg
 Mr:
 Mrs:

1.2 Apologies

Proffs: Prof HH Janse van Vuuren, DF Meyer, DJ Vijloen-Bezuidenhout
 Drs: H Lues, M van Deventer, S Ferreira, Z Dickason, C Mostert, EH Redda
 Mr: J de Jongh
 Mrs: L Jacobs, P Mdluli, P Mncayi

1.3 Personalalia

2 Determination of the agenda

3 Minutes of the previous meeting

4 Matter arising from the minutes

5 Postgraduate matters

- Full-time Masters and PhD bursaries – contracts
- Funding applications for Conference presentations

Minutes of the OPTENTIA Research Committee

5.1.1 Minutes from OPTENTIA Research meetings – to be ratified:

Prof I Rothman will elucidate



MARM Student 821
and 873 registration

Approved

6 Matters for discussion

NO.	INITIALS & SURNAME STUDENT NO	FUNCTIONARY TYPE	ENOOLLED FOR:	TITLE OF PROPOSAL	TITLE REGISTRATION AND APPOINTMENT/AMENDMENT OF FUNCTIONARIES	DECISION/ COMMENTS
School of Management Sciences						
1.	A Steenkamp 21228922	Supervisor: Dr N Meyer Co-Supervisor: Prof AL Bevan-Dye Ethics nr: Outstanding	Mcom Business Management	South African university students' entrepreneurial mind-set factors and the influence thereof on their entrepreneurial intentions	Title Registration Appointment of Supervisor/Co- Supervisor	Approved Recommended to serve at R&I Meeting

PhD						
1.	P Mncayi 22305939	Promoter: Prof DF Meyer Co-Promoter: Dr E Keyser Ethics nr: ECONIT-2017-061	PhD Economics	An analysis of underemployment amongst young people in South Africa: The case of university graduates	Appointment of Examiners Internal Examiner Prof DD Olebogeng (NWU) External Examiners: Prof MF Farkas (Szent István University) Prof K Viljoen (UJ)	Approved Recommended to serve at R&I Meeting
2.	C de Bruyn 24334154	Promoter: Ethics nr: Outstanding	PhD Economics	An analysis of tourism as a contributing sector to economic development: The case of the Vaal Triangle region	Title Registration only – promoter will be appointed at the next HDC	Approved Recommended to serve at R&I Meeting

7 General

7.1 Suggestions made at meetings

- Full time Masters and PhD bursaries – contracts
 - . It was decided to circulate the revised contracts to all HD members for comments and input. Students will be paid in 10 instalments, Nine from February to October and the 10th payment only once the examiner reports are back and the proof is given of a submitted article to an accredited journal.
- Funding applications for Conference presentations
 - will close at end of February 2020** and is handled by Judy Coetzee. Members are again reminded to take note that the applications are completed, signed and motivated by School Directors and proof of one (1) research output since previous funding on Info Ed should also accompany the application.

8 Closure

11:12

9 Date of next meeting

2 March 2020
 10:00 – 12:00
 Building 8 -101

Director: Research Development
Prof L Botes

Original details: (21743983):\\Users\\Angelicavanoesburgi\\Desktop\\FEMS\\Higher Degrees\\Agenda\\2018\\Feb



FEMS Research and Innovations Committee

Title of agenda item:	<i>[Insert agenda item here]</i>				
Documentation attached:	☒	Yes	☐	No	Meeting date:
Indicate with an X		For noting	☒	For approval	
Proposed by:	<i>[Dr Lekunze and Prof Christoff Botha]</i>				
Estimated time required for discussion (if any):	<i>[10Min]</i>				
Consultation route followed:	<i>[None]</i>				
Further consultation or approval required:	<i>[None]</i>				
Action required after decision:	<i>[None]</i>				
Background and problem statement:	<i>[Provide a brief background to the issue and the problem statement (if any)]</i> <i>The documents attached are minutes and agenda of the last Business School R & I meeting for 2019.</i>				
Proposal:	<i>[None]</i>				



BUSINESS SCHOOL
BESIGHEIDSKOOL
SEKOLO SA KGWEBE



Agenda

Research Meeting	:	NWU Business School
DATE	:	Thursday, 14 Nov 2019
TIME	:	09:00 a.m.
VENUE	:	Building E3 Room 301

1. OPENING

- 1.1 Welcome and Personalia
- 1.2 Apologies

2. CONFIRMATION OF MINUTES

To confirm minutes of the Research Meeting held on 09 Sept 2019



Minutes of research
committee meeting on

3. DETERMINATION OF AGENDA

NEW ITEMS

- 4. ETHICS PROCESS
- 5. STATISTICAL SUPPORT FOR MBA & PHD
- 6. EXAMINATION PROCESS (DELAYS IN REPORTS)
- 7. PHD PRE-SELECTION WORKSHOP (11-12 Nov)
- 8. ARTICLE WRITING WORKSHOP
- 9. 2020 COLLOQUIUM
- 10. SUPERVISOR APPOINTMENTS



G. MAH CV.pdf



Dr T Tshukudu.docx



A Okharelia.docx



CURRICULUM_VITAE_
A MF PELSER 2019.do

11. 2020 YEAR PLAN

12. Closing Remarks



RESEARCH COMMITTEE

THIRD RESEARCH MEETING:

14 NOVEMBER 2019 - 09:00

Building E3, Room 301

1. OPENING AND WELCOME

The chairperson opened the meeting and welcomed all present.

PRESENT:

- Prof Christoff Botha (Chair)
- Prof Yvonne du Plessis
- Dr Johan Jordaan
- Ms Tshidi Khumalo
- Dr Joseph Lekunze
- Prof Ronnie Lotriet
- Prof Jan Meyer
- Prof Hein Prinsloo
- Prof Rena Ravinder
- Prof Anet Smit
- Mr Tebogo Tebejane (Research Officer)
- Ms Sophie Mogorosi
- Ms Christie Munro

APOLOGIES:

Prof Petrus Botha

2. Matters arising from previous meeting

No matters raised from Minutes of Research meeting held on 9 September 2019.

3. NEW ITEMS		
ACTION		Coordinating entity
3.1	➤ <u>Research support for students on all with regard to writing skills</u> ➤ GMAT written by students ➤ Workshops or as topic at the January Study School on first day ➤ Booklet for students ➤ Include in study guide for module MBAC 873 ➤ Efundi has information about process ➤ Platform on website regarding MBAC 873 and process involved to apply for ethics	Business School Research office

	➤ PhD students' abstracts should be published on platform website ➤ Research manager to draft a checklist on the research processes ➤ Ongoing PhD Review process at faculty level	
3.3	➤ MBA students struggle to complete programme within the 2 years	
3.4	➤ 34 PhD students Conditional accepted in 2019 must present full proposal at faculty level before the end of the year ➤ Those who fail to present full proposal automatically forfeit their chance for full admission in 2020	
3.5	➤ Academics and students are to participate in PhD Colloquium's held at any of the Campus.	

4. ETHICS PROCESS	
ACTION	RESPONSIBLE ENTITY
4.1 Scientific Committees will be merge to four and responsible for the review all applications to send to ethics committee for ethics applications for students. Scientific meeting should have a quorum of four academic staff.	Research programme leader and all academic staff (study leaders) Business School Research office
4.2 Documentation submitted for ethics clearance should be complete and templates for consent letter and proposal should always be used. All documents that must be submitted for ethics clearance should be completed before submitting to Scientific committee and ethics committee	
4.3 Title registration form must be submitted and completed at Scientific Committee	
4.4 Ethics committee: Concerns from study leaders that the ethics process delays students' to register their mini-dissertation title will be directed to the ethics secretarate	

5. STATISTICAL ANALYSIS	
ACTION	RESPONSIBILITY
5.1 Statistical consultation services: PC SCS VC SCS MC Department of Statistics A discrepancy in costs exist and consequently differs between the abovementioned facilities	Students from three campus' VC- and PC SCS and MC Department of Statistics

6. EXAMINATION PROCESS	
Action	Responsibility
6.1 Decreasing number of students submission for examinations Delays in external examinations of mini-dissertation must be followed up once 6 weeks has been exceeded	HDA Examination committee Communication with HDA

7. PHD PRE-SELECTION WORKSHOP AT MAFIKENG CAMPUS 11-12 November 2020
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ACTION		RESPONSIBILITY
7.1	Colloquium	Prof Christoff Botha
7.2	2019: 34 PhD candidates of which 15 were selected	Prof Yvonne du Plessis

8. ARTICLE WRITING WORKSHOP		
ACTION		RESPONSIBILITY
8.1	Selection workshops for PhD applicants will take place in March and November. BS to organise 2 training workshops on qualitative and quantitative analysis for students in 2020	Christie – schedule dates with Mara to prevent double bookings
8.2	Set dates for PhD workshops for article writing	

9. 2020 Colloquium		
ACTION		RESPONSIBILITY
9.1	Both methodology and proposal	Research office
9.2	Book colloquium dates: Monthly basis (See 2020 year plan – no 11)	Christie Munro and Tebogo Tebejane
9.3	Review and audit of PhD programme	Prof Yvonne du Plessis Prof Dawid Gericke, School Board

10. Supervisor appointments for PhD and MBA students		
ACTION		RESPONSIBILITY
10.1	G Mah: CV attached Has a PhD qualifications, Supervisor experience Four years' experience Accepted as co-supervisor	Research committee
	T Tshukudu Has a PhD qualifications, Supervisor experience Four years' experience Previous experience From Botswana Accepted as co-supervisor	
	A. Okhariadia (Retiree) Has a PhD qualifications, Supervisor experience Four years' experience Not affiliated with UNISA anymore Maybe be appointed as a Co-supervisor	
	Prof MF Pelser: Has a PhD qualifications, Supervisor experience Four years' experience Currently supervising two PhD's	

Accepted as a co-supervisor Prof Yvonne du Plessis will co-supervise Prof Pelser for the next two years	
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Pre-liminary 2020 YEAR PLAN

**Ethics Committee meetings: Dates will be made available by Dalene Vorster, but it is not available yet.*

DATE	ACTIONS	Responsible person: Christie Munro (in co-ordination with Mara and Research employees)
22-Jan-20	Strategy meeting	
03-Feb-20	BS Higher Degree Committee meeting	
04-Feb-20	PhD Colloquium	
17-Mar-20	PhD Selection Workshop	
18-Mar-20	PhD Selection Workshop	
19-Mar-20	PhD Colloquium	
14-Apr-20	PhD Colloquium	
15-Apr-20	PhD Bridging workshop	
16-Apr-20	PhD Bridging workshop	
17-Apr-20	PhD Bridging workshop	
26-May-20	PhD Colloquium	
27-May-20	Article writing workshop	
28-May-20	Article writing workshop	
29-May-20	Article writing workshop	
12-Jun-20	MBA Research day	
29-Jun-20	BS Higher Degrees Committee Meetings	
30-Jun-20	PhD Colloquium	
27-Jul-20	PhD Colloquium	
19-Aug-20	PhD Colloquium	
07-Sep-20	BS Higher Degrees Committee Meetings	
10-Sep-20	PhD Colloquium	
19-Oct-20	PhD Colloquium	
12-Nov-20	PhD Selection Workshop	
13-Nov-20	PhD Selection Workshop	
16-Nov-20	PhD Colloquium	
04-Dec-20	PhD Colloquium	

Closing:

The Chair thanks all members present and the meeting was adjourned.

CHAIRMAN: PROF CHRISTOFF BOTHA



Agenda items Research & Innovation

Title of agenda item:	Research and Innovation Item 6.2 Report Ethics Committee					
Documentation attached:	☒	Yes	☐	No	Meeting date:	27 January 2020
Indicate with an X	☒	For noting	☒			
Proposed by:	Mrs Dalene Vorster					
Estimated time required for discussion (if any):	N/A					
Consultation route followed:	N/A					
Further consultation or approval required:	N/A					
Action required after decision:	For noting					
Background and problem statement:	Minutes of meetings 21 June 2019, 26 July 2019, 30 August 2019, 20 September 2019, 25 October 2019 and 15 November 2019					
Proposal:	EMSREC minutes for noting					

MINUTES OF EMS-REC MEETING

30 August 2019

8:30 – 15:30

Video Conference

Potchefstroom: Building E3, Boardroom 124
p-e3-124@nwu-vc.tenet.ac.za

Vaal Campus: Building 8, Boardroom R101

Mafikeng: A1: 243

MINUTES OF THE ECONOMIC AND MANAGEMENT SCIENCES RESEARCH ETHICS COMMITTEE MEETING (EMS-REC) ON 30 AUGUST 2019 AT POTCHEFSTROOM CAMPUS, E3: 124.

1. Opening and word of welcome

Prof Bennie Linde welcomed members of the committee at the EMSREC meeting.

2. Attendance

Prof Bennie Linde, Prof Danie Schutte, Dr Marco Scholtz, Dr Jos Viljoen, Prof Mark Rathbone, Dr Crizelle Els, Prof Ravinder Rena, Dr Alex Molefi, Prof Ireen Choga, Dr Lesebo Tseane-Gumbi, Dr Elsabe Diedericks, Mr Fred Goede, Prof Ayesha Bevan-Dye, Prof Thys Swanepoel, Miss Precious Mcayi,

3. Personalalia

None.

4. Approval of the previous minutes

The minutes of 26 July 2019 was accepted by Dr Marco Scholtz and confirmed by Dr Jos Viljoen.

5. Matters arising

5.1 Monitoring (standing matter)

Monitoring remains a standing matter on the agenda. If there are any risk incidents, they have to be reported every three months to the ethics committee. Any adjustments to accepted applications have to be reported to the committee.

5.1.1 25042019 – A Jansen van Vuuren (25146416)(NWU-00384-19-A4)

Prof E Steenkamp – MCom in International Trade

Identifying seasonal export opportunities for selected South African trust and nut crops

Approved as a minimal risk study. A number (NWU-00384-19-A4) is given for three years of ethics clearance.

5.1.2 Co-opting new applications feedback

New application: Statistics

25042019 – T J Modise (22376933)(NWU-01304-19-S4)

Dr J T Tsoku – MCom in Statistics

The investigation of the long-term effects of budget deficit on the Economic growth of South Africa: A comparison between VARMA and VAR models

The application is referred for co-opting reviewing to Mrs Wilma Breytenbach.

Feedback letters for Co-Opting in Statistics, Education and Health

Got new feedback on Co-opting from Education and Statistics that need to be converted into letters for the applicants.

Prof Mark Rathbone to give feedback.

30082019 – D N Wanjau (20210655)(NWU-00724-19-A4)
Prof S van Rooyen / Prof D Schutte – PhD in Accountancy
A framework for the assessment of non-technical skills in accounting
Programmes at South African Higher Education Institutions

Approved as a minimal risk study. A number NWU-00724-19-A4 is given for three years of ethics clearance.

5.2 Concerns/complaints against EMS-REC

Prof Linde requested feedback from the Research and Innovation committee regarding the new application form. As soon as that we have feedback, the new application will be re-worked and submitted to the members of the Research and Innovation Committee. Thereafter upon approval it will be submitted to Mrs Karle Bell for uploading on the EMSREC website, together with all the applicable forms in use for EMSREC, which will then form part of the FEMS website. The approval of the Groupwise addresses is awaiting the confirmation of Prof B Surujlal;

6. New matters

6.1 Next meeting

The next meeting is 20 September 2019. The agenda for this meeting closes 13 September 2019. The meeting will take place at Vanderbijlpark Campus. Prof Ayesha Bevan-Dye will chair this meeting.

6.2 Adapted forms

Working on the draft application form and all the current forms will be available on the FEMS website under EMS-REC.

7. Conflict of interest (standing matter)

Prof I Choga, Dr Jos Viljoen, Dr Marco Scholtz, Dr C Els, Prof R Rena, Prof Danie Schutte

8. Re-submissions – Academia's own Research

8.1 30082019 – L T Ditibane (17071143)(NWU-00784-19-S4)
Assessing the viability of digital government in the North West Province of South Africa

Outcome:

Reapplication

Kindly submit a clear application. Two different applications were submitted in one. A completed and detailed application form is necessary.

8.2 30082019 – J E Chukwuere (18001815)(NWU-00703-19-S4)

A conceptual interface between electronic banking and knowledge of bank products and services

Outcome:

Resubmission.

Prerequisites:

1. It is unclear if the study is a literature review or with human participation (or both);
2. Indicate whether the previous prerequisites (as stated in our attached letter) are met;
3. The method of the study is unclear.

8.3 30082019 – V Pelser-Carstens (10869964)(NWU-00790-19-A4)

Liike: A serious table top game for accountancy education at the North West University, South Africa

Outcome:

Approved as a minimal risk study. A number **NWU-00790-19-A4** is given for three years of ethics clearance.

9. Re-submissions

9.1 30082019 – C van Niekerk (25078178)(NWU-00772-19-A4)

Dr R Goldberg – MCom in Marketing Management

Exploring the influence of scent marketing on consumers' buying behaviour

Outcome:

Approved as a minimal risk study. A number **NWU-00772-19-A4** is given for three years of ethics clearance.

9.2 30082019 – M Leigh (24974773) (NWU-00803-19-A4)

Prof C A Bisschoff - MBA

Measuring the service quality of holiday accommodation in the Limpopo Province

Outcome:

Approved as a minimal risk study. A number **NWU-00803-19-A4** is given for three years of ethics clearance.

9.3 30082019 – N Jordaan (29390915)(NWU-00808-19-A4)**Dr L van der Vaart – MA in Industrial Psychology****A validation of the interpersonal behaviours questionnaire in the South African work context****Outcome:**

Approved as a minimal risk study. A number **NWU-00808-19-A4** is given for three years of ethics clearance.

9.4 30082019 – H Vermeulen (25755412)(NWU-00723-19-A4)**Mr J Jordaan – MBA****The effect of Supply chain analytics on the optimisation of selected operations processes****Outcome:**

Approved as a minimal risk study. A number **NWU-00723-19-A4** is given for three years of ethics clearance.

9.5 30082019 – L Smith (22119140)(NWU-00725-19-A4)**Dr J Jordaan – MBA****Investigating the relationship between job satisfaction and engagement of millennial's in hospitals: The mediating role of structural empowerment****Outcome:**

Approved as a minimal risk study. A number **NWU-00725-19-A4** is given for three years of ethics clearance.

9.6 30082019 – L Venter (31353339)(NWU-00727-19-A4)**Dr J Jordaan – MBA****Die gebruik van totale gehaltebestuur in die aanpassing van diensleweringkwaliteit: 'n Gevallestudie in Privaat Hoër Onderwys****Outcome:**

Approved as a minimal risk study. A number **NWU-00727-19-A4** is given for three years of ethics clearance.

Prerequisites:

1. This study is phased research and all following phases need to be approved by EMS-REC before they can be applied;
2. The documentation need to be signed and forward to EMS-REC administration before the data get collected.

9.7 30082019 - N du Plessis (21195676)(NWU-00721-19-A4)**Dr J Jordaan – MBA****The effect that a quality culture has on product quality in a production environment****Outcome:**

Approved as a minimal risk study. A number **NWU-00721-19-A4** is given for three years of ethics clearance.

9.8 30082019 – K Musi (31024718)(NWU-00812-19-A4)**Dr J Bosman – MA in Industrial Psychology****Job security and work engagement of staff in public higher education institutions: The role of job crafting****Outcome:**

Approved as a minimal risk study. A number **NWU-00812-19-A4** is given for three years of ethics clearance.

9.9 30082019 – J Mahasela (29563666)(NWU-00819-19-S4)**Prof W Musvoto – MBA****The effectiveness of the twin peaks model regulation in South African Banking Sector****Outcome:**

Resubmission via round-robin decision.

Prerequisites:

1. Clarification need to be given on the anonymity within the questionnaire;
2. Clarity on how the questionnaire will be distributed and collected, and;
3. Question 1 of the questionnaire needs to be deleted, since it increases the risk level of the research.

9.10 30082019 – P Mathisa (31388760 (NWU-00746-19-A4)**Prof W Musvoto – MBA****The effectiveness of the regulatory compliance monitoring process for banks in South Africa****Outcome:**

Approved as a minimal risk study. A number **NWU-00746-19-A4** is given for three years of ethics clearance.

9.11 30082019 – T Touts (17127866)(NWU-00814-19-A4)**Prof R Rena – MBA****Factors impairing the revenue collection of Ramotshere Moiloa local municipality in the North West Province****Outcome:**

Approved as a minimal risk study. A number **NWU-00814-19-A4** is given for three years of ethics clearance. Kindly provide EMS-REC with the final proposal clearly indicating the final research designed that was followed.

9.12 30082019 – O A Tsele (18009190)(NWU-00749-19-S4)**Prof H Prinsloo – MBA****Conflicting value of loyalty card as fast moving consumer goods (FMCG) retail stores in Mahikeng****Outcome:**

Resubmission via round-robin.

Prerequisites:

1. Clarity needs to be given on the questionnaire to the participants why socio-demographic information is required and confirm the reason for it in the proposal;
2. Questions 1.5 and 1.6 of the EMS-REC application is not completed;
3. The questionnaire needs to be language edited.

9.13 30082019 – E Maartens (10306498)(NWU-00744-19-A4)**Mr J C Coetzee – MBA****An analysis of state-owned water utilities supply management to support the organizational strategy.****Outcome:**

Approved as a minimal risk study. A number **NWU-00744-19-A4** is given for three years of ethics clearance.

9.14 30082019 – M S van Schalkwyk (27474380)(NWU-00417-19-A4)**Prof C Bisschoff – MBA****Using customer experience as a differentiator for purchasing decisions in the industrial sector****Outcome:**

Approved as a minimal risk study. A number **NWU-00417-19-A4** is given for three years of ethics clearance. It is suggested that the sampling method includes all departments as the researcher can later single them out.

9.15 30082019 – M van der Walt (24301477)(NWU-00416-19-A4)

Prof C Bisschoff – MBA

Assessing the use of developing technology in the fashion industry

Outcome:

Approved as a minimal risk study. A number **NWU-00416-19-A4** is given for three years of ethics clearance.

9.16 30082019 – R G Benedict (31382649)(NWU-01330-19-A4)

Prof M J Swanepoel / Prof P Lucouw – PhD in Accountancy

Developing a model to predict SME's failure to repay government agencies loans

Outcome:

Approved as a minimal risk study. A number **NWU-01330-19-A4** is given for three years of ethics clearance.

10. New applications – Academia's own Research

10.1 30082019 – Prof M Kruger (13018493)(NWU-01305-19-S4)

A marketing analysis of visitors to music festivals in South Africa

Outcome:

Resubmission

Prerequisite:

Clarity needs to be given on the use of the demographic information in the questionnaire.

10.2 30082019 – J Chukwuere (18001815)(NWU-00702-19-S4)Reapplication

User's perceptions of security in mobile devices

Outcome:

Reapplication.

Prerequisite:

1. The research methodology is not explained properly so that the ethical risk level can be determined;
2. The submitted proposal needs to be language edited; and
3. Intrusive questions in the questionnaire increases possible ethical risk levels.

10.3 30082019 – H A S Lubbe (20215250)(NWU-01362-19-S4)

Flipped Classroom: A model to engage Financial Accounting students to develop their competencies for the 4th Industrial revolution

Outcome:

Approved as a minimal risk study. A number **NWU-01362-19-S4** is given for three years of ethics clearance.

11. New applications**11.1 30082019 – S MacHutchon (31374743)(NWU-01308-19-A4)**

Prof K Coetzee – MCom in SA and International Taxation

An analysis of breaking tax residency in South Africa

Outcome:

Approved as a no risk study. A number **NWU-01308-19-A4** is given for three years of ethics clearance.

11.2 30082019 – R Knupp (25261827)(NWU-01309-19-A4)

Prof K Coetzee – Mcom in Taxation

A consideration of the potential tax effect of Seigniorage

Outcome:

Approved as a minimal risk study. A number **NWU-01309-19-A4** is given for three years of ethics clearance.

11.3 30082019 – T A Kalamore (21300585) (NWU-01310-19-S4)

Dr J Lekunze – MBA

Organisational factors influencing management of career development

Amongst public school teachers, North West Province

Outcome:

Resubmission.

Prerequisites:

1. The EMS-REC application form is not completed in full;
2. The questionnaire needs to be language edited;
3. The numbering on the questionnaire is not correct;
4. Clarity needs to be given on the use of the demographic information; and
5. Clarity should be given on how access will be obtained to the schools.

11.4 30082019 – D Gerber (25976222)(NWU-01311-19-A4)**Prof D Schutte – MCom in Management Accountancy****An evaluation of financial distress prediction measures for listed companies in South Africa****Outcome:**

Approved as a minimal risk study. A number **NWU-01311-19-A4** is given for three years of ethics clearance.

11.5 30082019 – F Phaswana (28282736)(NWU-01312-19-S4)**Dr G Alberts – MBA****Assessing the infrastructure management by applying Geographical Information System in Sekhukhune District Municipality****Outcome:**

Reapplication

The study is referred back to the scientific committee for reapplication. Assure that the SCERF is provided by the relevant scientific committee with the reapplication and take note of the following recommendations:

1. The application form was not signed by the chairperson of the scientific committee;
2. The proposal needs to be language edited;
3. The gathering of the demographic data is not clarified;
4. The informed consent is stating mixed-method approach referring to interviews but no interview questions (and guide) were attached; and
5. The data gathering is therefore not clear and referred back to the scientific committee.

11.6 30082019 – N Sibiya (21432988)(NWU-01313-19-S4)**Prof M Stander – MA in Industrial Psychology****Exploring the transition experiences of candidate attorneys in a South African law firm****Outcome:**

Reapplication

The study is referred back to the scientific committee for reapplication. Assure that the SCERF is provided by the relevant scientific committee with the reapplication and take note of the following recommendations:

1. Conflict of interest of the researcher needs to be declared in detail; and
2. The research methodology and the design (e.g. the sampling technique) were not clear.

11.7 30082019 – T N Dlamini (22435603)(NWU-01314-19-A4)**Prof I Choga – MCom in Economics****Investigating the factors influencing energy intensity in the South African Manufacturing Industry****Outcome:**

Approved as a no-risk study. A number **NWU-01314-19-A4** is given for three years of ethics clearance.

11.8 30082019 – P Cheuka (29784484)(NWU-01315-19-A4)**Prof I Choga / Prof B Tchereni – MBA****Green industrialisation, productivity and trade competitiveness in selected SADC countries****Outcome:**

Approved as a no-risk study. A number **NWU-01315-19-A4** is given for three years of ethics clearance.

11.9 30082019 – V Govender (12795828)(NWU-01316-19-A4)**Prof M Kruger – MCom in Tourism Management****Assessing the key success factors for the strategic management of corporate events: A supply-side perspective****Outcome:**

Approved as a minimal risk study. A number **NWU-01316-19-A4** is given for three years of ethics clearance.

11.10 30082019 – M J Ramoliki (26879557)(NWU-01317-19-A4)**Dr M Scholtz – MCom in Tourism Management****A stakeholder involvement framework towards sustainable tourism route development in South Africa****Outcome:**

Approved as a minimal risk study. A number **NWU-01317-19-A4** is given for three years of ethics clearance. It is suggested that the researchers' contact details are provided in the questionnaire and that the time to complete the questionnaire is revisited (15 minutes for 40 items seem more appropriate).

11.11 30082019 – O E Wilson (24330558)(NWU-01318-19-A4)**Dr S Lucrezi – PhD in Tourism Management****Measuring the influence of memorable shark diving tourism experiences on shark conservation****Outcome:**

Approved as a minimal risk study. A number **NWU-01318-19-A4** is given for three years of ethics clearance.

11.12 30082019 – R Boshoff (26932725)(NWU-00802-19-A4)Reapplication
Prof C A Bischoff – MBA
Investigating the application of Business Intelligence as decision support in agricultural sales management

Outcome:

Approved as a minimal risk study. A number **NWU-00802-19-A4** is given for three years of ethics clearance.

11.13 30082019 – N Koch (12519103)(NWU-01319-19-S4)
Prof P van der Merwe – MA Tourism Management
A comparison of the perceived environmental impacts of consumptive and non-consumptive wildlife tourism: The Case of Mount Etjo Game Reserve

Outcome:

Resubmission via round-robin.

Prerequisites:

The following suggestions are made to adhere to:

1. The questionnaire numbering structure needs to be edited;
2. The questionnaire needs to adhere to anonymity by not identifying places and names of participants; and
3. The consent letter should indicate that it is voluntary and confidentiality will be applied.

11.14 30082019 – W Joubert (27998622)(NWU-01320-19-A4)
Prof C Bisschoff – MBA
Measuring the brand loyalty of customers towards online booking platforms

Outcome:

Approved as a minimal risk study. A number **NWU-01320-19-A4** is given for three years of ethics clearance.

11.15 30082019 – H du Plessis (12256382)(NWU-01321-19-S4)
Prof C Bisschoff – MBA
Measuring the customer service of a restaurant

Outcome:

In its current format, the study is of medium to high risk and is therefore referred to EMELTEN-REC.

11.16 30082019 – S Janse van Rensburg (25180568)(NWU-01322-19-A4)**Prof A J Meintjes – MBA****Business process management for casual restaurants: Influence of implementation factors for the restaurant industry in Gauteng province.****Outcome:**

Approved as a minimal risk study. A number **NWU-01322-19-A4** is given for three years of ethics clearance.

11.17 30082019 – T Ndlovu (21510865)(NWU-01323-19-S4)**Dr K Gorejena / Dr J Chukwuere – MCom in Information Systems****Investigating the use of social media as a tool for teaching and learning in higher education: Development of a framework****Outcome:**

This application was perceived as educational research. The researchers should apply to EduREC for ethical approval.

11.18 30082019 – H J Groenewald (12301507)(NWU-01324-19-S4)**Mr J Coetzee - MBA****Developing a framework for managing compressed air in the Platinum Group Metal Mining Industry in South Africa****Outcome:**

Resubmission.

Prerequisites:

1. Permission letter needs to be obtained from the company where the research will be conducted;
2. Clarity needs to be given on the research design regarding questions of the interview guide and protocol setting; and
3. Clarity on the sample size also needs to be provided.

11.19 30082019 – S I Ngcengeni (24661147)(NWU-01326-19-S4)**Mr J Jordaan – MBA****Factors influencing sustainable performance in the construction industry in South Africa****Outcome:**

Resubmission.

Prerequisites:

1. Clarity needs to be given on the usage of the demographic information in the questionnaire;
2. The questionnaire needs to be language edited;
3. Clarity needs to be given on where the company performance data is coming from; and
4. Informed consent needs to be obtained.

11.20 30082019 – G Nagel (31401627)(NWU-01327-19-S4)

Mr J Jordaan – MBA

The influence of the physical underground workplace conditions on the production at a Deep Level Gold mine

Outcome:

Reapplication.

Prerequisites:

1. The EMS-REC application form needs to be completed in full with specific clarity on 1.4 and 1.6; and
2. The final approved research proposal should be included in the application.

11.21 30082019 – L Tsholo (21207585)(NWU-01328-19-S4)

Dr J Bosman – MCom in Industrial Psychology

Role clarity, psychological empowerment and individual work performance of trainee accountants

Outcome:

Resubmission via round-robin.

Prerequisites:

1. Clarify the usage of the socio-demographic information for informed consent; and
2. The applicant needs to sign the application.

11.22 30082019 – T V de Jongh (23495642)(NWU-01329-19-A4)

Prof M J Swanepoel / Dr J J Swart – PhD in Accountancy

Development of skills advancement tool for prospective Management Accountants

Outcome:

The first phase of the minimal risk study was approved. A number **NWU-01329-19-A4** is given for three years of ethics clearance. Following phases need to be approved before they are applied.

11.23 30082019 – J Chauke (27838285)(NWU-01331-19-S4)**Dr Jos Viljoen – MBA****The influence of leadership on employee retention in local governments departments****Outcome:**

Resubmission.

Prerequisites:

1. The suggestion is made that the study should be treated as phased research;
2. Clarity should be given on the study population (e.g. leaders or general workers will be targeted) and the sample technique; and
3. Clarify of the use of the demographic information in the questionnaire.

11.24 30082019 – K Baloyi (12893781)(NWU-01332-19-A4)**Dr Jos Viljoen – MBA****The influence of human resource management practices on employee attitudes****Outcome:**

Approved as a minimal risk study. A number **NWU-01332-19-A4** is given for three years of ethics clearance.

11.25 30082019 – N Jones (20044960)(NWU-01333-19-A4)**Prof Jan Visagie – MBA****The influence of leadership styles and organisational culture on the implantation of gender policy in a large organisation****Outcome:**

Approved as a minimal risk study. A number **NWU-01333-19-A4** is given for three years of ethics clearance. Kindly forward the completed application form to Mrs D Vorster.

11.26 30082019 – C H Sampson (12850780)(NWU-01334-19-S4)**Prof Jan Visagie – MBA****An assessment of leadership styles which are motivational with millennial employees within a petrochemical organisation****Outcome:**

Resubmission.

Prerequisites;

1. Confirmation of the final accepted proposal is needed (currently there are track changes are on the proposal);

2. The company name should be taken out of the proposal; and
3. The demographic information should be deleted.

11.27 30082019 – M S Mokaba (28292308)(NWU-01335-19-A4)

Mrs N Khumalo – MBA

Assessing the relationship between employee's perception of change, organisational commitment and structural empowerment in steel manufacturing company

Outcome:

Approved as a minimal risk study. A number **NWU-01335-19-A4** is given for three years of ethics clearance. The following suggestions towards the questionnaire are made:

1. Omit the name of the company to ensure anonymity;
2. Give confirmation that research was not already applied;
3. Lower skilled workers should be excluded from the literacy level in the questionnaire; and
4. Questions 20 and 21 should be combined on the questionnaire.

11.28 30082019 – P I Modise (31446248)(NWU-01336-19-S4)

Prof Jan Visagie – MBA

Performance attributes advocating Human Resource as indispensable organisational strategic partner in two public hospitals in Gauteng

Outcome:

In its current format this research was perceived as health related research and the applicant should refer the research to HREC.

11.29 30082019 – F Tiro (27687465)(NWU-01337-19-S4)

Prof P A Botha – MBA

Impact of transformational leadership style and public leadership roles on employees, job satisfaction and turnover intention within SASSA, North West region.

Outcome:

Resubmission.

Prerequisites:

1. The permission letter from SASSA;
2. Consent letter for the participants;
3. The EMS-REC application form must be completed in detail;
4. Detail towards the gate-keepers process must be addressed within the methodology; and
5. Clarification should be given on why socio-demographic information is included in the questionnaire;

11.30 30082019 – R M Sharp (29893836)(NWU-01338-19-S4)**Prof P A Botha – MBA****Impact of employees perceived performance management behaviour of managers on organisational commitment, work engagement and counterproductive work behaviour****Outcome:**

Resubmission.

Prerequisites:

1. The questionnaire needs to be submitted;
2. The permission letter to conduct the research need to be submitted;
3. Clarity needs to be given on how the questionnaire will be distributed and collected;
4. Clarify the usage of the demographic information; and
5. Clarify the association that the researcher has with the specified field of research to determine conflict of interest.

11.31 30082019 – S S Phage (24325708)(NWU-01339-19-S4)**Prof P A Botha – MBA****Impact of employees' perceived emotions behaviour, satisfaction and management behaviour on organisational culture after a merger between two municipalities****Outcome:**

Resubmission.

Prerequisites:

1. The cover letter for the informed consent should be included to the application;
2. The researchers contact details should appear on the cover letter;
3. A permission letter to conduct the research should be included to the application; and
4. Clarity should be given on the usage of demographic information to determine the risk level of the study.

11.32 30082019 – P D van der Westhuizen (26013479)(NWU-01340-19-A4)**Ms R Scholtz – MBA****Investigating the relationship between leadership style and team effectiveness of Millennials in Private Higher Education****Outcome:**

Approved as a minimal risk study. A number **NWU-01340-19-A4** is given for three years of ethics clearance.

11.33 30082019 – T Visser (23551739)(NWU-01341-19-S4)**Mrs N Khumalo – MBA****The interactions between Psychological Capital on job satisfaction and job performance of high school teachers in Gauteng****Outcome:**

Resubmission.

Prerequisite:

1. The request to sign the consent form should be omitted;
2. The school names should be omitted;
3. The process of the electronic questionnaire should be fully explained;
4. The consent form should be language edited; and
5. Question 5 of the questionnaire is sensitive and the relevance of asking such a question should be motivated or the question should be deleted.

11.34 30082019 – N Kobe (29807697)(NWU-01342-19-S4)**Prof Rikus de Villiers – MBA****The evaluation of the perceived effect of internal control systems on the financial performance of Post Trade Services at the Johannesburg Stock Exchange****Outcome:**

Resubmission.

Prerequisite:

1. The EMS-REC application form should be fully completed;
2. Clarity should be given on the specific use of race in the demographic information to determine the risk level (the reason for determining race in the questionnaire was perceived as risky research);
3. Clarity should be given on how the researcher will have access to the participants of the study either being it via email or personally;
4. Clarity should be given towards the request to the JSE for a list of participants; and
5. Permission letter from the JSE to conduct the study should be included in the application;

11.35 30082019 – P G Goeieman (29877962)(NWU-01343-19-S4)**Prof Y du Plessis – MBA****Managers' and employee's perception of safety culture in PPC Slurry****Outcome:**

Resubmission via round robin.

Prerequisite:

Clarify the role of the researcher in the company.

11.36 30082019 – J T Mathunzi (23731079)(NWU-01344-19-S4)

Dr Bertus le Roux – MBA

Water and sanitation service delivery at the Emfuleni Local Municipality

Outcome:

Resubmission.

Prerequisite:

1. It is recommended that this application is treated as a phased research application;
2. Seems that the consent letter is not adapted for the study;
3. The validity of the questionnaire should be redeveloped and relooked by the scientific committee as the random questions do not contribute towards the objectives of the study; and
4. Clarity should be given on the demographic information for informed consent of the participants.

11.37 30082019 – A J Mothupi (16464184)(NWU-01345-19-A4)

Prof R Rena – MBA

Accountability framework to enhance the management of local municipal finance in the North West Province

Outcome:

Approved as a minimal risk study. A number **NWU-01345-19-A4** is given for three years of ethic clearance. Kindly forward the signed permission for access letter to Mrs D Vorster before you start with gathering the data.

11.38 30082019 – L Mpongoshé (27036804)(NWU-01346-19-A4)

Prof L van Staden – PhD in Business Management

The contribution of the New Generation co-operative business model in promoting the small-scale farmer: A case study

Outcome:

Approved as a minimal risk study. A number **NWU-01346-19-A4** is given for three years of ethic clearance. Kindly forward the signed access letter to Mrs D Vorster before you start with gathering the data.

11.39 30082019 – J van Heerden (12174300)(NWU-01347-19-S4)

Mr J C Coetzee - MBA

A managerial framework for the implementation of chatbots in e-commerce business

Outcome:

Resubmission.

Prerequisites:

1. Kindly provide the interview schedule for the study;
2. Clarify the research method with special attention to the study population and sample detail; and
3. A permission letter from the organisation needs to be included;

11.40 30082019 – R D Tsebe (29413494)(NWU-01348-19-S4)

Prof C Botha – MBA

Explore the unique challenges faced by women in leadership positions in manufacturing industries

Outcome:

This application was perceived as on a non-minimal ethical risk level and the applicant should refer the application to the NWU-EMELTEN-REC.

11.41 30082019 – M Aucamp (26119080)(NWU-01349-19-A4)

Prof E Steenkamp – MCom in International Trade

The estimation of export potential values in international market selection methods: A comparative analysis

Outcome:

Approved as a minimal risk study. A number **NWU-01349-19-A4** is given for three years of ethics clearance.

11.42 30082019 – E de Greeff (26123363)(NWU-01350-19-A4)

Dr C Els – MCom in Industrial Psychology

Exploring the perceptions of supervising industrial psychologist regarding the theory-practice gap in South Africa

Outcome:

Approved as a minimal risk study. A number **NWU-01350-19-A4** is given for three years of ethics clearance.

11.43 30082019 – J Fouche (24898538)(NWU-01351-19-S4)

Ms D Mtshelwane / – MA in Human Resource Management Exploring the experience of generational stereotypes among employees within South African organisations

Outcome:

Resubmission via round-robin.

Prerequisites:

1. Clarity should be given regarding the demographics concerning ethnicity; and
2. The organisation should be identified.

11.44 30082019 – T F Kunene (28868757)(NWU-01352-19-S4)**Prof K Coetzee – MCom in International Taxation****An evaluation of the possibility to abuse the POB tax exemptions by religious organisations in South Africa****Outcome:**

This application was perceived as on a non-minimal ethical risk level and the applicant should refer the application to the NWU-EMELTEN-REC.

11.45 30082019 – A Massyn (242000690)(NWU-00334-18-A4)(Phased)**Prof Henri Bezuidenhout - MCom****The application of export promotion instruments by export promotion organisations of member countries of the East African Community****Outcome:**

Approved as a minimal risk phased study. A number **NWU-00334-18-A4** is given for three years of ethics clearance. Kindly omit the personal details on the consent form or give clear clarity on why it needs to be availed.

11.46 30082019 – A P Sibiya (20975643)(NWU-01353-19-A4)**Prof Anmar Pretorius – MCom in International Trade****The economic viability of generating hydroelectricity in an abandoned mineshaft****Outcome:**

Approved as a minimal risk study. A number **NWU-01353-19-A4** is given for three years of ethics clearance.

11.47 30082019 – C D Taylor (31370772)(NWU-01354-19-A4)**Prof K Coetzee – MCom in SA and International Taxation****A consideration of the potential taxation of cannabis in South Africa****Outcome:**

Approved as a minimal risk study. A number **NWU-01354-19-A4** is given for three years of ethics clearance. The application form needs to be signed off by the scientific committee's chairperson before the data is gathered.

11.48 30082019 – L Theron (31242677)(NWU-01355-19-A4)
Prof G van Vuuren – MCom in International Trade
Investigating maximum diversification as an investment strategy

Outcome:

Approved as a minimal risk study. A number **NWU-01355-19-A4** is given for three years of ethics clearance.

11.49 30082019 – JHA van Zyl (13065262)(NWU-01356-19-S4)
Prof K Coetzee – MCom Suid-Afrikaanse en Internasionale Belasting
Die evaluasie van eindvoorraad vir belastingdoeleindes vir die druif-tot-wyn proses

Outcome:

Reapplication.

Prerequisites:

The application form was not completed in full. The application is referred back to the scientific committee whom should complete the new SCERF form together with the application form and reapply.

11.50 30082019 – J H W Wessels (23467819)(NWU-01357-19-A4)
Prof S Middelberg – MCom in Management Accounting
Analysing the effect of agglomeration economies on the financial performance of South African automotive dealerships

Outcome:

Approved as a minimal risk study. A number **NWU-01357-19-A4** is given for three years of ethics clearance.

11.51 30082019 – M Kunene (29735599)(NWU-01358-19-S4)
Dr Bertus le Roux – MBA
Challenges facing the implementation of procurement processes within the housing department of the city of Johannesburg Metropolitan Council

Outcome:

Resubmission.

Prerequisites:

1. Clarity should be given on the interview schedule in terms of the questionnaire; and
2. Permission letter from the organisations, to conduct the study, should be obtained;

11.52 30082019 – T Letsapa (26394804)(NWU-01360-19-S4)**Prof E Botha – MA Industrial Psychology****Social support and life satisfaction of the South African Police Service employee health and wellness professionals: The role of grit****Outcome:**

Resubmission.

Prerequisites:

1. EMS-REC application form should be completed in detail, especially questions 1.1, 1.4 and 1.6;
2. Questionnaire should be properly adapted for the study; and
3. Question 4 on demographics is irrelevant and should be taken out.

11.53 30082019 – L Kriek (24088595)(NWU-01361-19-S4)**Prof L Graupner – MCom in Industrial Psychology****Exploring the Life-design counselling approach as a career counselling intervention for the Industrial Psychology profession****Outcome:**

Approved as a minimal risk study. A number **NWU-01361-19-A4** is given for three years of ethics clearance. Clarification should be given to EMS-REC for the use of the demographic information in the questionnaire before the data can be collected.

12. No risk research clearance**12.1 30082019 – S Nduku (28277775)(NWU-00397-19-A4)****Dr M Zeller / Prof H Zaaiman – MCom in Applied Risk Management****Incentive risk culture of senior and middle management dealmakers in a South African financial institution****Outcome:**

Approved as a no-risk study. A number **NWU-00397-19-A4** is given for three years of ethics clearance.

12.2 30082019 – P Makgato (22998322)(NWU-00760-19-A4)**Prof H Zaaiman / Mr F Goede – MCom in Risk Management****Exploring conduct in a South African Insurance brokerage firm****Outcome:**

Approved as a no-risk study. A number **NWU-00760-19-A4** is given for three years of ethics clearance.

Meeting adjourned at :

A handwritten signature in black ink, appearing to read 'B. Linde', enclosed within a large, loopy oval stroke.

**Prof Bennie Linde
Chairperson EMS-REC: Potchefstroom Campus
20 September 2019**

MINUTES

EMS-REC MEETING

20 September 2019

8:30 – 15:30

Video Conference

Potchefstroom: Building E3, Boardroom 124

p-e3-124@nwu-vc.tenet.ac.za

Vaal Campus: Building 8, Boardroom R101

Mafikeng: Building A Boardroom G34

MINUTES OF THE ECONOMIC AND MANAGEMENT SCIENCES RESEARCH ETHICS COMMITTEE MEETING (EMS-REC) ON 20 SEPTEMBER 2019 AT VANDERBIJLPARK CAMPUS, BUILDING 8, BOARDROOM G38.

1. Opening and word of welcome

Prof Ayesha Bevan-Dye welcomed the committee members at the meeting.

2. Attendance

Prof Ayesha Bevan-Dye, Prof Thys Swanepoel, Me Precious Mncayi, Mr Fred Goede, Prof Mark Rathbone, Dr Carike Claassen, Dr Crizelle Els, Dr Marco Scholtz, Prof Danie Schutte, Dr Jos Viljoen, Prof Ravinder Rena, Prof Frazer Kadama, Mrs Dalene Vorster

3. Personalia

Prof Ayesha Bevan-Dye gave Prof Bennie Linde wishes of good luck for his Inaugural Lecture of this evening, 20 September 2019.

4. Approval of the previous minutes

The minutes of the meeting held on 30 August 2019 was accepted by Prof Thys Swanepoel and confirmed by Prof Mark Rathbone.

5. Matters arising

5.1 Monitoring (standing matter)

Monitoring remains a standing matter on the agenda. If there are any risk incidents, they have to be reported every three months to the ethics committee. Any adjustments to accepted applications have to be reported to the committee.

For noting:

Student: T Toute (17127866)(NWU-00814-19-A4)

Applicant: Prof R Rena – MBA

Factors impairing the revenue collection of Ramotshere Moiloa local municipality in the North West Province

It is noted that the final proposal was submitted as requested and that the study can proceed with the approved number of NWU-00814-19-A4.

5.2 Co-opting applications feedback

Prof Mark Rathbone to report:

Dr J Chukweure's application was referred to EDUREC and HREC for his own application.

Statistics applications:

The following applications were submitted to Mrs W Breytenbach:

Kgari

Khenene
Sekati
Modise

We await feedback thereof.

Statistics new applications:

EMSREC did receive an application from Dr Montshiwa, but no SCERF form was attached and was referred back.

5.3 Concerns/complaints against EMS-REC

5.3.1 As received. Secretariat to give feedback.

Prof M Stander, debate on the outcome of EMSREC decision. Prof P van der Merwe on the outcome of a EMSREC decision. Dr J Chukwuere on the outcome of his resubmissions.

6. New matters

6.1 Next meeting

The next meeting is 25 October 2019. The agenda for this meeting closes 18 October 2019. The meeting will take place at Mafikeng Campus.

7. Conflict of interest (standing matter)

Prof T Swanepoel, Mr F Goede, Dr J Viljoen

8. Resubmissions – Academia's own Research

None

8. Resubmissions: Round-robin

8.1 30082019 –

Student: L Kriek (24088595)(NWU-01361-19-A4)

Applicant: Prof L Graupner – MCom in Industrial Psychology

Exploring the Life-design counselling approach as a career counselling intervention for the Industrial Psychology profession

Outcome:

Approved as a minimal risk study. A number **NWU-01361-19-A4** is given for three years of ethics clearance. Clarification should be given to EMS-REC for the use of the demographic information in the questionnaire before the data can be collected.

The following is noted: The referral to counselling intervention is exploring experience of counselling intervention workshop and not the intervention.

8.2 30082019 –**Student: J Fouche (24898538)(NWU-01351-19-A4)****Applicant: Ms D Mtshelwane – MA in Human Resource Management****Exploring the experience of generational stereotypes among employees within South African organisations****Outcome:**

Approved as a minimal risk study. A number **NWU-01351-19-A4** is given for three years of ethics clearance.

9. Resubmissions**9.1 20092019 –****Student: T A Kalamore (21300585)(NWU-01310-19-A4)****Applicant: Dr J Lekunze – MBA****Organisational factors influencing management of career development amongst public school teachers, North West Province****Outcome:**

Approved as a minimal risk study. A number **NWU-01310-19-A4** is given for three years of ethics clearance.

9.2 20092019 –**Student: B Mofosi (22321373)(NWU-00751-19-A4)****Applicant: Dr M Matshu - MBA****Factors contributing to the underutilization of the educational technologies at North-West University, Mafikeng Campus****Outcome:**

Approved as a minimal risk study. A number **NWU-00751-19-A4** is given for three years of ethics clearance.

9.3 20092019 –**Student: H J Groenewald (12301507)(NWU-01324-19-S4)****Applicant: Mr J C Coetzee – MBA****Developing a framework for managing compressed air in the Platinum Group Metal Mining INdustry in South Africa****Outcome:**

Resubmission.

Prerequisites:

1. The EMS-REC resubmissions form is not fully completed;
2. We refer you to the letter of 30 August 2019 – EMSREC still needs clarity on where the study would be conducted (referring to a non-profit organization) and with whom the interviews will be held.

9.4 20092019 –

Student: J van Heerden (12174300)(NWU-01347-19-S4)

Applicant: Mr J V Coetzee – MBA

A managerial framework for the implementation of chatbots in ecommerce

Outcome:

Resubmission via round-robin.

Prerequisites:

1. EMSREC requests that the organisations name gets omitted from the biographical detail on the questionnaire. When corrected the questionnaire can be forward to Mrs D Vorster and ethics clearance can be given.

9.5 20092019 –

Student: B J Chauke (27838285)(NWU-01331-19-A4)

Applicant: Dr J Viljoen – MBA

The relationship between leadership styles and employee retention in district government departments

Outcome:

Approved as a minimal risk study. A number **NWU-01331-19-A4** is given for three years of ethics clearance. Kindly provide the permission letter to Mrs D Vorster before data can be gathered.

9.6 20092019 –

Student: T Visser (23551739)(NWU-01341-19-S4)

Applicant: Mrs N Khumalo – MBA

The interactions between Psychological Capital on job satisfaction and job performance of high school teachers in Gauteng

Outcome:

Resubmission.

Prerequisites:

1. EMSREC is making a recommendation that the data distribution is handled via the school secretary; and
2. That the questionnaire gets language edited.

9.7 20092019 –

Student: J Mahasela (29563666)(NWU-00819-19-A4)

Applicant: Prof W Musvoto – MBA

The effectiveness of the regulatory compliance monitoring process for banks in South Africa

Outcome:

Approved as a minimal risk study. A number **NWU-00819-19-A4** is given for three years of ethics clearance. It is recommended that for the sake of anonymity, the researcher make use of a 3rd party fieldworker.

9.8 20092019 –

Student: N Kobe (29807697)(NWU-01342-19-S4)

Applicant: Prof Rikus de Villiers – MBA

The evaluation of the perceived effect of internal control systems on the financial Performance of Post Trade Services at the Johannesburg Stock Exchange

Outcome:

Resubmission via round-robin.

Prerequisites:

EMSREC refer to the letter of 30 August 2019 point 3 and 4.

Kindly give clarity on how the data will be collected from the JSE and what the researchers' position is within the JSE.

10. New applications – Academia's own Research**10.1 20092019 –**

Applicant: L van den Berg (11692294)(NWU-01369-19-S4)

Evaluation of assessment strategies with technology practices in sport Business Management

Outcome:

In its current format this research was perceived as education related research and the applicant should refer the research to EduREC.

10.2 20092019 –

Applicant: C L Mostert (20033435)(NWU-01371-19-S4)
Re-Inventing Business Management Teaching & Learning Practices through technology to bridge the theoretical Gap

Outcome:

In its current format this research was perceived as education related research and the applicant should refer the research to EduREC.

11. New applications**11.1 20092019 –**

Student: L Nyikahadzo (2551836)(NWU-01367-19-S4)
Applicant: Prof R Lotriet – PhD in Business Administration
Assessing the Nature and Scope of Corporate Social Responsibility within the Zimbabwe Gold Mining Sector

Outcome:

Resubmission.

Prerequisites:

Kindly familiarize yourself with the blind review of this application as attached.

11.2 20092019 –

Student: E Swart (25123262)(NWU-01368-19-S4)
Applicant: Prof L R Jansen van Rensburg / Dr R H Goldberg MCOM in Marketing Management
The effect of lifestyle and perceived value on the purchase intention of consumers in the cellular industry

Outcome:

Resubmission.

Prerequisites:

Kindly familiarize yourself with the double blind review of this application as attached.

11.3 20092019 –

Student: V P Darangwa (26565153)(NWU-01370-19-S4)
Applicant: Prof J Visagie – MCom in Human Resource Management

Exploring artificial intelligence in the South African banking industry

Outcome:

EMSREC require the correct completed SCERF form. Upon receiving the completed form, Mrs D Vorster will give the approval from EMSREC for ethics clearance.

11.4 20092019 –

Student: A Grobbelaar(25997793)(NWU-01372-19-A4)

Applicant: Dr L Rossouw – MCom in Industrial Psychology

Exploring the perceptions of knowledge transfer and skills retention of baby boomers within South Africa mining organisations

Outcome:

Approved as a minimal risk study. A number **NWU-01372-19-A4** is given for three years of ethics clearance. Kindly forward Mrs D Vorster the Permission letter from the organisation to conduct the study before data gets to be gathered.

11.5 20092019 –

Student: L Maritz (25947737)(NWU-01373-19-A4)

Applicant: Dr L Rossouw – MCom in Industrial Psychology

Exploring the perceptions of the use of different modes of psychometric assessment by Industrial Psychology professionals

Outcome:

Approved as a minimal risk study. A number **NWU-01373-19-A4** is given for three years of ethics clearance.

11.6 20092019 –

Student: K B Ajeigbe (30098157)(NWU-01374-19-A4)

Applicants: Prof P Lucouw / Prof M J Swanepoel – PhD in Accountancy

Developing a model indicating the effect of Corporate Governance, on Accounting Ratio and Firm Value of Firms listed on the Nigeria Stock Exchange

Outcome:

Approved as a minimal risk study. A number **NWU-01374-19-A4** is given for three years of ethics clearance.

11.7 20092019 –

Student: P K Vogel (21137846)(NWU-01375-19-S4)

Applicant: Mrs R Scholtz – MBA

‘n Assessering van die interne kommunikasiestrategie van ‘n privaatsektor hoër opleidingsinstelling

Outcome:

Resubmission.

Prerequisites:

Kindly familiarize yourself with the double blind review of this application as attached.

11.8 20092019 –

Student: C P J Strydom (12996157)(NWU-01376-19-A4)

Applicant: Mr P J Greyling - MBA

The role of the Institutional Investor as shareholder of the Public Company

Outcome:

Approved as a minimal risk study. A number **NWU-01376-19-A4** is given for three years of ethics clearance. Kindly add the supervisors name to the questionnaire and forward to Mrs D Vorster before date collection.

11.9 20092019 –

Student: R Bremner (21249679)(NWU-01377-19-A4)

Applicant: Mr T Venter / Prof R Lotriet) - MBA

Assessing the state of Strategic Management at various South African Organisations

Outcome:

Approved as a minimal risk study. A number **NWU-01377-19-A4** is given for three years of ethics clearance.

11.10 20092019 –

Student: M Modise (21655626)(NWU-01378-19-S4)

Applicant: Mr T Venter - MBA

A comparative study between tavern license holder sand shebeen license holders in Yeoville

Outcome:

Kindly give clarification to EMSREC whether the study has already been conducted.

11.11 20092019 –

Student: A Hamman (31347274)(NWU-01379-19-S4)

Applicant: Prof I Nel – MBA

Investigating challenges of private equity investment in Agro-Processing in South Africa

Outcome:

Resubmission.

Prerequisites:

Kindly familiarize yourself with the blind review of this application as attached.

11.12 20092019 –

Student: Y Neuoff (12257370)(NWU-01380-19-S4)

Applicant: Prof R Lotriet - MBA

'n Assesering van die strategiese bestuursprosesse van 'n privaatsektor-verspreider

Outcome:

Resubmission.

Prerequisites:

1. EMSREC would like to have clarification whether the data will only be secondary data or will it include primary data as well; and
2. The consent letter should be language edited.

11.13 20092019 –

Student: I Mofikoe (11777818)(NWU-01381-19-S4)

Applicant: Dr C van der Vyver – MBA

A managerial framework for a secure computerised environment in a metropolitan municipality

Outcome:

Resubmission via round-robin.

Prerequisites:

1. EMSREC request that the SCERF form gets signed by the chairperson of the scientific committee; and
2. Kindly see the attached review form with recommendations made for the study.

11.14 20092019 –

Student: N R Mabulele (29675669)(NWU-01382-19-S4)

Applicant: Prof S P van der Merwe – MBA

Assessing technological challenges in black-owned SMMEs in South Africa

Outcome:

Reapplication.

Prerequisites:

1. The EMSREC application form should be signed; and
2. The title of the study needs to be revisited as 2 provinces do not reflect the whole of South Africa; and
3. EMSREC refers the study back to the scientific committee to relook the research design in full.

11.15 20092019 –

Student: M A Khithika (29805368)(NWU-01383-19-A4)

Applicant: Prof S P van der Merwe - MBA

An analysis of the influence of entrepreneurial orientation on the performance of South African Construction Companies

Outcome:

Approved as a minimal risk study. A number **NWU-01383-19-A4** is given for three years of ethics clearance.

12. No risk applications

12.1 20092019 –

Student: S Nduku (28277775)(NWU-00397-19-A4)

Applicant: Dr M Zeller / Prof H Zaaiman – MCom in Applied Risk Management

Evidence of incentive risk culture in South African bank compensation reports

Outcome:

Approved as a minimal risk study. A number **NWU-00397-19-A4** is given for three years of ethics clearance.

12.2 20092019 –

Student: P Makgato (22998322)(NWU-00760-19-A4)

Applicant: Prof H Zaaiman / Mr F Goede

Conduct risk reporting in South Africa insurance firms

Outcome:

Approved as a minimal risk study. A number **NWU-00760-19-A4** is given for three years of ethics clearance.

13. Meeting adjourned atA handwritten signature in black ink, appearing to read 'B. Linde', enclosed within a large, loopy oval flourish.

Prof Bennie Linde
Chairperson: EMSREC: Potchefstroom
25 October 2019

MINUTES

EMS-REC MEETING

25 Oktober 2019

8:30 – 15:30

Video Conference

Potchefstroom: Building E3, Boardroom 124

p-e3-124@nwu-vc.tenet.ac.za

Vaal Campus: Building 8, Boardroom R101

Mafikeng: Building A Boardroom G34

MINUTES OF THE ECONOMIC AND MANAGEMENT SCIENCES RESEARCH ETHICS COMMITTEE MEETING (EMS-REC) ON 25 OCTOBER 2019 AT MAFIKENG CAMPUS, BUILDING A, BOARDROOM G34.

1. Opening and word of welcome

Prof Bennie Linde welcomed all the members present.

2. Attendance

Prof Bennie Linde, Prof Stephan van der Merwe, Prof Danie Schutte, Prof Thys Swanepoel, Prof Ravinder Rena, Prof Ireen Choga, Prof Frazer Kadama, Prof Mark Rathbone, Dr Jos Viljoen, Dr Carike Claassen, Dr Crizelle Els, Dr Alex Molefi, Mr Fred Goede, Miss Precious Mncayi, Mrs Dalene Vorster

2.1 Apologies

Dr Marco Scholtz and Dr Lisebo Tseane-Gumbi

3. Personalalia

None.

4. Approval of the previous minutes

The minutes of the meeting held on 20 September 2019 was accepted by Prof Ravinder Rena and confirmed by Miss Precious Mncayi.

5. Matters arising

5.1 Monitoring (standing matter)

Monitoring remains a standing matter on the agenda. If there are any risk incidents, they have to be reported every three months to the ethics committee. Any adjustments to accepted applications have to be reported to the committee.

None

5.2 Co-opting applications feedback

Statistics applications:

The following applications were received and will be submitted to Mrs W Breytenbach:

Molosi R P (21012334), Mokoena, N B (25124560),

5.3 Concerns/complaints against EMS-REC

5.3.1 As received.

Dr C Mostert - Own research (Prof V Leendertz)

Re-Inventing business management teaching and learning practices through technology to bridge the theoretical Gap

- Referred to EduREC – Request to have access to the reviewers' reports

L van den Berg – Own research (Prof V Leendertz)

Evaluation of assessment strategies with technology practices in sport Business Management

-Referred to Edu-REC – Request to have access to the reviewers' reports

Outcome:

There is clear policy to this regard – If the scope falls rather in Edu-REC than in EMS-REC, we are obliged to forward the research to the correct REC.

6. New matters

6.1 Closing time of EMS-REC Agenda for 2020

From 2020, the closing date for the Agenda would be the Wednesday of the week before the week of the last Friday of the month (considering recess). The dates for next year will be communicated to the Faculty s soon as Management gave their approval on the dates.

6.2 Proposed adapted EMS-REC application for 2020

Currently been sent for language editing.

6.3 EMS-REC website

All the EMS-REC forms (SCERF, Resubmission form, Ethics application form), Terms of Reference, Code of Conduct and applicable email addresses will be added to the website for the convenience of the Faculty.

6.4 New EMS-REC email addresses

The email addresses are currently being created.

6.5 Next meeting

The next meeting is 29 November 2019. The agenda for this meeting closes 22 November 2019. The meeting will take place at Potchefstroom Campus.

7. Conflict of interest (standing matter)

Prof Danie Schutte, Dr Jos Viljoen, Prof Stephan van der Merwe and Dr Alex Molefi

8. Resubmissions: Round-robin

For noting:

- a. **Student: Jones N (20044960)(NWU-01333-19-A4)**
Applicant: Prof Jan Visagie – MBA
The influence of leadership styles and organisational culture on the implantation of gender policy in a large organisation

Outcome:

Approved as a minimal risk study. A number **NWU-01333-19-A4** is given for three years of ethics clearance.

- b. Student: L Tsholo (21207585)(NWU-01328-19-A4)**
Applicant: Dr J Bosman – MCom in Industrial Psychology
Role clarity, psychological empowerment and individual work performance of trainee accountant

Outcome:

Approved as a minimal risk study. A number NWU-01328-19-A4 is given for three years of ethics clearance.

9. Resubmissions – Academia's own research

9.1 25102019

Applicant: Dr J E Chukwuere (18001815)(NWU-00702-19S4)
Own research
User's perceptions of security in mobile devices

Outcome:

Reapplication.

The EMS-REC refers this application for notification to the Deputy Dean's office, based on the following:

- 1) Research project have been resubmitted more than three times.
- 2) No improvements for ethical consideration were made and therefore applicant is requested to submit an all new application for approval.

9.2 25102019

Applicant: Dr J E Chukwuere (18001815)(NWU-00703-19-S4)
Own research
A conceptual interface between electronic banking and knowledge of bank products and services

Outcome:

Reapplication.

The EMS-REC refers this application for notification to the Deputy Dean's office, based on the following:

- 1) Research project have been resubmitted more than three times.
- 2) No improvements for ethical consideration were made and therefore applicant is requested to submit an all new application for approval.

10. Resubmissions

10.1 25102019**Student: H du Plessis (12256382)(NWU-01321-19-A4)****Applicant: Prof C Bischoff – MBA****Measuring the customer service of a restaurant****Outcome:**

Approved as a minimal risk study. A number NWU-01321-19-A4 is given for three years of ethics clearance.

10.2 25102019**Student: Swart, E (25123262)(NWU-01368-19-A4)****Applicant: Prof LR Jansen van Rensburg and Dr RH Goldberg****The effect of lifestyle and perceived value on the purchase intention of consumers in the cellular industry****Outcome:**

Approved as a minimal risk study. A number **NWU-01368-19-A4** is given for three years of ethics clearance.

10.3 25102019**Student: Ramafi, P (21507422)(NWU-00804-19-A4)****Applicant: Dr K Gorejena – MCom in Information Systems****Assessing the effectiveness ICT tools in teaching and learning in public primary schools around Mafikeng, North West Province****Outcome: (25 October 2019)**

Resubmission via round-robin.

Prerequisites:

- 1) The permission letter from the company makes reference to a privacy condition – this is the responsibility of the supervisor, namely:
 - a) The reason for requiring demographic information must be explained and included in the consent letter;
 - b) Permission to conduct the study must be obtained from the Department of Education and the schools;
 - c) The use of the camera must not include learners or teachers; and
 - d) The names of the schools should be identified.

Outcome: (11 November 2019)

Approved as a minimal risk study. A number NWU-00804-19-A4 is given for three years of ethic clearance.

10.4 25102019

Student: Hamman A (31347274)(NWU-01379-19-A4)

Applicant: Prof I Nel – MBA

Investigating challenges of private equity investment in Agro-Processing in South Africa

Outcome:

Approved as a minimal risk study. A number **NWU-01379-19-A4** is given for three years of ethics clearance. Kindly submit the permission letter from the institution where the research will be conducted to Mrs D Vorster before the commencement of the data gathering process.

10.5 25102019

Student: Dlamini, B (28394984)(NWU-00758-19-A4)

Applicant: Prof Danie Schutte – PhD in Management Accountancy

Adoption of Management Accounting Practices: Challenges and Opportunities for Small and Medium-scale Enterprises in Zimbabwe

Outcome:

Approved as a minimal risk study. A number **NWU-00758-19-A4** is given for three years of ethics clearance.

10.6 25102019

Student: Nagel, G (31401627)(NWU-01327-19-A4)

Applicant: Dr J Jordaan – MBA

The relationship between poor production and the physical underground workplace conditions at Kusasaletu Mine

Outcome:

Approved as a minimal risk study. A number **NWU-01327-19-A4** is given for three years of ethics clearance.

10.7 25102019**Student: Ngcengeni, SI (24661147)(NWU-01326-19-S4)****Applicant: Dr J Jordaan – MBA****Factors influencing sustainable performance in the construction industry in South Africa****Outcome:**

Resubmission.

Prerequisites:

- 1) The questionnaire should be language edited;
- 2) In the informed consent form omit the name of “N du Plessis”.
- 3) In the informed consent form, be specific about what the demographics will be used for (sample description purposes and/or comparative purposes).

10.8 25102019**Student: Nhlangulela, L (28218752)(NWU-0113-19-S4)****Applicant: Dr J Jordaan – MBA****The effects of Inventory Management practices on the efficiency of non-profit organization doing Clinical Research Trials****Outcome:**

Resubmission.

Prerequisites:

- 1) No SCERF form was submitted so that EMS-REC could determine whether the Scientific Committee did agree upon previous requests of EMS-REC; and
- 2) No reworked proposal was attached to the document for EMS-REC to make an informed decision.

10.9 25102019**Student: Groenewald, HJ (12301507)(NWU-01324-19-A4)****Applicant: Dr J Jordaan – MBA****Developing a framework for managing compressed air in the Platinum Group Metal Mining Industry in South Africa****Outcome:**

Approved as a minimal risk study. A number NWU-01324-19-A4 is given for three years of ethics clearance. Kindly submit the permission letter from the institution where the study will be conducted before the data gets gathered to Mrs D Vorster.

10.10 25102019**Student: Sampson, CH (12850780)(NWU-01334-19-A4)****Applicant: Prof J Visagie - MBA****An assessment of leadership styles which are motivational with millennial employees within a petrochemical organisation****Outcome:**

Approved as a minimal risk study. A number NWU-01334-19-A4 is given for three years of ethics clearance.

10.11 25102019**Student: Visser, T (23551739)(NWU-01341-19-A4)****Applicant: Mrs N Khumalo – MBA****The interactions between Psychological Capital on job satisfaction and job performance of high school teachers in Gauteng****Outcome:**

Approved as a minimal risk study. A number NWU-01341-19-A4 is given for three years of ethics clearance.

10.12 25102019**Student: Tsele, O (18009190)(NWU-00749-19-A4)****Applicant: Prof J J Prinsloo****Conflicting value of loyalty card as fast moving consumer goods (FMCG) retail stores in Mahikeng****Outcome:**

Approved as a minimal risk study. A number NWU-00749-19-A4 is given for three years of ethics clearance.

10.13 25102019**Student: Kunene, M (29735599)(NWU-01358-19-A4)****Applicant: Dr B le Roux – MBA****Challenges facing the implementation of procurement processes within the housing department of the city of Johannesburg Metropolitan Council****Outcome:**

Approved as a minimal risk study. A number NWU-01358-19-A4 is given for three years of ethics clearance.

10.14 25102019**Student: Mathunzi, TJ (23731079)(NWU-01344-19-A4)****Applicant: Dr B le Roux – MBA****Water and sanitation service delivery at the Emfuleni Local Municipality****Outcome:**

Approved as a minimal risk study. A number NWU-01344-19-A4 is given for three years of ethics clearance.

10.15 25102019**Student: Neuoff, Y (12257370)(NWU-01380-19-S4)****Applicant: Prof R Lotriet – MBA****'n Assessering van die strategiese bestuursprosesse van 'n
privaatsektorverspreider****Outcome:**

Resubmission.

Prerequisites:

EMS-REC would like to have clarity on the following to determine the risk level of the study:

- 1) Clarify the research design in the methodology;
- 2) Clarify whether secondary data will be used; and
- 3) Kindly avail the interview or survey scheduled to EMS-REC.

10.16 25102019**Student: Modise, M (21655626)(NWU-01378-19-S4)****Applicant: Mr T Venter – MBA****A comparative study between tavern license holde sand shebeen license
holders in Yeoville****Outcome:**

Resubmission.

The previous letter from EMS-REC 20 September 2019 refer. Kindly give clarification to EMSREC whether the study has already been conducted.

10.17 25102019**Student: Mofikoe, I (11777818)(NWU-01381-19-S4)****Applicant: Dr C van der Vyver – MBA****A managerial framework for a secure computerised environment in a metropolitan municipality****Outcome:**

Resubmission.

Prerequisites.

- 1) The formal consent letter from the institution where the research will be conducted should be availed to EMS-REC;
- 2) The questionnaire should be language edited; and
- 3) The reputational risk of the questionnaire needs to be omitted.

10.18 25102019**Student: Phaswana, F (28282736)(NWU-01312-19-S4)****Applicant: Dr G Alberts – MBA****Assessing the infrastructure management by applying Geographical information system in Sekhukhune District Municipality****Outcome:****Reapplication**

EMS-REC kindly refer the applicant to the previous correspondence dated 30 August 2019. Kindly adhere to our request.

“The study is referred back to the scientific committee for reapplication. Assure that the SCERF is provided by the relevant scientific committee with the reapplication and take note of the following recommendations:

- 1. The application form was not signed by the chairperson of the scientific committee;*
- 2. The proposal needs to be language edited;*
- 3. The gathering of the demographic data is not clarified;*
- 4. The informed consent is stating mixed-method approach referring to interviews but no interview questions (and guide) were attached; and*
- 5. The data gathering is therefore not clear and referred back to the scientific committee.”*

10.19 25102019**Student: Van Heerden, J (12174300)(NWU-01347-19-A4)****Applicant: Mr J Coetzee – MBA****A managerial framework for the implementation of chatbots in ecommerce**

Outcome:

Approved as a minimal risk study. A number NWU-01347-19-A4 is given for three years of ethics clearance. It is recommended by EMS-REC to kindly omit the contact detail and email address of the participants in consent letter.

10.20 25102019

Student: Nyikahadzoi, L (2551836)(NWU-01367-19-S4)

Applicant: Prof R Lotriet – PhD in Business Management

Assessing the nature and scope of corporate social responsibility within the Zimbabwe Gold mining Sector

Outcome:

Resubmission.

Prerequisites:

The request of the reviewers as given to you via the blind review of the reviewers on 20 September were not adhere to, namely:

“Referred to the Scientific Committee to give clarity on:

- 1) The questionnaire should be language edited as it does not have a professional appearance;*
- 2) Qualitative part of the methodology is unclear;*
- 3) An example of the questionnaire to be completed by participants has been attached, but no questionnaire/interview protocol to be used for interviews (qualitative) has been provided;*
- 4) Informed consent should be obtained from the institution where the research will be conducted;*
- 5) Clarity should be given on the usage of the demographic information as this will influence the risk levels of the study and also give clarity on what demographic information will be used;*
- 6) Add title of study and name of promotor to the SCERF form;*
- 7) Questionnaire may take longer than the suggested 20 minutes to complete – consider changing to 30 minutes.”*

10.21 25102019

Student: Mabulele, NR (29675669)(NWU-01382-19-S4)

Applicant: Prof S P van der Merwe – MBA

Assessing technological challenges in black-owned SMMEs in South Africa

Outcome:

Reapplication.

The EMS-REC refers this application for notification to the Deputy Dean's office, based on the following:

- 1) Research project have been resubmitted more than three times.
- 2) No improvements for ethical consideration were made and therefore applicant is requested to submit an all new application for approval.

11. New applications – Academia's own research

11.1 25102019

Applicant: Prof W Viviers (10064230)(NWU-01385-19-A4)

The use and importance of various information sources in exporters and export promotion organisations' decision-making

Outcome:

Approved as a minimal risk study. A number NWU-01385-19-A4 is given for three years of ethics clearance.

11.2 25102019

Applicant: Prof Nico van der Merwe (12081671)(NWU-01390-19-A4)

Strengthening critical thinking in a South African professional accounting degree

Outcome:

Approved as a no risk study. A number NWU-01390-19-A4 is given for three years of ethics clearance. Please inform EMS-REC of any incidents especially associated with the incentives associated with the research project.

12. New applications

12.1 25102019

Student: Mbatha, GF (29714745)(NWU-01386-19-A4)

Applicant: Prof Pieter van der Zwan – MCom in SA and International taxation

An analyses of the public disclosure of the OECD Action plan 13 Country-by-Country reporting

Outcome:

Approved as a no-risk study. A number NWU-01386-19-A4 is given for three years of ethic clearance.

12.2 25102019

Student: Bruce-Twum E (3484900) (NWU-01387-19-A4)

Applicant: Prof Danie Schutte – PhD in Accountancy

The self assessment system of taxation: tax compliance costs and behaviour of SMEs'in Ghana

Outcome:

Approved as a minimal risk study. A number NWU-01387-19-A4 is given for three years of ethics clearance.

12.3 25102019

Student: Qanga, EJ (31558755)(NWU-01388-19-A4)

Applicant: Prof Danie Schutte – PhD in Accountancy)

Bridging the risk management practice gap: A pragmatic study of South African universities

Outcome:

Approved as a minimal risk study. A number NWU-01388-19-A4 is given for three years of ethics clearance.

12.4 25102019

Student: Mudau, NP (28878310)(NWU-01389-19-A4)

Applicant: Prof Sanlie Middelberg – MCom in Management Accountancy

Evaluating the application of a balanced scorecard by a development finance institution: A case study

Outcome:

Approved as a minimal risk study. A number NWU-01389-19-A4 is given for three years of ethics clearance.

12.5 25102019

Student: Duve, M (31289037)(NWU-01391-19-A4)

Applicant: Prof Danie Schutte – PhD in Taxation

The context and role of presumptive taxation: Implications of current taxation practices in Zimbabwe

Outcome:

Approved as a minimal risk study. A number NWU-01391-19-A4 is given for three years of ethics clearance.

12.6 25102019

Student: Shilubane, D (31562280)(NWU-01392-19-S4)

Applicant: Dr W Gresse – MCom in Human Resource Management

Cellphone and social media usage on employees' job satisfaction and productivity: Exploring government employees' perception on the decision to prohibit cellphone usage during working hours.

Outcome:

Resubmission via round-robin.

Prerequisites:

- 1) Both the EMS-REC application form and the SCERF forms need to be signed; and
- 2) The title of the study is rather long and needs to be revisited – hence, the generalisability of the title should speak to the study population.

12.7 25102019

Student: Disemelo, K (23160187)(NWU-01393-19-S4)

Applicant: Dr M A Molefi – MCom in Management Sciences

Empowering leadership within organizations and focusing on its effects of career orientation and job satisfaction

Outcome:

Reapplication

Prerequisites:

EMS-REC is referring the study back to the Scientific Committee, due to:

- 1) The SCERF form should be included;
- 2) The research design within the methodology needs to be reworked;
- 3) Attention should be given to the sample size; and
- 4) Clarity should be given on why the demographic information is required as it can increase the risk level of the study.

12.8 25102019

Student: Carlse, J (26074974)(NWU-01394-19-S4)

Applicant: Prof A Henrico and Prof N Mackay – MCom in Business Management
Managerial implications of customer experience in the South African mobile retail banking industry

Outcome:

Resubmission via round-robin.

Prerequisites:

EMS-REC needs clarity on the following;

The target population of this study needs to be clarified as the title is speaking towards South Africa and the questionnaire towards Gauteng;

12.9 25102019**Student: Briers, CJ (21144915)(NWU-01395-19-S4)****Applicant: Dr J Jordaan – MBA****The influence of organizational culture on the availability of inventory and on-time delivery****Outcome:**

Resubmission via round-robin.

Prerequisites:

- 1) The SCERF form needs to be submitted to EMS-REC; and
- 2) Letter of consent, which include the researcher's contact details, need to be obtained from the institution where the research will be conducted.

12.10 25102019**Student: Senne, GL (23015519)(NWU-01396-19-S4)****Applicant: Dr J Jordaan****Exploring enablers and barriers in records management in a public hospital setting****Outcome:**

In its current format this research was perceived as health related research and the applicant should refer the research to HREC.

12.11 25102019**Student: van Wyk, FE (20425813)(NWU-01397-19-S4)****Applicant: Dr J Jordaan - MBA****The role of team cohesion in the performance of a chemicals manufacturing company****Outcome:**

Resubmission via round-robin.

Prerequisites:

- 1) The SCERF form needs to be completed and availed to EMS-REC; and
- 2) The contact detail of the participant in the consent letter need to be omitted.

12.12 25102019**Student: Mbobo, NA (29800498)(NWU-01398-19-S4)****Applicant: Dr J Jordaan – MBA****The impact of working eleven shift fortnight”schedule on labour efficiency in a gold mine within a South African setup****Outcome:**

Reapplication

Prerequisites:

- 1) The application is referred back to the relevant scientific committee;
- 2) The SCERF form needs to be submitted;
- 3) Clarity needs to be given on the usage of the demographic information as this may increase the level of risk;
- 4) The research design within the methodology needs to be revisited, especially with the survey/interview that lack an interview guide; and
- 5) Conflict of interest of the researcher needs to be clarified.

12.13 25102019**Student: Nzuza, IT (29330505)(NWU-01399-19-A4)****Applicant: Prof M Oberholzer – MCom in Management Accountancy****Analysing labour hiring freeze as a strategic tool for driving competitiveness in the sand minerals mining industry in Gauteng****Outcome:**

Resubmission.

Prerequisites:

- 1) The current email survey distribution may cause confidentiality issues and it is proposed that a digital survey for example like “Survey monkey” gets used;
- 2) The SCERF form needs to be submitted; and
- 3) A signed permission letter is necessary before the research is done.

Outcome:

Approved as a minimal risk study. A number NWU-01399-19-A4 is given for three years of ethics clearance.

12.14 25102019**Student: Makapela, L (28365526)(NWU-01400-19-A4)****Applicant: Ms D Mtshelwane – MCom in Human Resource Management****Exploring the use and influence of human resource policies within South African municipalities**

Outcome:

Approved as a minimal risk study. A number NWU-01400-19-A4 is given for three years of ethic clearance.

12.15 25102019

Student: Van Zyl, JHA (13065262)(NWU-01356-19-A4)

Applicant: Prof K Coetzee – Mcom In SA en Internasionale Belasting

Die evaluasie van eindvoorraad vir belastingdoeleindes vir die druif-tot-wyn proses

Outcome:

Resubmission via Round-robin.

Prerequisites:

Kindly complete and sign the SCERF form and submit to Mrs D Vorster whereupon clearance will be given.

Outcome:

Approved as a minimal risk study. A number NWU-01356-19-A4 is given for three years of ethics clearance.

12.16 25102019

Student: Magumbo, S (27830756)(NWU-01404-19-S4)

Applicant: Prof Danie Schutte – PhD in Accountancy

A framework for enhancing the adoption of International Public Sector Accounting Standards in Southern Africa Development Community (SADC)

Outcome:

Resubmission.

Prerequisites:

- 1) The SCERF form needs to be completed; and
- 2) The methodology needs to clearly explain how access to the SADC countries will be obtained and thus the participants towards the study.

12.17 25102019

Student: Mpofu, Q (31932525)(NWU-01405-19-A4)

Applicant: Prof Danie Schutte – PhD in Accountancy

The measurement and disclosure of human capital in the financial statements by the Zimbabwean listed mining companies

Outcome:

The first phase of this study is approved as minimal risk. A number NWU-01405-19-A4 is given for three years of ethics clearance.

12.18 25102019

Student: Mans, C (25882562)(NWU-01406-19-A4)

Applicant: Prof Pieter van der Zwan – MCom in Taxation

An international comparison of the cross border tax treatment of retirement fund payments

Outcome:

The study is approved as a no risk study. A number NWU-01406-19-A4 is given for three years of ethics clearance.

12.19 25102019

Student: Ndeudjeu, JN (26195658)(NWU-01407-19-A4)

Applicant: Prof M Potgieter – MCom in Marketing Management

The influence of the social media promotion mix on car insurance purchases in Mahikeng

Outcome:

Approved as a minimal risk study. A number NWU-01407-19-A4 is given for three years of ethics clearance.

12.20 25102019

Student: Smith, GS (22907645)(NWU-01408-19-S4)

Applicant: Prof J Visagie - MBA

The influence of leadership mentoring on the development of employee's career

Outcome:

Reapplication:

Prerequisites:

- 1) The application is referred back to the scientific committee;
- 2) The SCERF form needs to be completed, signed and submitted;
- 3) The current EMS-REC application form needs to be completed, signed and submitted;
- 4) The questionnaire is rather basic and the technical quality of it needs to be improved;
- 5) The permission letter from the institution where the research will be conducted needs to be availed to EMS-REC; and

- 6) The consent letter from the participants towards the study needs to be availed to EMS-REC.

12.21 25102019

Student: Muteba, N (20428103)(NWU-01409-19-S4)

Applicant: Prof J Visagie - MBA

The advancement of female executives in a large organisation: Challenges and barriers

Outcome:

Resubmission via round robin.

Prerequisites:

- 1) Clarity needs to be given on the sample size of the study; and
- 2) Omit the name of the participant in the consent letter.

12.22 25102019

Student: Scholtz, WC (22174877)(NWU-01410-19-A4)

Applicant: Prof J Visagie – MBA

Die effek van passiewe beleggings op nuut genoteerde maatskappye

Outcome:

Approved as a no risk study. A number NWU-01410-19-A4 is given for three years of ethics clearance. Kindly submit the SCERF form to Mrs D Vorster before you start with data gathering.

12.23 25102019

Student: Lebelo, T (22035664)(NWU-01411-19-S4)

Applicant: Prof G Mah – MBA

Impact of minimum wage on low end skilled labour in South Africa

Outcome:

Reapplication.

Prerequisites:

- 1) The study is referred back to the relevant scientific committee;
- 2) Kindly avail the SCERF form to EMS-REC, fully completed and signed by all the parties;
- 3) The methodology needs to be revisited, especially the research design and sampling method;
- 4) Should the title not read “unskilled” instead of “skilled” labour?; and
- 5) The topic of the study is rather sensitive and can increase the risk level thereof.

12.24 25102019**Student: Khoza, DP (25434977)(NWU-01412-19-S4)****Applicant: Prof LTB Jackson – MBA****An investigation of challenges faced by women in a male dominated heavy metal manufacturing industry in South Gauteng.****Outcome:**

Resubmission

Prerequisites:

- 1) The study is referred back to the relevant scientific committee;
- 2) Kindly submit the SCERF form to EMS-REC; and
- 3) Kindly submit a detailed interview guide to EMS-REC.

12.25 25102019**Student: Louw, JL (13037765)(NWU-01413-19-S4)****Applicant: Prof LTB Jackson****Investigation of the relationship between cultural intelligence and perceived inclusion in the workplace.****Outcome:**

Resubmission via round robin.

Prerequisites:

- 1) It is suggested by EMS-REC that the contact detail of the researcher gets to be added to the consent letter; and
- 2) There can be risk involved in the administration part of the electronic questionnaire, kindly inform EMS-REC on how this aspect will be administered to avoid the risk.

12.26 25102019**Student: Kgekoane, DS (28273206)(NWU-01414-19-S4)****Applicant: Prof LTB Jackson****The role of transformational leadership in employee motivation and job satisfaction at an academic institution****Outcome:**

Resubmission via round robin.

Prerequisites:

- 1) Kindly submit the questionnaire of the study to EMS-REC; and
- 2) A permission letter from VUT via Gatekeepers should be obtained.

12.27 25102019

Student: Mbewe, MM (31435068)(NWU-01415-19-S4)

Applicant: Prof Jan Meyer - MBA

Evaluation of pharmaceutical supply to public clinics and community health centres in Ramotshere Moiloa sub-district

Outcome:

In its current format this research was perceived as health related research and the applicant should refer the research to HREC.

12.28 25102019

Student: Modiba, MM (33647062)(NWU-01416-19-S4)

Applicant: Prof R Kekwaletswe – PhD in Business Management

A digital transformation framework for medium enterprises in South Africa

Outcome:

Resubmission via round-robin.

Prerequisites:

- 1) Kindly avail the fully completed, and signed EMS-REC application form;
- 2) Kindly avail the fully completed and signed SCERF form;
- 3) The permission letter from the institution where the research will be conducted needs to be obtained; and
- 4) In the consent letter the names of the participants should be omitted.

12.29 25102019

Student: Mongale, AM (33650012)(NWU-01417-19-S4)

Applicant: Prof R Kekwaletswe – PhD in Business Management

A framework for alignment of business and IT strategies in South African development banks

Outcome:

Resubmission via round-robin.

Prerequisites:

- 1) Kindly avail the SCERF form to EMS-REC, fully completed and signed; and
- 2) The permission letter from the institution where the research will be conducted needs to be obtained.

12.30 25102019

Student: Mogoale, PD (28743695)(NWU-01418-19-S4)
Applicant: Prof R Kekwaletswe – PhD in Business Management
Information Systems capacity framework for South African Mines
Outcome:

Resubmission.

Prerequisites:

- 1) Kindly avail the SCERF form to EMS-REC, fully completed and signed;
- 2) The interview guide is not clear as to who will manage the administration thereof;
- 3) The title of the study should reflect the study population;
- 4) In the consent letter the section of risk assessment should be omitted; and
- 5) The permission letter also need to be reworked according to the interview guide.

12.31 25102019

Student: Sonjani, NB (13063480)(NWU-01419-19-S4)
Applicant: Prof S van der Merwe – MBA
Exploring the entreprfeneurial interests among black women in an urban community in the North-West province, South Africa

Outcome:

Resubmission.

Prerequisites:

- 1) The sample should relate to the study population;
- 2) Clarify how the participants in the study will be approached;
- 3) The consent letter from the participants need to be availed to EMS-REC; and
- 4) The permission letter from the institution where the research will be conducted needs to be submitted.

12.32 25102019

Student: Naude, J (21777454)(NWU-01420-19-S4)
Applicant: Prof S van der Merwe – MBA
Evaluating the potential impact of adding waste glass to clay bricks: An experimental study

Outcome:

Approved as a no risk study. A number NWU-01420-19-A4 is given for three years of ethics clearance.

12.33 25102019

Student: Parry, AM (22559973)(NWU-01421-19-S4)
Applicant: Prof W Viviers and Dr A Jansen van Rensburg

Determining the links between digital developments and inclusive growth: An African perspective**Outcome:**

Approved as a no risk study. A number NWU-01421-19-A4 is given for three years of ethics clearance. Kindly submit a signed SCERF form to Mrs D Vorster.

12.34 25102019

Student: Siro, S (26436647)(NWU-01422-19-S4)

Applicant: Prof W Viviers and Mr M Cameron

Determining trade complementarity and realistic trade opportunities between South Africa and China

Outcome:

Approved as a no risk study. A number NWU-01422-19-A4 is given for three years of ethics clearance.

13. No risk applications

None received.

14. Meeting adjourned at

Prof Bennie Linde

Chairperson: EMSREC: Potchefstroom

AD HOC MINUTES – BUSINESS SCHOOL

EMS-REC MEETING

15 November 2019

8.30

Potchefstroom: Building E3, Boardroom 124

AD HOC MINUTES OF THE ECONOMIC AND MANAGEMENT SCIENCES RESEARCH ETHICS COMMITTEE MEETING (EMS-REC) FOR THE BUSINESS ON 15 NOVEMBER 2019 AT POTCHEFSTROOM CAMPUS, E3: 124.

1. Opening and word of welcome

Prof Bennie Linde welcomed every one present.

2. Attendance

Prof Bennie Linde, Prof Stephan van der Merwe, Prof Danie Schutte, Prof Mark Rathbone, Dr Jos Viljoen, Dr Crizelle Els, Mrs Dalene Vorster

3. Conflict of interest

Prof Stephan van der Merwe

4. Matters arising

None.

5. Re-submissions

5.1 15112019

Student: Ngcengeni, SI (24661147)(NWU-01326-19-A4)

Applicant: Dr JJ Jordaan – MBA

Factors influencing sustainable performance in the construction industry in South Africa

Outcome:

The study is approved as a minimal risk study. A number NWU-01326-19-A4 is given for three years of ethics clearance.

5.2 15112019

Student: Briers, CJ (21144915)(NWU-01395-19-A4)

Appliant: Dr JJ Jordaan – MBA

The influence of organizational culture on the availability of inventory and on-time delivery

Outcome:

The study is approved as a minimal risk study. A number NWU-01395-19-A4 is given for three years of ethics clearance.

5.3 15112019**Student: Mbobo, NA (29800498)(NWU-01398-19-S4)****Applicant: Dr JJ Jordaan – MBA****The impact of working eleven shift fortnights schedule on labour efficiency in a gold mine within the South African setup****Outcome:**

Resubmission.

Prerequisites:

1. The resubmission form needs to be completed;
2. The final research proposal needs to be submitted; and
3. The SCERF form needs to be completed and signed by the chairperson of the relevant scientific committee; and
4. Reference should be made that there would be no contact with humans in the study;

5.4 15112019**Student: van Wyk FE (20425813)(NWU-01397-19-A4)****Applicant: Dr JJ Jordaan – MBA****The role of team cohesion in the performance of a chemicals manufacturing company****Outcome:**

Approved as a minimal risk study. A number NWU-01397-19-A4 is given for three years of ethics clearance. Kindly take out the promise of anonymity in the questionnaire.

5.5 15112019**Student: Nhlangulela, L (28218752)(NWU-00113-19-S4)****Applicant: Dr JJ Jordaan – MBA****The effects of Inventory Management practices on the efficiency of non-profit organizations doing Clinical Research Trails****Outcome:**

In its current format the study is perceived as health related and is therefore referred of HREC.

5.6 15112019**Student: Senne, GL (23015519)(NWU-01396-19-S4)****Applicant: Dr JJ Jordaan – MBA****Exploring enablers and barriers in records management in a public hospital setting**

Outcome of rebuttal:

The research was perceived as a health-related study, which were confirmed by the chairperson of HREC, prof Wayne Towers.

5.7 15112019

Student: Sonjani, NB (13063480)(NWU-01419-19-A4)

Applicant: Prof S van der Merwe – MBA

Exploring the entrepreneurial interest among black women in an urban community in the North-West province, South Africa

Outcome:

Approved as a minimal risk study. A number NWU-01419-19-A4 is given for three years of ethics clearance.

5.8 15112019

Student: Mabulele, NR (29675669)(NWU-01382-19-A4)

Applicant: Prof S van der Merwe – MBA

Assessing technological challenges in black-owned SMMEs in South Africa

Outcome:

Approved as a minimal risk study. A number NWU-01382-19-A4 is given for three years of ethics clearance.

5.9 15112019

Student: Vogel, PK (21137846)(NWU-01375-19-A4)

Applicant: Mrs R Scholtz – MBA

'n Assessering van die interne kommunikasie strategie van 'n privaatsektor hoër opleidingsinstelling

Outcome:

Approved as a minimal risk study. A number NWU-01375-19-A4 is given for three years of ethics clearance. The SCERF form needs to be completed and signed by the relevant scientific committee chairperson.

5.10 15112019

Student: Mongwaketsi, MO (29797594)(NWU-00753-19-S4)

Applicant: Prof J Meyer and Dr M Matashu – MBA

The influence of maintenance in improving the lifespan of government properties

Outcome:

Resubmission.

Prerequisites:

1. Referred back to the scientific committee for the study is making use of a questionnaire but in the proposal it is referred to interviews;
2. Discrepancy with scales, items and leading questions as well as technical and language editing also need to be addressed by scientific committee; and
3. The cover letter and questionnaire need to be language edited.

5.11 15112019

Student: Nyikahadzoi, L (2551836)(NWU-01367-19-S4)

Applicant: Prof R Lotriet – PhD in Business Management

Assessing the nature and scope of corporate social responsibility within the Zimbabwe Gold mining sector

Outcome:

Resubmission.

Prerequisites:

1. The resubmission form is not completed;
2. It is difficult to review specific requirements – table of concern with prerequisites and adaptations can assist with this process; and
3. Not all the changes could be identified or were received.

5.12 15112019

Student: Neuoff Y (12257370)(NWU-01380-19-A4)

Applicant: Prof R Lotriet – MBA

**'n Assessering van die strategiese bestuursprosesse van 'n
privaatsektorverspreider**

Outcome:

Approved as a minimal risk study. A number NWU-01380-19-A4 is given for three years of ethics clearance.

5.13 15112019

Student: Sharp, RM (29893836)(NWU-01338-19-S4)

Applicant: Prof PA Botha – MBA

Impact of employees perceived performance management behaviour of managers on organisational commitment, work engagement and counterproductive work behaviour

Outcome:

Resubmission.

Prerequisites:

After first review of the questionnaire, the following aspects may increase the ethical risk level:

1. The items can be perceived as intrusive and sensitive (addressing the following points 2-5 may decrease this risk level);
2. The demographic items create the perception that participants can be identified;
3. Distancing the research role of the student from the organisational role must be clarified to the committee (in the ethics application) and participants (in the cover letter as part of the questionnaire);
4. Voluntary participation must be emphasised to the participants; and
5. The questionnaire needs to be language and technically edited.

5.14 15112019

Student: Tiro, F (27687465)(NWU-01337-19-S4)

Applicant: Prof PA Botha – MBA

Impact of transformational leadership style and public leadership roles on employee's job satisfaction and turnover intention within SASSA, North West region

Outcome:

Resubmission.

Prerequisites:

1. The permission letter from the institution where the research would be conducted needs to be submitted;
2. The consent letter should include the reason for the usage of the demographic information; and
3. Team leaders and supervisors are not appropriate gate-keepers – neutral gate keepers are needed.

5.15 15112019

Student: Phage, SS (24325708)(NWU-01339-19-A4)

Applicant: Prof PA Botha – MBA

Impact of employees perceived emotions behaviour, satisfaction and management behaviour on organisational culture after a merger between two municipalities

Outcome:

Approved as a minimal risk study. A number NWU-01339-19-A4 is given for three years of ethics clearance.

The following recommendations are made:

1. It could be made clear in the consent letter and the permission letter to the organisations that the demographic information will be used to compare groups;
2. It could be stated to the participants that it is voluntary to go on with the questionnaire and that they can at any time stop to partake in the study; and
3. Signatures or names of the participants in the questionnaire could be omitted.

5.16 15112019

Student: Modiba, MM (33647062)(NWU-01416-19-A4)

Applicant: Prof R Kekwaletswe – PhD in Business Management

A digital transformation framework for medium enterprises in South Africa

Outcome:

Approved as a minimal risk study. A number NWU-01416-19-A4 is given for three years of ethics clearance.

5.17 15112019

Student: Oageng MF (20908849)(NWU-00815-19-S4)

Applicant: Prof R Rena – MBA

Implications of non-compliance with public finance management act (PFMA) on the maintenance of fiscal policy in North West Province

Outcome:

Approved as a minimal risk study. A number NWU-00815-19-A4 is given for three years of ethics clearance. It is recommended that the questionnaire gets language edited.

5.18 15112019

Student: Khoza, DP (25434977)(NWU-01412-19-S4)

Applicant: Prof L Jackson – MBA

An investigation of challenges faced by women in a male dominated heavy metal manufacturing industry in South Gauteng

Outcome:

Approved as a minimal risk study. A number NWU-01412-19-A4 is given for three years of ethics clearance.

5.19 15112019

Student: Louw JL (13037765)(NWU-01413-19-A4)

Applicant: Prof L Jackson – MBA

Investigation of the relationship between cultural intelligence and perceived inclusion in the workplace

Outcome:

Approved as a minimal risk study. A number NWU-01413-19-A4 is given for three years of ethics clearance.

5.20 15112019

Student: Kgekoane, DS (28273206)(NWU-01414-19-A4)

Applicant: Prof L Jackson – MBA

The role of transformational leadership in employee motivation and job satisfaction at an academic institution

Outcome:

Approved as a minimal risk study. A number NWU-01414-19-A4 is given for three years of ethics clearance. The demographic information requested is not directly linked to the purpose of the study and it is recommended that it can be deleted.

6. New applications**6.1 15112019**

Student: Malele, DB (16060865)(NWU-01423-19-A4)

Applicant: Dr I van Aardt – PhD in Business Management and Administration

The development of a business framework for sustainable female owned accredited training small land medium enterprises in Gauteng

Outcome:

Resubmission.

Prerequisites:

1. Clarity should be given in the informed consent on why and how the research will be done and applied; and
2. Kindly give clarity on how the respondents will be approached (e.g. unclear if it is by interviews or with a questionnaire).

6.2 15112019

Student: Motaung, PA (29525306)(NWU-01424-19-S4)

Applicant: Prof T Tshukudu – MBA

An evaluation of OHS governance in Gauteng construction Industry: The case of civil works companies

Outcome:

Reapplication.

The study in its current format is part of MBAA874 assignment and is thereby referred back to the scientific committee.

6.3 15112019**Student: Muller, R (24044520)(NWU-01425-19-S4)****Applicant: Prof JJ Prinsloo – MBA****Internal communications' effect on reputational perception of Student Academic Lifecycle Administration at the NWU****Outcome:**

Resubmission.

Prerequisites:

1. Kindly clarify how the questionnaire will be distributed. The demographic information is not required for the objective or hypothesis of the study, so therefore should be deleted.
2. The purpose of the study should be included in the informed consent letter;
3. The population of the study is not clear. At some places reference is made to Health with 70 participants, academic and support service staff of the university, and then permission letter from SALA is provided;
4. The interview guide with clear explanation of where, how and who is included – two hours for interview is excessive; and
5. Permission letter from the Gatekeepers (SALA permission letter is not sufficient for access to NWU staff and students) should also be obtained (Contact Mr Nkosinathi Machine 99x4849).

6.4 15112019**Student: Nkholise M (28020618)(NWU-01426-19-S4)****Applicant: Prof C Miruka – PhD in Business Management****Catalysing inclusive procurement for supplier and enterprise development****Outcome:**

Reapplication.

1. The SCERF needs to be completed and signed by the chairperson of the relevant scientific committee; and
2. The study is referred back to the scientific committee to relook the research design in particular the information concerning the research procedure of the focus groups.

6.5 15112019**Student: Viljoen, D (29865646)(NWU-01427-19-S4)****Applicant: Mr JC Coetzee - MBA****Business framework for managing the sustainability of emerging farmers in South Africa**

Outcome:

Reapplication.

1. The SCERF needs to be completed and signed by the chairperson of the relevant scientific committee;
2. The study in its current format is motivated by political statements rather than scientific literature, which increases the risk levels of the research; and
3. The interview protocol contains irrelevant information (e.g. reference to craft beer).

6.6 15112019

Student: Tiyane L (22035664)(NWU-01428-19-S4)

Applicant: Prof G Mah and Dr Saurombe -MBA

Impact of minimum wage on low income earned skilled labour in South Africa

Outcome:

Reapplication.

1. The EMS-REC application form is not completed;
2. The SCERF needs to be completed and signed by the chairperson of the relevant scientific committee; and
3. The application is referred back to the scientific committee.

6.7 15112019

Student: Mukhawana, D (31477550)(NWU-01429-19-S4)

Applicant: Dr N Mouton – MBA

Consequences of governance failure at Denel on the defence industry

Outcome:

Reapplication.

1. The EMS-REC application form is not signed;
2. The SCERF needs to be completed and signed by the chairperson of the relevant scientific committee; and
3. The application is referred back to the scientific committee.

Meeting adjourned at :



Prof Bennie Linde

Chairperson EMS-REC: Potchefstroom Campus

29 November 2019



FEMS Research and Innovations Committee

Title of agenda item:	<i>Extraordinary appointments: TRADE</i>				
Documentation attached:	☒	Yes	☐	No	Meeting date:
Indicate with an X	☐	For noting	☒	For approval	
Proposed by:	<i>Profs Danie Meyer and Wilma Viviers</i>				
Estimated time required for discussion (if any):	<i>5 minutes</i>				
Consultation route followed:	<i>TRADE Scientific Committee (meeting held on 12 September)</i>				
Further consultation or approval required:	<i>To be approved by Faculty Board</i>				
Action required after decision:	<i>Inform People and Culture of approval</i>				
Background and problem statement:	<i>Please see motivations and cv's attached for the appointment of:</i> 1. <i>Dr Emmanuel Orkoh as extraordinary research scientist</i> 2. <i>Dr Robert Teh as extraordinary professor</i>				
Proposal:	<i>Approval of appointments</i>				



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

NOMINATION AS:

EXTRAORDINARY PROFESSOR/ASSOCIATE PROFESSOR/SENIOR LECTURER/ LECTURER/RESEARCH SCIENTIST

OF THE NORTH-WEST UNIVERSITY

1. Research entity/School:

2. Extraordinary professor/associate professor/ senior lecturer/ lecturer/ research scientist:

3. Candidate name:

4. Term (indicate the 3 years):

5. Remuneration: The nominee benefits from the IREA-program (Institutional Research Excellence Award-program) and according to the policy of the North-West University

6. Motivation for the nomination:

6.1 The NWU recognises three categories of extra-ordinary appointments of persons (please indicate which categorie(s) applies):

Extra-ordinary appointments of persons as lecturers, senior lecturers, associate professors, professors and research scientists for a term to supplement particular expertise in a faculty/research entity/school//institute.

Extra-ordinary appointments of persons as professors on the basis of an office or post occupied in or outside the university, or in terms of a cooperation agreement between the university and another tertiary institution.

Extra-ordinary appointment of persons as professors or associate professors after they have reached the pension lifetime limit and where their expertise is beneficial to the continuation of the work of a research entity and/or school.

6.2 Nomination of candidate:

The Faculty of Economic and Management Sciences and
wishes to utilise the proven expertise of

in the area of

Motivation (include the existing collaboration and outputs as well as planned activities for the next three years):

Motivation: Emmanuel Orkoh

Dr Emmanuel Orkoh and his promoter, Prof Phillip Frederick Blaauw, are engaged in a research project on vulnerable employment in South Africa and other Sub-Saharan African countries. The objective of the project is to assess the socioeconomic drivers, circumstances and coping strategies of those who are in various forms of vulnerable employment.

Dr Orkoh is also working with Prof Blaauw and Dr Carike Claassen in refining a selection of articles drawn from his doctoral thesis which are at various stages of review or are already in the pipeline for publication in internationally accredited journals. One article has just been accepted by *Social Indicators Research*, a highly regarded interdisciplinary journal for quality-of-life measurement with an impact factor of 1.703. A second article has been resubmitted to *Feminist Economics* following the journal's request for certain revisions. Another two papers are currently under review with other internationally accredited journals of good standing.

In addition, Dr Orkoh is collaborating with Prof Wilma Viviers, Dr Adelia Jansen van Rensburg and Ms Ali Parry in a multi-faceted research project focusing on the links between digital trade and inclusive growth, and the implications thereof for trade policy in Africa. Among the intended outputs from the project are an accredited book (for open access publication) and a series of articles focusing on a number of sub-themes. Dr Orkoh is also in the preliminary stages of writing a suite of articles on trade and gender, which he is keen to publish as an affiliate of North-West University.

Dr Orkoh is a diligent researcher who has demonstrated a commitment to furthering his skills and experience in the trade and development field. By appointing him as an extra-ordinary research scientist, TRADE will benefit in particular from his African as well as international experience and insights, which will strengthen the focus area's quest to publish meaningful, academically rigorous research in high-quality journals.

7. Particulars of candidate: CV attached as Annexure 1

Title, full names and surname:

Identification/passport number:

Date of birth:

8. Qualifications:

YEAR	QUALIFICATION	INSTITUTION

9. Career path:

YEAR FROM AND TO	POSITION AND EXPERIENCE	INSTITUTION

10. Publications and conference proceedings (number of):

10.1	Articles:	SA National	International
		0	7
10.2	Books:	SA National	International
		0	0
10.3	Chapters in books:	SA National	International
		0	2
10.4	Conference papers:	SA National	International
		1	4

11. Postgraduate supervision:

11.1 PhD Degrees:

- Currently registered:
- Delivered:

11.2 Masters Degrees:

- Currently registered:
- Delivered:

SIGNATORIES:

Name of person to be appointed

Date

Name of Director of Research Entity/School

Date**Director:** Name of Research Entity/School**Prof J Surujlal****Date****Deputy Dean: Research and Innovation****Prof S Swanepoel****Executive Dean****Date**

HUMAN CAPITAL: OPERATIONS

Tel (018) 299-4806

Fax (018) 299-4800

Enquiries: Mrs MC Strydom

HC134F	PERSONAL PARTICULARS
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TITLE:
SURNAME:
FULL NAMES:
PREFERRED NAME:
GENDER:

FEMALE

MALE

☒

HOME LANGUAGE

Akan

RACE:

Black

MARITAL STATUS:

SINGLE

☒

MARRIED

DIVORCED

WIDOW/WIDOWER

MAIDEN NAME:
ID/PASSPORT NO:
DATE OF BIRTH:

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NATIONALITY:

INCOME TAX REFERENCE NUMBER:

HOME ADDRESS:

CODE:

POSTAL ADDRESS:

CODE:

TELEPHONE:

HOME

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SIGNATURE

PRINT INITIALS AND SURNAME

Original details: Mashudu Mundalamo(24712132) SHARE/NWU Home/Human Capital documentation/HC operations/Appointments/Personal particulars_e_F_HC134.doc
5 March 2014

File reference: HC134 (3.2.3.6)

Personal particulars (HC134)

1

EMMANUEL ORKOH

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E-mail: aorkoh@gmail.com

PROFILE AND CAREER OBJECTIVES

I have completed my doctoral studies in Economics with considerable teaching and research experience at the tertiary level. Having acquired much knowledge of the use of a number of Econometric tools for data management and research in Applied Economics, I am looking for a challenging opportunity to respectively contribute, develop and build my skills, professional network and experience.

EDUCATION

January 2016 – May 2019	Doctor of Philosophy in Economics, North West University, South Africa Thesis title: Essays on trade openness, wage, poverty and intra-household time allocation in Ghana.
August 2012 – September 2014	Master of Philosophy in Economics, University of Cape Coast, Ghana and African Economic Research Consortium (AERC) Collaborative Masters Programme.
August 2007 – May 2011	Bachelor of Arts (Hons) in Economics, University of Cape Coast, Ghana.
February 2001 – August 2003	Senior Secondary School Certificate, Akyem Ayirebi Senior Secondary School, Ghana.

COURSES (CERTIFICATES)

November- December 2017	Course on “Structural transformation and industrial policy”, United Nations Conference on Trade and Development (UNCTAD) Virtual Institute.
October-November 2017	Course on "Urbanization and industrialization for Africa's transformation", United Nations Economic Commission for Africa (UNECA)-United Nations Institute of Economic Development and Planning (UNI-IDEP)-United Nations Institute for Training and Research (UNITAR)".
October-December 2016	Course on “Economic analysis of non-tariff measures”, United Nations Conference on Trade and Development (UNCTAD) Virtual Institute.
October- November 2016	Course on “WTO Trade Facilitation Agreement and regional trade facilitation rules”, United Nations Institute for Training and Research (UNITAR) and Economic Community of West African States (ECOWAS) Commission.
August 2015– November 2015	Course on “Trade and poverty”, United Nations Conference on Trade and Development (UNCTAD) Virtual Institute.
June – August 2015	Course on “Multilateral trade negotiations: tips and techniques”, United Nations Institute for Training and Research (UNITAR) and Economic Community of West African States (ECOWAS) Commission.

January – March 2015	Course on “Trade and gender”, United Nations Conference on Trade and Development (UNCTAD) Virtual Institute.
May 2013	Course on “Trade empirics using STATA”, United Nations Conference on Trade and Development (UNCTAD) Virtual Institute.

EMPLOYMENT

February 2019-Present	Administrative Support Associate, International Organization for Migration (IOM), Geneva, Switzerland • Undertake analysis on financial data and agency practices on financial matters to support decision-making at the Resource Management Division. • Support the preparation of documents related to Governing Body meetings and resources management. • Prepare presentations for different audiences in Resource Management issues
November 2018-January 2019	Junior Research Economist, the World Trade Organization (WTO). Geneva, Switzerland. • Contribute to research on trade-related impacts of natural disasters in the Pacific and Caribbean countries and the implications of Aid for trade as a tool for disaster relief. • Conduct econometric analysis and provide report on the results.
May-October. 2018:	PhD Fellow (Intern), the World Trade Organization (WTO). Geneva, Switzerland. • Work under the supervision of my mentor who provides me with advice, as required, in close collaboration with my academic supervisors. • Required to give a seminar on my thesis at the end of my internship
January 2017 – April 2018	Student Assistant, North-West University, Potchefstroom Campus, South Africa • Assist the undergraduate and graduate students to shape their dissertation, theses, assignments and other research work. • Guide the students to acquire effective writing skills and knowledge of all available resources for completing their dissertations and assignments • Assist in marking the assignments of the first year undergraduate students.
February - October 2016	Research officer, Centre for Development in Freedom (CDIF), Accra, Ghana • Conduct quality and policy informing research • Engage stakeholders in disseminating research results • Coordinate all research activities at the Centre
June 2014 – January 2016	Data Analyst/Research Assistant, Department of Economics, University of Cape Coast, Ghana • Scout for microdata in Ghana and the West African sub-region • Manage (cleaning and processing) and transforming the data into different format to make them user-friendly for all researchers. • Archive the managed and transformed data for reuse

	• Manage online correspondence with potential data users • Engage in advocacy for financing of the Centre and data clinic (consultation) service • Actively participate in other research activities undertaken at the Centre.
October 2011 – August 2012	Teaching Assistant, Institute for Development Studies, University of Cape Coast, Ghana • Organize tutorials in Statistics and Research Methods for MA Environmental Management and Policy Sandwich and undergraduate students in Research methods and Statistics. • Assist in the marking and recording of quizzes and examination scripts. • Assist my superior (lecturer) in the conduct of research and other administrative works
March 2004 – July 2007	Teacher, Orchard International School, Accra Newtown, Ghana.

RESEARCH AND CONSULTANCY ASSIGNMENTS

September 2017, May 2018	Consultant for the Institute of African Leadership for Sustainable Development (UONGOZI Institute) • Writing a study on “Green industrialization in Nigeria and Ghana: Extents and impact from a Quasi-experiment”
September 2015 – May 2016	National consultant for the United Nations Conference on Trade and Development (UNCTAD) • Writing a study on “Gender welfare effects of regional trade integration on households in Ghana”
June – September 2015	Research Coordinator for USAID, Directorate of Research, Innovation and Consultancy (DRIC), University of Cape Coast & Monitoring, Evaluation and Technological Support Service (METSS) • Developing a “Population-based survey: Making sense of poverty and stunting reduction targets in Ghana’s savannah zone of influence”
April - July 2015	Research Assistant for Global Reach, University of Michigan, USA • Contributing to the fieldwork of the project on “Maternal and infant survival study” (The MISS Project)

PUBLICATIONS (PEER-REVIEWED ARTICLES)

- **Orkoh, E.**, Blaauw, P.F. & Claasse, C. (2019). Relative effects of income and consumption poverty on time poverty in Ghana (*Social Indicators Research*. <https://doi.org/10.1007/s11205-019-02158-0>).
- Efofi, U., Tanankem, B., **Orkoh, E.**, Atata S.N., Akinyemi, O. & Beecroft, I. (2018). Environmental pollution policy of small businesses in Nigeria and Ghana: extent and impact (*Environmental Science and Pollution Research*, 1-16. <https://doi.org/10.1007/s11356-018-3817-x>).
- Uchena, E. & **Orkoh, E.** (2018). Analysis of the impacts of entrepreneurship training on growth performance of firms: Quasi-experimental evidence from Nigeria (*Journal of Entrepreneurship in Emerging Economies*, <https://doi.org/10.1108/JEEE-02-2018-0024>).
- Nunoo J., Koomson, I & **Orkoh, E.** (2017). Household deficiency in demand for water: Do water source and travel time matter?, *Global Social Welfare*, 4(1), 1-9: Available at <https://link.springer.com/article/10.1007%2Fs40609-017-0092-6>.

- Asmah, E.E. & **Orkoh, E.** (2017). Self-care knowledge of hypertension prevention and control among women in contemporary Ghana (*American Journal of Health Education*). Available: <http://www.tandfonline.com/toc/ujhe20/current> (dx.doi.org/10.1080/19325037.2017.1358120).
- **Orkoh, E.** & Asmah, E. E. (2017). The effects of loan amounts on health care utilization in Ghana. (*Eastern European Business and Economics Journal* **3(2)**: 176-193: Available at <http://eebej.eu/Issues/>).
- Efobi, U. & **Orkoh, E.** (2017). Assessing Youth Development in Sub-Saharan Africa with a Multidimensional Index. *PEGNet Policy Briefs*, 12/2017. Available at: <http://www.pegnet.ifw-kiel.de/>
- Nkrumah, O. K., **Orkoh, E.** & Owusu, M.A. (2016). Exploring the budget deficit-economic growth nexus: new evidence from Ghana. *The Journal for the Advancement of Developing Economies*, 5(1), 4-17: Available at <http://digitalcommons.unl.edu/jade/3>.

PUBLISHED BOOK CHAPTERS

- **Orkoh, E.** (2018). Gender welfare effects of regional trade integration on households in Ghana. In World Bank Group & World Trade Organization (Ed.), *Trade and Poverty Reduction: New Evidence of Impacts in Developing Countries* (pp. 36-57). Geneva: World Trade Organization.
- Uchena, E.R., **Orkoh, E.** & Atata, S. (2018). Financial inclusion and foreign market participation of firms: A Quasi-experiment from Nigeria (Palgrave Macmillan, Cham, pp 39-61. Available at <https://www.palgrave.com/de/book/9783319788425>).

WORK IN PROGRESS

- **Orkoh, E.**, Blaauw, D. & Claasse, C. (2018). Poverty and intra-household gender inequality in time use in Ghana (Accepted with changes at the *Feminist Economic Journal*).
- **Orkoh, E.**, Blaauw, D. & Claasse, C. (2018). A household level analysis of the trade openness-gender wage differential nexus: Evidence from Ghana. (Under review at *Review of Development Economics*). (Accredited journal)
- **Orkoh, E.**, Blaauw, D. & Claasse, C. (2018). Spousal effect on wage and time allocation among couples in Ghana (under review at the *South African Journal of Economic and Management Sciences*). (Accredited journal)
- **Orkoh, E.** & Blaauw, D. & Efobi, U. (2018) Prior migration skills, motive to migrate and employment outcomes among migrants
- **Orkoh, E.** & Blaauw, D. (2018) Investment decision of migrants: A comparative analysis of current and returned migrants in Ghana
- Orkoh, E., Blaauw, D. & Claasse, C. (2017). Differential effects of wage on intra-household time allocation in Ghana (under consideration for possible publication at the *Journal of Family and Economic Issues*).
- Efobi, U., Tanankem, B., Orkoh, E., Beecroft, I. & Alake, K. (2017) Catching up with High-growth Potentials? Understanding Firm-level Impact of the Tax Administration on Productivity in Nigeria (First draft presented at the Inaugural Conference for the launching of the Nigerian Tax Research Network).
- Orkoh, E., Claassen, C. & Blaauw, D. (2017). Corruption, political stability and illicit financial outflows in Sub-Saharan Africa. (Working paper, available at Research Gate).
- Tanankem, V. B., Efobi, U. R. & Orkoh, E. (2017). Governance Environment and Firms' Innovation in Africa: A Perspective (Under review at the *Journal of Economic Issues*).
- Orkoh, E. & Annim, S. K. (2014). Source and use of insecticide treated net and malaria prevalence. Working paper

REVIEWS FOR JOURNALS

-
- African Development Review
 - South African Journal of Economics
 - Economic Research Southern Africa

- South African Journal of Economic and Management Sciences
- Journal of Economic Structures

WORKSHOPS AND CONFERENCES ATTENDED

- 3-5 December 2018: The 2018 African Economic Conference on “Regional and Continental Integration for Africa’s Development”, Kigali Rwanda (Delegate).
- 2-4 October 2018: Public Forum 2018 — “Trade 2030”. The World Trade Organization, Geneva, Switzerland (Speaker/Presenter)
- 11-13 July 2018: Executive Training Seminar on Services in the Global Economy: Analytical tools and policy frontiers. Robert Schuman Centre for Advanced studies, European University Institute, Florence, Italy (Participant).
- 18-19 June 2018: Green transformation and competitive advantage: Evidence from developing countries, Bonn, Germany (Speaker/Presenter)
- 26-27 March 2017: Research Transparency and Reproducibility Workshop. North West University, Vaal campus, South Africa (Facilitator).
- 4-6 December 2017: Twelfth African Economic Conference 2017 on Governance for Structural Transformation. Addis Ababa, Ethiopia (Delegate).
- 20-22 September 2017: The Berkeley Initiative for Transparency in the Social Sciences (BITSS) Research Transparency and Reproducibility Training (RT2), Center for Effective Global Action (CEGA), London (Participant).
- 30 August – 1 September 2017: Biennial conference of the Economic Society of South Africa (ESSA), Rhodes University, Grahamstown, South Africa (Speaker/Presenter).
- 30 May – 1 June 2017: WTO Chairs Workshop on Global Value Chains and Trade in Value Added. North-West University, Potchefstroom Campus.
- 23 March 2016: A4AI-Ghana Coalition Meeting and Launch of the World Development Report 2016: Digital Dividends. A4AI Alliance for Affordable Internet and the World Bank Group. Kofi Annan Centre of Excellence in ICT, Accra, Ghana
- 16 –17 November 2015: The Drive for Accountability: Open Data tools and Extractive Data Analysis. Training workshop for Stakeholders (CSOs and Media) in Ghana. Natural Resource Governance Institute (Speaker/Presenter).
- 15–19 June 2015: UNCTAD Virtual Institute Regional Workshop on Trade and Gender Analysis. North-West University, Potchefstroom, South Africa.
- 15–19 March 2015: The Maternal and Infant Survival Study (The MISS Project). Korle-Bu Teaching Hospital, Accra, Ghana.
- 12–13 February 2015: 8th Microfinance Conference. College of Humanities and Legal Studies, University of Cape Coast, Cape Coast, Ghana.
- 12–14 January 2015: Data Management and Analysis using STATA. Department of Economics, University of Cape Coast, Cape Coast, Ghana.
- 14 October 2014: Round Table Discussion on Microfinance and Poverty Reduction. Department of Economics, University of Cape Coast and First Capital Plus Bank, Cape Coast, Ghana.
- 8–14 September 2014: The use of NESSTAR and NADA software for microdata documentation, preservation and archiving. Organization for Economic Cooperation and Development (OECD) and Ghana Statistical Service (GSS), Accra, Ghana.
- 3–5 September 2014: Annual Interdisciplinary Conference. Institute for Continuing Education and Interdisciplinary Research (ICEIR), University for Development Studies, Tamale, Ghana (Presenter).
- 6–7 June 2014: Round Table Discussion on the Theme: “Africa’s Recent Envious Economic Growth: Realities, Myths and Role of Effective Structures and Policies. Department of Economics, University of Cape Coast, Strategic Hedge Capital, United Nations University (UNU-WIDER) and African Economic Research Consortium (AERC), Cape Coast, Ghana.

- 14–15 May 2014: Workshop on issues related to the Institutional Review Board (IRB). University of Cape Coast, Ghana, in collaboration with University of South Florida, USA.
- 20–23 May 2013: Workshop on Trade Empirics using STATA: University of Cape Coast and UNCTAD Virtual Institute, United Nations.

SKILLS/COMPUTER KNOWLEDGE

- Advanced knowledge of micro and macro data management
- Proficient in the use of STATA, GAMS, SPSS, EViews, SIMSIP, NESSTAR, NADA, Microsoft Office Suit including Word, PowerPoint and in-depth knowledge of Internet.
- Intermediate user of Excel, Microfit & Spectrum.

PROFESSIONAL AFFILIATIONS

- The African Growth and Development Policy Modeling Consortium (AGRODEP)
- Berkeley Initiative for Transparency in the Social Sciences (BITSS) Catalyst,
- United Nations Conference on Trade and Development (UNCTAD) Virtual Institute, Switzerland
- United Nations Institute for Training and Research (UNITAR), Geneva, Switzerland
- International Health Economists Association (IHEA), Toronto, Canada

REFERENCES

Professor Derick Blaauw (PhD supervisor)
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Professor Wilma Viviers (Director: TRADE; WTO Chair)
 Trade Research Focus Research Area.
 North-West University, Potchefstroom campus, South Africa
 Building E3, Room 140.
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 Centre William Rappard
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