



**COLLEGE OF ACCOUNTING SCIENCES
FOCUS AREAS AND SUPERVISION CAPACITY**

2024

Contents

- 1. Introduction3
- 2. General information.....3
 - 2.1. *Departmental M&D coordinators*3
 - 2.2. *Selection Criteria*4
 - 2.3. *Selection procedures*5
 - 2.4. *Model of supervision*.....5
- 3. Department of Auditing.....6
 - 3.1. *Background*6
 - 3.2. *Focus Areas*.....6
- 4. Department Financial Accounting.....13
 - 4.1. *Focus Areas*.....13
 - 4.2. *Focus areas description and supervision capacity.*13
- 5. Department of Financial Governance19
 - 5.1. *Background*19
 - 5.2. *Focus Areas*.....19
 - 5.3. *Focus areas description and supervision capacity.*21
- 6. Department Financial Intelligence.....30
 - 6.1. *Focus Areas*.....30
 - 6.2. *Focus areas description and supervision capacity.*31
- 7. Department of Management Accounting46
 - 7.1. *Focus Areas*.....46
 - 7.2. *Focus areas description and supervision capacity.*46
- 8. Department of taxation.....58
 - 8.1. *Focus Areas*.....58
 - 8.2. *Focus areas description and supervision capacity.*59

1. Introduction

The College of Accounting Sciences (CAS) offers Master's and Doctoral (M&D) degrees in several disciplines, with a number of research focus areas. The purpose of this document is to share the College's research focus areas for the prospective M&D students for the 2024 academic year. Furthermore, this document will assist you to choose research area which will be suitable for your higher degree journey. We wish you a successful research journey and thank you for choosing UNISA to be your partner on this journey.

2. General information

2.1. Departmental M&D coordinators

The academic departments in the College and their contact persons are set out below:

Discipline	Contact
Financial Accounting	Dr S Gani ganis@unisa.ac.za 012 429 6241
Management Accounting	Dr N Booyse Booysnj@unisa.ac.za 012 429 8931
Auditing	Prof EM Odendaal odendem@unisa.ac.za 012 429 4363
Taxation	Prof B de Clercq dclerb@unisa.ac.za 012 429 372
Financial Intelligence	Dr Ms O Swart Swarto@unisa.ac.za 0124294382
Financial Governance	Ms. L Letho lethol@unisa.ac.za 012 429 2288

2.2. Selection Criteria

In addition to the admission criteria contained in the *myChoice* brochure, the acceptance of potential students is based on the following criteria:

- Suitability and viability of the intended research;
- Adequate supervisory capacity and research expertise in the discipline or department;
- An approved selection procedure which is in line with Unisa's policies on equality and diversity in the discipline or department.

You are therefore required to prepare a **five-page** expression of intent essay, including the list of references. Note that the number of applications received annually by far exceeds the available capacity, so candidates are competing for limited space in the degrees. It therefore follows that the quality of the essay is extremely important as it is used to rank the applications based on the criteria stated in the first two bullets above.

The expression of intent essay for the coursework (MCompt) and research master's (MPhil) degrees must include the following:

- Title
- Research problem (i.e. the issue/situation that justifies your research)
- Significant of study
- Aim and objectives of study
- Literature review
- Research methodology
- List of references (use Harvard referencing method)

The expression of intent essay for the doctoral (PhD) degree must include the following:

- Title
- Research problem (i.e. the issue/situation that justifies your research)
- Significance of study
- Aim and objectives of study
- Literature review
- Research methodology
- Academic contribution of study
- List of references (use Harvard referencing method)

Additional documentation required.

One-page abbreviated CV including:

- Academic qualifications
- Work experience
- Contact details
- Previous research, if any
- Your **academic record/transcripts** for undergraduate as well as postgraduate qualifications, *even if you had previously studied through Unisa.*
- **International students** should obtain a South African Qualification Authority (**SAQA**) **Certificate of Evaluation** for any degrees obtained from overseas institutions. Read more [here](#).

2.3. Selection procedures

1. [Apply for a student number online](#). [Only if you have not studied at the University of South Africa before.]
2. Apply for admission during the prescribed application period for a space in the Department of Financial Intelligence's research focus areas. Ensure that you [apply online](#), and attach your Expression of Interest Essay (research outline) and other requested documentation. See more below.
3. Staff members from the relevant registration support department will verify that you have provided the required information and that your qualifications meet the criteria for admission to the degree. Only complete and qualifying applications are sent to the academic department for consideration.
4. The selection process first ranks the applications of the candidates within each specific focus area based on the criteria stated above. Therefore, the content and quality of the Expression of Interest Essay are important as students are competing for a limited number of supervision openings. The specific focus areas indicate the expertise of supervision teams in the department. The highest-ranked applications are then reviewed for equity and diversity. The applications are therefore ranked to match the applications with the available supervision capacity and expertise while taking equity and diversity into account.

Generally, you should be notified of the outcome of your application in January. The notification will be done by staff from the relevant registration support department.

2.4. Model of supervision

Candidates will be allocated to a supervisor, but **students will be required to work independently within the requirements of higher degree studies**. Each department in the College of Accounting Sciences has various research focus areas, which may change over time. Regarding this research focus area, accepted students might be co-supervised by supervisors from other academic departments, Colleges or outside the university as disciplines in accounting sciences are related, and may also be integrated with other disciplines.

3. Department of Auditing

3.1. Background

The Department of Auditing has one research focus area, *The role of auditing in governance*, consisting of nine research sub-focus areas. Within this context, we encourage applications related to assisting the African continent achieve sustainable socioeconomic development, as encapsulated in the African Union's Agenda 2063, the United Nations Sustainable Development Goals and the emerging sub-discipline of extinction or biodiversity accounting. Across the nine research sub-focus areas, the department has 26 staff members who are, inter alia, responsible for supervising master's and doctoral students. The limited supervision capacity and the number of students who apply annually underscore the importance of prospective students submitting high-quality applications.

3.2. Focus Areas.

#	Description	Focus area name	Contact person:
1	Research Focus area	The role of auditing in governance	Prof Elza Odendaal odendem@unisa.ac.za
	# Sub research focus area		
1		Small and medium audit practices	
2		Public sector/Auditor-General reporting	
3		Non-financial assurance	
4		Combined assurance and governance oversight	
5		External auditing	
6		Internal auditing	
7		Forensic auditing	
8		Computer auditing	
9		Energy transition governance	

Reading list

You may be asking how you are going to find a topic and write an essay of intent on your own. Regardless of admission requirements at an institution, the candidate finds and selects a topic. No doubt when you decided to do a master's or doctoral study, you either had an idea in mind, possibly in the industry in which you work, or you started reading to find one that is of interest to you. Reading financial or accounting-related magazines or even financial sections of newspapers could generate ideas for further investigation. Once you have an idea, use that as a keyword for searches for articles. Plenty of open-access journals exist, therefore you should find some sources without having to pay to access articles.

The expression of intent essay is therefore your initial documentation of the idea that has been refined into a real-life problem relating to the chosen field of study. You, therefore, need to take the idea and narrow it down to a problem. This is followed by a brief review of recent literature on the area of interest to establish what has already been done and whether the research problem is topical and sufficient

sources exist. As a start to the research process, you are therefore aiming to find a researchable problem. What you intend to do in your study to address the research problem will be the aim of your proposed study. The aim is then ‘unpacked’ into specific objectives.

There should be sources available online, but the following reading list will help you understand the research process and what will be required from you for master’s or doctoral studies. Biggam and Hofstee’s books are used as core texts for mostly master’s students, whereas Trafford and Leshem’s book is a core text for doctoral students:

- Biggam, J. 2021. *Succeeding with your Master’s Dissertation: a step-by-step handbook*. 5th edition. Berkshire: Open University Press.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master’s, MBA or PhD on schedule*. Johannesburg: EPE.
- Leedy, PD & Ormrod, JE. 2019. *Practical research: planning and design*. 12th edition. Upper Saddle River, NJ: Pearson.
- Mouton, J. 2001. *How to succeed in your Master’s and Doctoral studies*. Pretoria: Van Schaik.
- Ryan, B, Scapens, RW & Theobald, M. 2002. *Research method and methodology in finance and accounting*. 2nd edition. London: Thomson.
- Salkind, MJ. 2019. *Exploring research*. 9th edition. Upper Saddle River, NJ: Pearson.
- Trafford, V & Leshem, S. 2008. *Stepping stones to achieving your Doctorate*. Berkshire, England: Open University Press.

The following may assist you in approaching the initial reading of an article:

- Keshav, S. How to read a paper. 2007. *ACM SIGCOMM Computer Communication Review*, 37(3), 83–84. Available at: <http://ccr.sigcomm.org/online/files/p83-keshavA.pdf>.

RESEARCH SUB-FOCUS AREA: SMALL AND MEDIUM AUDIT PRACTICES

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Dr Edward Hlakudi Email: hlakure@unisa.ac.za Edward holds a PhD from Unisa and is a CA(SA).	None	2 MPhil students
Ms Annerie Botha Email: bothaa1@unisa.ac.za Annerie holds an MCompt from Unisa and is a Chartered Accountant (SA) (CA(SA)).	2 MPhil students	None

RESEARCH SUB-FOCUS AREA: PUBLIC SECTOR/AUDITOR-GENERAL REPORTING

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof Cameron Modisane Email: modistc@unisa.ac.za Cameron holds a PhD from North West University, is a Certified Information Systems Auditor (CISA) and Information Systems Audit Professional (SA) (ISAP(SA)).</p>	<p>2 PhD students 1 MPhil student (Also 2 PhD students in other research areas)</p>	None
<p>Ms Aneetha Sukhari Email: sukhaar@unisa.ac.za Aneetha holds an MCom (Accounting Sciences) from the University of Pretoria and is a CA(SA).</p>	1 MPhil student	3 MPhil students

RESEARCH SUB-FOCUS AREA: NON-FINANCIAL ASSURANCE

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof Barry Ackers Email: ackerb@unisa.ac.za Barry is a designated Research Professor, a National Research Foundation rated researcher (C2), with a DCom (Auditing) from Unisa and is a Certified Internal Auditor (CIA).</p>	7 PhD students	None
<p>Dr Lindie Grebe Email: grebel@unisa.ac.za Lindie holds a PhD in Auditing from the University of Johannesburg and is a CA(SA).</p>	2 MPhil students	None
<p>Ms Ilse Morgan Email: morgai@unisa.ac.za</p>	<p>None (2 MPhil students in</p>	None

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Ilse holds an MCom (Auditing) from Unisa and is a CIA.	other research areas)	
Ms Genevé Richard Email: richag@unisa.ac.za Genevé holds an MPhil from Unisa and is a CA(SA).	3 MPhil students	None

**RESEARCH SUB-FOCUS AREA: COMBINED ASSURANCE AND GOVERNANCE
OVERSIGHT**

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Prof Marianne van Staden E-mail: vstadjm@unisa.ac.za Marianne holds a PhD from the University of Pretoria and is a CA(SA).	1 PhD student 5 MPhil students 1 MCompt student	None
Ms Ilse Morgan Email: morgai@unisa.ac.za Ilse holds an MCom (Auditing) from Unisa and is a CIA.	None (2 MPhil students in other research areas)	1 MPhil student
Ms Shan Malan Email: malans@unisa.ac.za Shan holds an MCompt from Unisa and is a CA(SA).	1 MCompt student	None
Ms Sameera Abed Email: abeds@unisa.ac.za Sameera holds an MCompt from Unisa and is a CA(SA).	2 MPhil students	None
Ms Clara Msiza Email: manamdc@unisa.ac.za Clara holds an MPhil from Unisa and is a CA(SA).	1 MPhil student	None

RESEARCH SUB-FOCUS AREA: EXTERNAL AUDITING

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Prof Elza Odendaal Email: odendem@unisa.ac.za Elza holds a DCom (Auditing) from the University of Pretoria and is a CA(SA).	6 PhD students 3 MPhil students	None
Ms Laurene Ferreira Email: ferrel1@unisa.ac.za Laurene holds an MCom (Auditing) from Unisa and is a CA(SA).	1 MPhil student	None
Ms Charlene Roets Email: roetsc@unisa.ac.za Charlene holds an MCom (Taxation) from the University of Pretoria and is a CA(SA).	1 MPhil student	None
Ms Jurika Groenewald Email: groenj@unisa.ac.za Jurika holds an MPhil from Unisa and is a CA(SA).	1 MPhil student	None

RESEARCH SUB-FOCUS AREA: INTERNAL AUDITING

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Dr Sedzani Musundwa Email: musunfs@unisa.ac.za Sedzani holds a PhD from Unisa and is a CA(SA).	1 PhD student (Also 3 PhD students and 1 MPhil student in other research areas)	1 MPhil student
Ms Maud van Wyk Email: vwykbn@unisa.ac.za Maud holds an MPhil (Fraud Risk Management) from the University of Pretoria and is a CIA.	3 MPhil students 1 MCompt student	None

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Ms Ilse Morgan Email: morgai@unisa.ac.za Ilse holds an MCom (Auditing) from Unisa and is a CIA.	2 MPhil students	None
Ms Mariska Edwards Email: edwarm@unisa.ac.za Mariska holds an MPhil (Internal Auditing) from the University of Pretoria and is a CIA.	2 MPhil students	None
Ms Desiree Sebastian Email: sebasd@unisa.ac.za Desiree holds an MPhil (Internal Auditing) from the University of Pretoria and is a CIA.	1 MPhil student	None
Mr T Khumalo Email: Ekhumatm@unisa.ac.za Teboho holds an MPhil (Internal Auditing) from the University of Pretoria and an LLB from Unisa, and is a CIA.	3 MPhil students	None

RESEARCH SUB-FOCUS AREA: FORENSIC AUDITING

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Ms Elna Germishuyse Email: germima@unisa.ac.za Elna holds an MCom from North West University and is a CA(SA) and Forensic Practitioner (SA).	1 MPhil student 1 MCompt student	None
Mr Kobus Joubert Email: joubek@unisa.ac.za Kobus holds a MCompt from Unisa and is a CA(SA).	1 MCompt student	None

RESEARCH SUB-FOCUS AREA: COMPUTER AUDITING**Supervision team and capacity**

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof Cameron Modisane Email: modistc@unisa.ac.za Cameron holds a PhD from North West University, and is a CISA and ISAP(SA).</p>	<p>None (4 PhD students and 1 MPhil student in other research areas)</p>	None
<p>Ms Klarissa Engelbrecht Email: engelk@unisa.ac.za Klarissa holds a MCom (Informatics) from the University of Pretoria.</p>	2 MPhil students	None
<p>Ms Sani Gildenhuys Email: gildejh@unisa.ac.za Sani holds a MPhil from Unisa and is a CA(SA) and Certified Fraud Examiner (CFE).</p>	1 MCompt student	None

RESEARCH SUB-FOCUS AREA: ENERGY TRANSITION GOVERNANCE**Supervision team and capacity**

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof Roshelle Ramfol Email: ramfor@unisa.ac.za Roshelle holds a PhD (Tax Policy) from the University of Pretoria and is a member of the Institute of Directors of South Africa and the South African Institute of Tax Practitioners.</p>	<p>8 PhD students 3 MPhil students</p>	None

4. Department Financial Accounting

4.1. Focus Areas.

#	Description	Focus area name	Contact person:
1	Research Focus area	Financial Reporting, Accounting Education, Non-Financial Reporting	Dr Shenaaz Gani ganis@unisa.ac.za
#	Sub research focus area		
1		Accounting Education	
2		Student support and co-curricular studies	
3		Fourth Industrial revolution and digitalisation	
4		Feminist, Womanist, Bosadi Theorisation	
5		Capital Markets	
6		Integrated Reporting	
7		Policy management & Governance	
8		E-commerce taxation	
9		Corporate Reporting and BEE	

4.2. Focus areas description and supervision capacity.

Reading list

You may be asking how you are going to find a topic and write an essay of intent on your own. Regardless of admission requirements at an institution, finding and selecting a topic is done by the candidate. No doubt when you decided to do a Master's or Doctoral study, you either had an idea in mind, possibly in the industry in which you work, or you started reading to find one that is of interest to you. Reading financial or accounting-related magazines or even financial sections of newspapers could generate ideas for further investigation. Once you have an idea, use that as keywords for searches for articles. Plenty of open access journals exist therefore you should find some sources without having to pay to access articles.

The expression of intent essay is therefore your initial documentation of the idea that has been refined into a real life problem relating to the chosen field of study. You therefore need to take the idea and narrow it down to a problem. This is followed by a brief review of recent literature on the area of interest to establish what has already been done and whether the research problem is topical and sufficient sources exist. As a start to the research process, you are therefore aiming to find a researchable problem. What you intend doing in your study to address the research problem will be the aim of your proposed study. The aim is then 'unpacked' into specific objectives.

There should be sources available at your local library, but the following reading list will help you understand the research process and what will be required from you for master's or doctoral studies.

Hofstee and Biggam's books are used as core texts for mostly master's students, whereas Trafford and Leshem's book is a core text for doctoral students:

- Biggam, J. 2011. *Succeeding with your Master's Dissertation: a step by step handbook*. Berkshire: Open University Press.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master's, MBA or PhD on schedule*. Johannesburg: EPE. (Available from the following website: www.exactica.co.za)
- Leedy, PD & Ormrod, JE. 2010. *Practical research: planning and Design*. 8th edition. New Jersey: Pearson Education.
- Mouton, J. 2001. *How to succeed in your Master's and Doctoral studies*. Pretoria: Van Schaik.
- Ryan, B, Scapens, RW & Theobald, M. 2002. *Research method and methodology in finance and accounting*. 2nd edition. London: Thomson.
- Salkind, MJ. 2009. *Exploring research*. Upper Saddle River, NJ: Pearson Education.
- Trafford, V & Leshem, S. 2008. *Stepping stones to achieving your Doctorate*. Berkshire, England: Open University Press.

The following may assist you in knowing how to approach the initial reading of an article:

- Keshav, S. How to read a paper. *ACM SIGCOMM Computer Communication Review*, 37(3), 83–84. Available at: <http://ccr.sigcomm.org/online/files/p83-keshavA.pdf> (accessed on 7 June 2019).

A link to Library guides on Unisa's Library home page is another source of information. Obviously, all the content and services in the alphabetical list of Library guides are only available to registered students, but you may find the guide on Government Publications; How to search; How to write a literature review; and Postgraduate supervision useful. The Postgraduate supervision guide contains a great deal of information that includes links to completed Theses and dissertations under the ETD portal; referencing styles; and the 'Podcasts' tab links to YouTube. Search the aspects of the research process you would probably like to know more about on YouTube, for example: how to develop a good research topic; the literature review; academic writing; research methodology; etc. You will note that many of these YouTube videos are from academics at universities. The videos will obviously not replace the more detailed reading that you will need to do if your application is successful, but they provide a fair source of background information on the research process that should assist you in both the writing of the required essay of intent and continuing with the study if your application is successful. Also, visit the NQF level descriptors on the SAQA website to differentiate between what is expected at NQF level 9 for a master's study and level 10 for a doctoral study.

Supervision team and capacity

Supervision team	Current Students	Academic profile
Aboo, Fazana <Aboof@unisa.ac.za>;	1 MPhil	Ms Fazana holds an MPhil from University of South Africa and is a CA(SA). Focus area: Accounting Education ODeL
Booi, Vuyo <booiyh@unisa.ac.za>		Mr Vuyo Booi holds an MCom from the University of Johannesburg and is a CA(SA). Focus area: Sustainability reporting.
Bosman, Jan <Bosmajac@unisa.ac.za>;	1 MCompt	Mr Jan Bosman holds an MCom from the University of Pretoria and is a CA(SA). Focus area: IFRS and Financial reporting
Ceki, Babalwa <ntoyab@unisa.ac.za>;	1 MPhil 1 MCompt	Ms Babalwa Ceki holds an MCom from the University of Pretoria and is a CA(SA). Focus area: Public sector auditing, audit technologies
Chikutuma, Chisinga <Chikucn@unisa.ac.za>;	2 MPhil 2 PhD	Dr Chisinga Chikutuma holds a PhD from the University of South Africa. Focus area: Integrated Reporting and non-financial reporting
Diale, Gaisang <dialegh@unisa.ac.za>		Mr Gaisang Diale has MCom (FinMan) from the University of Pretoria and is a CA(SA). Focus area: Corporate reporting and BEE, Policy Management and Governance.
Dry, Rika <vzylhj@unisa.ac.za>	2 MCompt	Ms Rika Dry has a Master of Education from the University of South Africa. Focus area: Technologies, higher order thinking skills of accountants, distance education, ODeL
Doussy, Frank <Doussf@unisa.ac.za>;		Professor Frank Doussy holds a DCom from the University of South Africa and is a CA(SA). Focus area: Public sector accounting
Eysele, Andre <eysele@unisa.ac.za>;	2 MCompt	Mr Andre Eysele holds an MCompt from the University of South Africa and is a CA (SA). Focus area: Integrated reporting
Gani, Shenaaz <ganis@unisa.ac.za>	1 PhD	Ms Shenaaz Gani holds an PHD from the University of South Africa and is a CA(SA). Focus area: Policy management and taxation

Supervision team	Current Student s	Academic profile
Hlongoane, Moses <Hlongmt@unisa.ac.za>;	1 MPhil 1 PhD	Dr Moses Hlongoane holds a PhD from the University of South Africa. Focus area: School governance and finance, accounting education
Jaffer, Faeza <jaffeff@unisa.ac.za>	1 MCompt	Ms Faeza Jafeer has an Mphil Accounting from the University of South Africa and is a CA(SA). Focus area: Auditing in ethics and corporate governance
Khanyeza, Bafo <Khanybt@unisa.ac.za>		Mr Bafo Khanyeza has an MCom from the University of Witwatersrand and he is a CA(SA). Focus area: Dividend or share price reaction to announcements. Public sector governance.
Khatlisi, Mbalenhle <ezulumm@unisa.ac.za>	3 PhD 3 MPhil	Prof Khatlisi holds a PhD from UNISA and she is a CA(SA). Focus area: Integrated reporting, financial reporting, corporate governance and capital markets, quantitative statistics.
Labuschagne, Lizelle <Labusl@unisa.ac.za>	1 Mphil 1 MCompt	Mrs Labuschagne has an MPhil from the University of South Africa and is a CA (SA). Focus area: ODeL, accounting education and accounting technology.
Maraisane, Phomolo <Maraip1@unisa.ac.za>	1 MCompt (submitted for examination)	Mr Phomolo Maraisane holds an MPhil from the University of South Africa. Focus area: Capital markets
Mkefa, Chris <CMkefa@unisa.ac.za>;	1 MPhil	Mr Chris Mkefa holds an MPhil from the University of South Africa. Focus area: Public sector accounting
Mahomed, Naseeha <mahomn@unisa.ac.za>;	2 MCompt	Ms Naseeha Mahomed has an MCom (tax) from Wits and is a CA(SA). Focus area: IFRS

Supervision team	Current Student s	Academic profile
Mohamed, Yasien <Mohamy@unisa.ac.za>;	2 MPhil	Mr Yasien Mohamed holds an MCom from the North West University. Focus area: Accounting education
Ngcobo, Raphael <ngcobrn@unisa.ac.za>;	No students	Mr Raphael Ngcobo holds an MCom from the University of Pretoria. Focus area: Corporate finance
Mokgobinyane, Moshupi <Mokgomv@unisa.ac.za>	1 MCompt	Mr Moshupi Mokgobinyane holds an MPhil from the University of South Africa and is a CA(SA). Focus area: Corporate reporting and BEE
Musundwa, Sedzani <musunfs@unisa.ac.za>	2 MPhil 4 PhD	Ms Sedzani Musundwa has a MCom (Acc) from the University of Johannesburg and is a CA(SA). Focus area: Critical accounting
Mqadi, Siyanda <mqadisf@unisa.ac.za>;	1 MCompt	Mr Siyanda Mqadi has an MCom (Tax) from WITS. Focus area: E-commerce and taxation
Papageorgiou, Kyriacoulla <Papagk@unisa.ac.za>;	2 MCompt	Ms Kyriacoulla Papageorgiou holds an MCom from the University of Pretoria and is a CA (SA). Focus area: Accounting education
Riekert, Johan <riekejc@unisa.ac.za>	1 MPhil	Mr Johan Riekert holds an Mcompt from the University of Pretoria Focus area: Fair value measurement and its effect on pension fund values
Scheepers, Debbie <Scheed@unisa.ac.za>;	4 MCompt	Professor Debbie Scheepers holds a DCompt from the University of South Africa and is a CA(SA). Focus area: Integrated reported and other voluntary reporting frameworks
Siyila, Karabo <Siyilkj@unisa.ac.za>	1 MPhil 1 MCompt (submitted for examination)	Ms Karabo Siyila holds an MCom from the University of Pretoria and is a CA (SA). Focus area: Governance, non-financial reporting
Steyn, Andre <steyna1@unisa.ac.za>	1 MCompt	Mr Andre Steyn has an MCompt from the University of South Africa and is a CA(SA). Focus area: Budgeting in Agricultural sector

Supervision team	Current Students	Academic profile
Swart, Odette <swarto@unisa.ac.za>	2 MCompt 4 MPhil 2 PhD	Dr Odette Swart holds a PhD from the University of South Africa and is a CA(SA). Focus areas: Tax history, accounting education, alternative assessments, impact of technology during the Fourth Industrial Revolution, distance education, ODeL
Terblanche, Alet <Terbleaj@unisa.ac.za>	2 MPhil	Dr Alet Terblanche holds an PhD from the University of South Africa and is a CA(SA).

5. Department of Financial Governance

5.1. Background

The Department of Financial Governance is comprised of two Focus Areas, being the Public Sector Financial Efficacy and International Financial Reporting Standards. The Public Sector Financial Efficacy is composed of the Fourth Industrial Revolution (4IR) and Digitalisation, Governance/ Management Interfaces and Reporting Systems, Governance and State-Owned Entities (SOEs) Financial Governance as the sub-focus areas. Whilst Governance/ Management Interfaces and Reporting Systems as a sub-focus area has the following areas of specialisation being: Municipal Financial Governance, Public Entity Financial Governance and Public Service Financial Governance. International Financial Reporting Standards (IFRS) as a focus area is comprised of IFRS, Critical Perspectives on IFRS Reporting, Value Relevance of IFRS Reporting, Micro, Small and Medium-sized Enterprises (MSMEs) or Start-ups, Reporting systems, Cryptocurrencies and Development Finance sub-focus areas as sub-focus areas. The detailed backgrounds and descriptions of the focus areas is provided below.

5.2. Focus Areas.

#	Description	Focus area name	Contact person:
1	Research Focus area	Public Sector Financial Efficacy	Ms Lehlohonolo Letho Email: lethol@unisa.ac.za
#	Sub research focus area		
1		Fourth Industrial Revolution (4IR) and Digitalisation	Prof Lourens Erasmus,
2		Governance/ Management Interfaces and Reporting Systems <ul style="list-style-type: none"> • Municipal Financial Governance 	Prof Lourens Erasmus,
3		Governance/ Management Interfaces and Reporting Systems <ul style="list-style-type: none"> • Public Entity Financial Governance 	Prof Lourens Erasmus
4		Governance/ Management Interfaces and Reporting Systems <ul style="list-style-type: none"> • Public Service Financial Governance 	Prof Lourens Erasmus
5		Governance	Ms Ayanda Matsane
6		State-Owned Entities (SOEs) Financial Governance	Ms Mangakane Pududu

#	Description	Focus area name	Contact person:
2	Research Focus Area	International Financial Reporting Standards (IFRS)	Ms Lehlohonolo Letho Email: lethol@unisa.ac.za
#	Sub research focus area		
1		IFRS	Prof Zanné Koppeschaar, Ms Mangakane Pududu , Prof Mbalenhle Khatlisi,
2		Critical Perspectives on IFRS Reporting	Prof Zanné Koppeschaar, Ms Mangakane Pududu , Prof Mbalenhle Khatlisi,
3		Value Relevance of IFRS Reporting	Prof Zanné Koppeschaar, Ms Mangakane Pududu , Prof Mbalenhle Khatlisi,
4		Micro, Small and Medium-sized Enterprises (MSMEs) or Start-ups	Prof Zanné Koppeschaar, Ms Mangakane Pududu , Prof Mbalenhle Khatlisi,
5		Cryptocurrencies	Ms Sajidah Aboobaker, Ms Lehlohonolo Letho
6		Development Finance	Dr Innocent Bayai, Ms Lehlohonolo Letho
7		Reporting Systems	Prof Zanné Koppeschaar, Ms Mangakane Pududu , Prof Mbalenhle Khatlisi,

5.3. Focus areas description and supervision capacity.

FOCUS AREA 1: PUBLIC SECTOR FINANCIAL EFFICACY

Public sector financial efficacy refers to the ability of the public sector, which includes all the executive institutions in the three spheres of government (National Departments, Provincial Departments and Municipalities), other public institutions, and state-owned entities; in achieving desired outcomes by efficiently and effectively managing its financial resources. It involves the prudent and responsible use of public funds, ensuring transparency and accountability in financial operations, and maximising the value generated from the available resources. Components of public sector financial efficacy may include:

(1) Efficient resource allocation, where public sector entities need to allocate their financial resources in a manner that optimises the utilisation of funds. E.g., identifying priorities through strategic and operational planning, setting budgetary allocations, and developing policies that maximise the impact of public spending.

(2) Financial planning and management, where effective financial planning is crucial for the public sector to meet its objectives. E.g., setting clear financial goals, creating budgets, monitoring expenditure, and making adjustments through the tabling of the adjustments budget. Sound financial management practices ensure that public funds are used responsibly and in accordance with the applicable laws and regulations.

(3) Transparency and accountability, where public sector financial efficacy requires transparency in financial transactions and reporting. E.g., providing clear and accessible information about financial activities to the public and relevant stakeholders. Accountability mechanisms ensure that public sector entities are answerable for their financial decisions and outcomes.

(4) Cost-effectiveness and value-for-money, where public sector entities should strive to achieve value-for-money in their financial operations. Thus, delivering high-quality services and outcomes while minimising costs. E.g., assessing the cost-effectiveness of programs and projects, conducting evaluations, and continuously seeking opportunities for efficiency gains.

(5) Risk management, where public sector financial efficacy also involves effectively managing financial risks. E.g., identifying potential risks, implementing appropriate controls and safeguards, and ensuring the resilience of financial systems. Risk management helps protect public funds and it enhances the overall financial stability of the public sector. Achieving and maintaining public sector financial efficacy is essential for promoting good governance, fostering public trust, and ensuring the efficient use of public resources. It supports the delivery of essential services, promotes economic growth, and combats poverty, unemployment and inequality. The following are sub-focus area:

- Fourth Industrial Revolution (4IR) and Digitalisation
- Governance/ Management Interfaces and Reporting Systems

- Municipal Financial Governance
- Public Entity Financial Governance
- Public Service Financial Governance
- Governance

Reading List

You may be asking how you are going to find a topic and write an essay of intent on your own. Regardless of admission requirements at an institution, finding and selecting a topic is done by the candidate. No doubt when you decided to do a Master's or Doctoral study, you either had an idea in mind or you started reading to find one that is of interest to you. The expression of intent essay is therefore your initial documentation of the idea which has been developed into a rough topic in the chosen field of study. You therefore need to take the idea and review recent literature on the area of interest to establish what has already been done and whether the research problem is topical and sufficient sources exist. As part of the research process, you are aiming to find a research problem/question. What you intend doing in your study to address the research problem or answer the question (the objectives) will be the focus of your proposed study. There should be sources available at your local library and the following reading list will help you understand the research process and what will be required from you for Master's or Doctoral studies. Hofstee's book is the prescribed book used by us for Master's and Doctoral students, whereas Trafford and Leshem's book is recommended for Doctoral students:

- Biggam, J. 2014. *Succeeding with your Master's Dissertation: a step by step handbook*. Berkshire: Open University Press.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master's, MBA or PhD on schedule*. Johannesburg: EPE. (Available from the following website: www.exactica.co.za).
- Leedy, P.D. and Ormrod, J.E. 2016. *Practical research: planning and Design*. Eleventh edition. New Jersey: Pearson Education, Inc.
- Mouton, J. 2001. *How to succeed in your Master's and Doctoral studies*. Pretoria: Van Schaiks.
- Ryan, B, Scapens, RW & Theobald, M. 2002. *Research method and methodology in finance and accounting*. 2nd edition. London: Thomson.
- Salkind, NJ. 2019. *Exploring research*. Ninth edition. Upper Saddle River, NJ: Pearson Education International.
- Trafford, V & Leshem, S. 2008. *Stepping stones to achieving your Doctorate*. Berkshire, England: Open University Press.

A link to *Library guides* on Unisa's Library home page is another source of information. Although the content and services are only available to registered students, you can access the completed theses and dissertations portal within the *Library guides*; referencing styles; and the 'Podcasts' tab links to YouTube.

Search the aspects of the research process you would probably like to know more about on YouTube, for example: how to develop a good research topic; the literature review; academic writing; research methodology; etc. You will note that many of these YouTube videos are from academics at universities. The videos will obviously not replace the more detailed reading that you will need to do if your application is successful, but they provide a fair source of background information on the research process which should assist you both in the writing of the required essay and continuing with the study if your application is successful. Also visit the NQF level descriptors on the SAQA website to differentiate between what is expected at NQF level 9 for a Master’s study and level 10 for a Doctoral study.

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof Lourens Erasmus is a professor in the Department of Financial Governance. He lectured public sector finance courses for 18 years and successfully led several postgraduate studies and industry reports in this field. He has authored articles published in national and international academic journals on public sector financial governance. Lourens is the editor-in-chief of the Southern African Journal of Accountability and Auditing Research that promotes research on the public sector. He is a National Research Foundation rated researcher (C2) and he supervises postgraduate students focusing on the public sector as part of the Research on Audit Committees South Africa project and Continuous Auditing for Public Sector Internal Auditing (CAPIA) project.</p> <p>Email: erasmlj1@unisa.ac.za</p>	<p>10 DPhil students 1 MPhil student 1 MCompt student</p>	<p>-</p>
<p>Prof Cameron Modisane holds a PhD in Accounting from the North-West University, M.Com: Computer Auditing from the University of Johannesburg and B.Com (Hons) in auditing from the University of Pretoria. He is a Certified Information Systems Auditor (CISA), and an Information Systems Audit Professional</p>	<p>1 DPhil student (co-supervision)</p>	<p>-</p>

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
(SA) (ISAP(SA)). Email: modistc@unisa.ac.za		
Dr Moses Hlongoane is a doctor in the Department of Financial Accounting and he holds a PhD in Accounting Sciences from UNISA. He is the Acting Deputy Dean of the College of Accounting Sciences. Email: Hlongmt@unisa.ac.za	-	-
Ms Kelebogile Mohajane is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MPhil from the University of South Africa. Email: mohajk@unisa.ac.za	-	-
Mr Mlungisi Hlongwane is a senior lecturer in the Department of Financial Governance and he has been seconded to the College of Accounting Sciences Quality Assurance Office. He is a CA(SA) and he holds an MPhil in Entrepreneurship from the University of Pretoria. Email: hlongmd@unisa.ac.za	1 MPhil student (co-supervision)	1 MPhil student (co-supervision)
Mr Nazeer Hoosen is a senior lecturer in the Department of Financial Governance. He is a CA(SA) and he holds an MCom in Accounting Sciences from the University of Pretoria. Email: hoosen2@unisa.ac.za	1 MPhil student (co-supervision)	1 MPhil student (co-supervision)
Ms Tshegofatso Mahuma is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MPhil in Internal Auditing from the University of Pretoria. Email: mahumt@unisa.ac.za	1 MPhil student (co-supervision)	-
Ms Ayanda Matsane is a senior lecturer in the	-	1 MPhil student

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Department of Financial Intelligence. She is a CA(SA) and she holds an MCom in Financial Accounting from the University of Pretoria. Email: matsaab@unisa.ac.za		(co-supervision)
Mr Chumani Ngele is a lecturer in the Department of Financial Governance. He is a CA(SA), Cer.Dir and he holds an MBA from the Regent Business School. Email: engelec@unisa.ac.za	-	-
Ms Mary Pholo is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MCom in Taxation from the University of Pretoria. Email: Pholommn@unisa.ac.za	-	-
Ms Babalwa Ceki is a senior lecturer in the Department of Financial Accounting. She is a CA(SA) and she holds an MCom in Accounting from the University of Pretoria. Email: ntoyab@unisa.ac.za	-	2 MPhil students
Ms Lehlogonolo Pududu is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MCom in Accounting from the University of Pretoria. She is currently registered for her PhD in Accounting Sciences at the University of South Africa. Email: pududml@unisa.ac.za	-	2 MPhil students

FOCUS AREA 2: INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)

International Financial Reporting Standards (IFRS) as cover a vast number of accounting standards, sustainability disclosure standards and Small Medium Enterprises (SMEs) accounting standards. IFRS standardises accounting standards and thus accounting transactions globally, so that nations across the globe report in one standard manner and not using different standards, rules and principle. IFRS allows

for enhances transparency by allowing for comparative financial information, efficiency within the economy, and it also allows executives and management to be held accountable for their actions and decisions. Thus, IFRS focus area delves not only into the standards and the practical use of the standards but also the academic research of IFRS. Thus, IFRS is composed of the following sub-focus areas: IFRS, IFRS Reporting from a critical perspective and value relevance, Micro, Small and Medium-sized Enterprises (MSMEs), Reporting Systems and Cryptocurrencies and Development Finance. The sub-focus areas are as follows:

- IFRS
- Critical Perspectives on IFRS Reporting
- Value Relevance of IFRS Reporting
- Micro, Small and Medium-sized Enterprises (MSMEs)
- Reporting Systems
- Cryptocurrencies
- Development Finance

Reading List

You may be asking how you are going to find a topic and write an essay of intent on your own. Regardless of admission requirements at an institution, finding and selecting a topic is done by the candidate. No doubt when you decided to do a Master's or Doctoral study, you either had an idea in mind or you started reading to find one that is of interest to you. The expression of intent essay is therefore your initial documentation of the idea which has been developed into a rough topic in the chosen field of study. You therefore need to take the idea and review recent literature on the area of interest to establish what has already been done and whether the research problem is topical and sufficient sources exist. As part of the research process, you are aiming to find a research problem/question. What you intend doing in your study to address the research problem or answer the question (the objectives) will be the focus of your proposed study. There should be sources available at your local library and the following reading list will help you understand the research process and what will be required from you for Master's or Doctoral studies. Hofstee's book is the prescribed book used by us for Master's and Doctoral students, whereas Trafford and Leshem's book is recommended for Doctoral students:

- Biggam, J. 2014. *Succeeding with your Master's Dissertation: a step by step handbook*. Berkshire: Open University Press.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master's, MBA or PhD on schedule*. Johannesburg: EPE. (Available from the following website: www.exactica.co.za).
- Leedy, P.D. and Ormrod, J.E. 2016. *Practical research: planning and Design*. Eleventh edition. New Jersey: Pearson Education, Inc.

- Mouton, J. 2001. *How to succeed in your Master's and Doctoral studies*. Pretoria: Van Schaiks.
- Ryan, B, Scapens, RW & Theobald, M. 2002. *Research method and methodology in finance and accounting*. 2nd edition. London: Thomson.
- Salkind, NJ. 2019. *Exploring research*. Ninth edition. Upper Saddle River, NJ: Pearson Education International.
- Trafford, V & Leshem, S. 2008. *Stepping stones to achieving your Doctorate*. Berkshire, England: Open University Press.

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Supervision Team and Capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Prof Zanné Koppeschaar is an associate professor in the Department of Financial Governance. She is a CA(SA) with a Doctorate in the Accounting Sciences. She co-authors numerous accounting textbooks. Email: Koppezr@unisa.ac.za	1 DPhil student 1 MPhil student (co-supervision)	2 DPhil students 1 MPhil student
Ms Lehlogonolo Pududu is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MCom in Accounting from the University of Pretoria. She is currently registered for her PhD in Accounting Sciences at the University of South Africa. Email: pududml@unisa.ac.za	-	1 MPhil student
Ms Kelebogile Mohajane is a senior lecturer in the	-	-

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Department of Financial Governance. She is a CA(SA) and she holds an MPhil from the University of South Africa. Email: mohajk@unisa.ac.za		
Mr Hermanus Combrink is a senior lecturer in the Department of Financial Governance. He is a CA(SA), ACMA, CGMA and he holds an MCompt from UNISA. Email: combrha@unisa.ac.za	1 MPhil student (co-supervision)	-
Ms Yumna Abed is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MCom in Accounting Sciences from the University of Pretoria. Email: abedy@unisa.ac.za	1 MPhil student (co-supervision)	-
Ms Sajidah Aboobaker is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an master's degree in accounting sciences from the University of Pretoria. She is currently registered for her PhD in Accounting Sciences at the University of South Africa. Email: aboobs@unisa.ac.za	1 MPhil student (co-supervision)	1 MPhil student (co-supervision)
Ms Lindie Grebe is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an PhD in Auditing from the University of Johannesburg. Email: grebel@unisa.ac.za	1 MPhil student (co-supervision)	-
Ms Renette van Beek is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and she holds an MCom from the University of South Africa. Email: ybeekr@unisa.ac.za	-	-
Dr Innocent Bayai is a postdoctoral fellow in the Department of Financial Governance. He holds a PhD in Development Finance from the University of Stellenbosch Business School. Email: bayaii@unisa.ac.za	1 MPhil student (co-supervision)	1 DPhil student (co-supervision) 1 MPhil student (co-supervision) 1 MCompt student (co-supervision)
Prof Mbalenhle Khatlisi is an associate professor in the Department of Financial Accounting. She is a CA(SA) with a	1 MPhil student (co-supervision)	1 MPhil student 1 PhD student

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
PhD in Accounting Sciences from the University of South Africa. Email: ezulumm@unisa.ac.za		(co-supervision)
Ms Babalwa Ceki is a senior lecturer in the Department of Financial Accounting. She is a CA(SA) and she holds an MCom in Accounting from the University of Pretoria. Email: ntoyab@unisa.ac.za	-	-
Ms Ayanda Matsane is a senior lecturer in the Department of Financial Intelligence. She is a CA(SA) and she holds an MCom in Financial Accounting from the University of Pretoria. Email: matsaab@unisa.ac.za	1 MPhil student (co-supervision)	1 MPhil student (co-supervision)
Ms Lehlohonolo Letho is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and a CDFA. She holds a MCom in Development Finance from the University of Cape Town Graduate School of Business. Email: lethol@unisa.ac.za	2 MPhil students (co-supervision)	-

6. Department Financial Intelligence

6.1. Focus Areas.

#	Description	Focus area name	Contact person:
1	Research Focus area	Stakeholder Communications by Listed Companies	Dr O. Swart
2	Research Focus Area	Management Accounting, Financial Management and Control	
3	Research Focus area	Taxation and Small, Medium and Micro Enterprises (SMMEs)	
4	Research Focus area	Tax Avoidance	
5	Research Focus area	The 4IR and Development Finance	
6	Research Focus area	The impact of 4IR on Taxation and Accounting Education	

Summary

Research Focus Areas in the Department of Financial Intelligence include the following:

MANAGEMENT ACCOUNTING AND FINANCE

TAXATION

Stakeholder Communications by Listed Companies

Management Accounting, Financial Management and Control

Research focus area 3:

Taxation and Small, Medium and Micro Enterprises (SMMEs)

Research focus area 4:

Tax Avoidance

APPLICATION IN THE FOURTH INDUSTRIAL REVOLUTION (4IR)

Research focus area 5:

The 4IR and Development Finance

Research focus area 6:

The impact of 4IR on Taxation and Accounting Education

6.2. Focus areas description and supervision capacity.

FOCUS AREA 1: STAKEHOLDER COMMUNICATIONS BY LISTED COMPANIES

Effective communication with current and potential **investors**, as well as **other stakeholders** of any **listed company**, is important for achieving an optimum valuation of the company's share price. Transparent communication also fosters trust between management, investors and other stakeholders. Voluntary disclosures about environmental, social and governance (**ESG**), corporate social responsibility (**CSR**) or **sustainability** aspects to stakeholders can also enhance the legitimacy of the company as well as serve as risk indicators for investors. However, impression management and greenwashing remain an issue in corporate communications.

*This focus area **excludes** state (public sector) structures (national departments, provincial departments, and local municipalities), State Owned Entities (SOEs), non-profit organisations, unlisted companies and SMMEs.*

Please note that the bullets below are not Topics *per se*, but areas of potential investigation. You must find the gap in the knowledge or research problem in one of these areas or a new area of investigation that still resides under the broad focus area.

Applications in the following areas are invited from **MPhil and PhD** students (**this focus area no longer accepts MCompt applications (mini-dissertations) as the research methodologies employed in this focus area are not suitable for limited-scope studies**):

- Non-financial reporting, including Integrated/Sustainability/CSR Reports (standalone reports):
 - Application issues relating to the implementation of ISSB Sustainability Standards, European Sustainability Reporting Standards
 - Sustainable Development Goals (SDGs) reporting, GRI Standards, dual materiality
 - Textual analysis for tone and readability, including impression management, greenwashing
 - Drivers of reporting quality, e.g., governance, board characteristics, investor profiles, etc.
 - Effects of report quality, e.g., improved ratings, inclusion in indices, brand rankings

(Note: comparing year-on-year integrated reporting applications in certain industries or employers are already well-researched and will not be accepted)
- Risk reports, Climate Reports, Human Rights Reports, Management Discussion and Analysis (MD&A), CEO/Chair Letters to Shareholders/Stakeholders
- Communications with investors and analysts, e.g., investor relations webpages, results announcements Q&A, results/earnings press releases, AGMs vs electronic AGMs

Investor relations quality and determinants thereof

Research methods in this focus area consist primarily of:

- quantitative (statistical) analysis using regression and other econometric models
- using secondary financial and capital market data (e.g., share prices, trading volume from the IRESS or S&P Capital IQ databases or other publicly available data, e.g., CDP data)
- narrative (tone and readability) analysis of corporate documents using specialised dictionaries (e.g., DICTION and Loughran & MacDonald (2011))
- deductive content analysis by using checklists of disclosure requirements (based on standards, prior studies or self-constructed for a specific topic).

Reading list

Part A: Theoretical Foundations for the broad field of voluntary reporting/communications

- Akerlof, G. 1970. The market for “lemons”: Quality uncertainty and the market mechanism. *The Quarterly Journal of Economics*. 84(3). https://doi.org/10.1007/978-1-349-24002-9_9.
- Deegan, C. 2002. The legitimising effect of social and environmental disclosures - a theoretical foundation. *Accounting, Auditing & Accountability Journal*. 15(3). <https://doi.org/10.1108/09513570210435852>.
- Fama, E. F. & Jensen, M. C. 1983. Separation of ownership and control. *Journal of Law & Economics*, 26(2), 301–325. <https://doi.org/10.1086/467037>
- Fama, E.F. & Laffer, A. 1971. Information and capital markets. *Journal of Business*, 44(3):289–298. <https://doi.org/10.1086/295379>.
- Freeman, R.E. 1984. *Strategic management: a stakeholder approach*. Boston: Pitman.
- Freeman, R.E. & Evan, W. 1990. Corporate governance: A stakeholder interpretation. *Journal of Behavioral Economics*. 19(4):337–359. Available from: www.sciencedirect.com.
- Freeman, RE, Wicks, AC & Parmar, B. 2004. Stakeholder Theory and “The Corporate Objective Revisited.” *Organization Science*. 15(3):364–369. <https://doi.org/10.1287/orsc.1040.0066>.
- Jensen, M.C. & Meckling, W.H. 1976. Theory of the firm: Managerial behavior, agency costs and ownership structure. *Journal of Financial Economics*. 3(4):305–360. [https://doi.org/10.1016/0304-405X\(76\)90026-X](https://doi.org/10.1016/0304-405X(76)90026-X).
- Spence, M. 1973. Job market signaling. *The Quarterly Journal of Economics*. 87(3):356–374. <https://doi.org/10.2307/1882010>.
- Suchman, M. C. 1995. Managing legitimacy: Strategic and institutional approaches. *Academy of Management Review*, 20(3), 571–610. <https://doi.org/10.5465/AMR.1995.9508080331>.

Part B: Non-financial (integrated, CSR, ESG, Sustainability) Reporting

- Adhariani, D. & de Villiers, C. 2019. Integrated reporting: perspectives of corporate report preparers and other stakeholders. *Sustainability Accounting, Management and Policy Journal*. 10(1):126–156. <https://doi.org/10.1108/SAMPJ-02-2018-0043>.
- Alsaifi, K, Elnahass, M & Salama, A. 2020. Carbon disclosure and financial performance: UK environmental policy. *Business Strategy and the Environment*. 29(2):711–726.

<https://doi.org/10.1002/bse.2426>.

- De Villiers, C., & Sharma, U. (2017). A critical reflection on the future of financial, intellectual capital, sustainability and integrated reporting. *Critical Perspectives on Accounting*, 2017. <https://doi.org/10.1016/j.cpa.2017.05.003>
- de Villiers, C, La Torre, M & Molinari, M. 2022. The Global Reporting Initiative's (GRI) past, present and future: critical reflections and a research agenda on sustainability reporting (standard-setting). *Pacific Accounting Review*, 34(5):728–747. <https://doi.org/10.1108/par-02-2022-0034>.
- Dobija, D, Arena, C, Kozłowski, Ł, Krasodomska, J & Godawska, J. 2022. Towards sustainable development: The role of directors' international orientation and their diversity for non-financial disclosure. *Corporate Social Responsibility and Environmental Management*. <https://doi.org/10.1002/csr.2339>.
- Idowu, S. O. & Del Baldo, M. (Eds) 2019. *Integrated Reporting, Antecedents and Perspectives for Organizations and Stakeholders*. <https://doi.org/10.1007/978-3-030-01719-4>. Accessed on 10 July 2022.
- International Integrated Reporting Council. 2021. *International <IR> Framework*. <https://integratedreporting.org/wp-content/uploads/2021/01/InternationalIntegratedReportingFramework.pdf> Accessed 25 May 2023.
- Meek, G.K., Roberts, C.B., & Gray, S.J. 1995. Factors influencing voluntary annual report disclosures by U.S., U.K. and continental European multinational corporations. *Journal of International Business Studies*, 26(3): 555–572. <https://doi.org/10.1057/palgrave.jibs.8490186>.
- Nandram, PK, Brouwer, AJ & Langendijk, HPAJ. 2023. Do firms that perform well report differently compared to those that perform badly? Impression management in integrated reporting. *Journal of Financial Reporting and Accounting*, In Press. <https://doi.org/10.1108/jfra-08-2022-0283>.
- Nuskiya, M., Ekanayake, A., Beddewela, E., & Gerged, A. M. (2021). Determinants of corporate environmental disclosures in Sri Lanka: the role of corporate governance. *Journal of Accounting in Emerging Economies*, 11(3):367–394. <https://doi.org/10.1108/jaee-02-2020-0028>.

Part C: Narrative Analysis of corporate communications

- Albitar, K, Abdoush, T & Hussainey, K. 2023. Do corporate governance mechanisms and ESG disclosure drive CSR narrative tones? *International Journal of Finance & Economics*, In Press <https://doi.org/10.1002/ijfe.2625>.
- Bassyouny, H & Abdelfattah, T. 2022. Executives vs. governance: Who has the predictive power? Evidence from narrative tone. *Review of Quantitative Finance and Accounting*, 58(1):361–382. <https://doi.org/10.1007/s11156-021-00997-y>.
- Craig, R., & Amernic, J. 2018. Are there language markers of hubris in CEO letters to shareholders? *Journal of Business Ethics*, 149(4), 973-986. <https://doi.org/10.1007/s10551-016-3100-3>.
- D'Augusta, C, Grossetti, F & Imperatore, C. 2023. Environmental awareness and shareholder proposals: the case of the Deepwater Horizon oil spill disaster. *Corporate Governance: The*

International Journal of Business in Society, In Press. <https://doi.org/10.1108/cg-03-2022-0139>.

- Du Toit, E., & Esterhuyse, L. 2021. Narrative Styles and Institutional Isomorphism in South African CEOs' Shareholder Letters. *The African Journal of Information and Communication*, 27, 1-17. <https://doi.org/10.23962/10539/31369>.
- Li, M, Trencher, G & Asuka, J. 2022. The clean energy claims of BP, Chevron, ExxonMobil and Shell: A mismatch between discourse, actions and investments. *PLoS ONE*. 17(2):e0263596. <https://doi.org/10.1371/journal.pone.0263596>.
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-
- Part D: Investor relations, internet reporting and other disclosure channels
- Ahmed, AH, Elmaghrabi, ME, Alhassoon, OA & Diab, A. 2023. Perceptions of users and preparers towards corporate internet reporting: Evidence from an emerging market. *Cogent Business & Management*, 10(2):2209976. <https://doi.org/10.1080/23311975.2023.2209976>.
- Godsell, D, Jung, B & Mescall, D. 2023. Investor relations and investment efficiency. *Contemporary Accounting Research*, In Press. <https://doi.org/10.1111/1911-3846.12860>.
- Koskela, M & Camiciottoli, BC. 2020. Different paths from transparency to trust? A comparative analysis of Finnish and Italian listed companies' investor relations communication practices. *Studies in Communication Sciences*, 20(1). <https://doi.org/10.24434/j.scoms.2020.01.006>.
- Nel, G & Baard, R. 2022. Investor communication channels: the case of e-mail and corporate websites – mutually exclusive or complementary? *Corporate Communications: An International Journal*. <https://doi.org/10.1108/ccij-08-2021-0086>.
- Neukirchen, D, Engelhardt, N, Krause, M & Posch, PN. 2023. The value of (private) investor relations during the COVID-19 crisis. *Journal of Banking & Finance*, 147:106450. <https://doi.org/10.1016/j.jbankfin.2022.106450>.
- Yu, S, Hu, N & Chen, W. 2023. The value of communication: Evidence from in-depth investor relations management data. *Accounting & Finance*, In Press. <https://doi.org/10.1111/acfi.13074>

SUPERVISING STAFF	Number of available openings for 2024
<p>Dr Leana Esterhuyse (esterl@unisa.ac.za) Research and career profile at https://orcid.org/0000-0003-0140-7980 Dr Esterhuyse is a senior lecturer in the Department of Financial Intelligence with a PhD in Accounting Sciences.</p>	<ul style="list-style-type: none"> • 1 PhD student (co-supervision) • 1 MPhil student

SUPERVISING STAFF	Number of available openings for 2024
<p>Her research interests lie in corporate reporting (front part of integrated reports and standalone sustainability reports), investor relations as well as narrative analysis of texts.</p> <p>She has authored several articles and presented various conference papers. Leana is a CA(SA) with more than ten years of experience at various listed companies before joining academia.</p>	
<p>Prof Ghassan Mardini (contracted) Research and career profile at https://orcid.org/0000-0001-5935-205X Prof Mardini is an Associate Professor in the College of Business and Economics at the Qatar University. His research interests are in ESG reporting and corporate governance. Professor Mardini has a long list of publications in high-ranking journals and is a member of various accounting associations.</p>	<ul style="list-style-type: none"> • 1 PhD student (co-supervision)
<p>Ms A Ravat (ravata@unisa.ac.za) Ms Ravat is a senior lecturer in the Department of Financial Intelligence on the CTA financial management stream. Her master's study was on risk disclosure in corporate integrated reports. Ayesha is a CA(SA) who worked at Deloitte within the Banking Regulations Consulting division before she joined Unisa in 2010.</p>	<ul style="list-style-type: none"> • 1 MPhil student (co-supervision)
<p>Ms A Combrink (combrika@unisa.ac.za) Ms Combrink is a senior lecturer in the Department of Financial Intelligence on the CTA management accounting stream. Her field of interest is in financial and non-financial analysis and integrated reporting She is a co-author of a financial management textbook. Her master's study was on home ownership dynamics in South Africa. Antoinette is a CA(SA) who joined Unisa in 2011 after the completion of her training contract.</p>	<ul style="list-style-type: none"> • 1 MPhil student (co-supervision)

FOCUS AREA 2: MANAGEMENT ACCOUNTING, FINANCIAL MANAGEMENT AND CONTROL

Please note that the bullets are not Topics *per se*, but areas of potential investigation. You have to find the gap in the knowledge or research problem in one of these areas, or a new area of investigation that still resides under the broad focus area.

This focus area includes *inter alia* research on:

- Management accounting systems and tools contributing to decision-making in the entity
- Performance measurement and/or evaluation (entity financial and/or non-financial performance measures; managerial compensation incentives; lease versus buy decision of fixed assets such as home-ownership versus rent)
- Price to book value as an indicator of executives selling shares
- Financial literacy of medical professions

Reading list

In April 2015, a 25th Anniversary Conference of the journal *Management Accounting Research* was held at the London School of Economics and Political Sciences. You will note that the majority of the articles and editorials listed below are from the subsequent anniversary edition of the journal. The articles therefore reflect recent management accounting debates which could be used to ascertain what has been researched – and then to find a gap in the literature. The articles include a wide range of debates, only some of which would fall within our research focus area. It is therefore your responsibility to ensure that any topic you select falls within the scope of the focus area.

- Baiman, S. 2014. Some ideas for further research in managerial accounting. *Journal of Management Accounting Research*, 26(2), 119–121.
- Bromwich, M. & Scapens, R.W. 2016. Management accounting research: 25 years on. *Management Accounting Research*, 31, 1–9.
- Burns, J., Euske, K.J. & Malina, M.A. 2014. Debating diversity in management accounting research. *Advances in Management Accounting*, 24, 39–59.
- Franco-Santos, M. Lucianetti, L. & Bourne, M. 2012. Contemporary performance measurement systems: A review of their consequences and a framework for research. *Management Accounting Research*, 23(2), 79–119.
- Harris, J. & Durden, C. 2012. Management accounting research: An analysis of recent themes and directions for the future. *Journal of Applied Management Accounting Research*, 10(2), 21–41.
- Luft, J. 2016. Cooperation and competition among employees: Experimental evidence on the role of management control systems. *Management Accounting Research*, 31, 75–85.
- Malmi, T. 2016. Managerialist studies in management accounting: 1990–2014. *Management Accounting Research*, 31, 31–44.
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- Salterio, S.E. 2015. Barriers to knowledge creation in management accounting research. *Journal of Management Accounting Research*, 27(1), 151–170.
- Shields, M.D. 2015. Established management accounting knowledge. *Journal of Management Accounting Research*, 27(1), 123–132.
- Van der Stede, W.A. 2016. Management accounting in context: Industry, regulation and informatics. *Management Accounting Research*, 31, 100–102.
- Wagenhofer, A. 2016. Exploiting regulatory changes for research in management accounting. *Management Accounting Research*, 31, 112–117.

SUPERVISING STAFF	Number of available openings for 2024
<p>Mr W Coetzee (coetzwj2@unisa.ac.za)</p> <p>Willem Coetzee is a senior lecturer in the Department of Financial Intelligence. His master’s study encompassed the relationship between CEO compensation and company performance measurements.</p> <p>He qualified as a CA(SA) in 2008 and as an associate member of CIMA in 2015.</p> <p>Willem joined Unisa in 2011 after completion of his articles and he teaches on the CTA financial management stream.</p>	<p>1 MPhil student (co-supervision)</p>
<p>Mr TJ Matsoma (matsotj@unisa.ac.za)</p> <p>Thabo Matsoma is a senior lecturer in the Financial Intelligence Department. He obtained his CA (SA) qualification in 2006 and has garnered over 5 years of banking experience, with an emphasis on securitisation and client risk analysis. Additionally, Thabo holds a MPhil in Business Management (Evidence-based Management) from the University of Pretoria Gordon Institute of Business Science. His master's research focused on open innovation adoption and SME performance in South Africa. Thabo has been part of the Unisa team since 2010 and currently teaches at the CTA level focusing on management accounting and cost management.</p>	<p>1 MPhil student (co-supervision)</p>

FOCUS AREA 3: TAXATION AND SMALL, MEDIUM AND MICRO ENTERPRISES (SMMEs)

The role of SMMEs in any economy is critical. This area will explore possible improvements to the current tax regimes for small businesses to facilitate high levels of compliance. This will include the analysis of the current tax regime for small businesses to identify taxation enablers and barriers to the success of SMMEs. This will be achieved through a comparative analysis of the small business tax regimes around the world, however, still being cognisant of the local country dynamics. This research is therefore not limited to a South African perspective and international research (especially amongst African or BRICS

countries) can be considered (depending on the necessary knowledge or expertise in the country selected).

This focus area includes *inter alia* research (but is not limited to) on:

- exploring the taxation enablers or barriers that are supporting or hindering SMMEs in South Africa

comparisons with other countries to determine which improvements could be considered in the South African context

Reading list

- Abdul, F. & Wang'ombe, D. 2018. Tax costs and tax compliance behaviour in Kenya. *Journal of Accounting and Taxation*, 10(1):1-18.
- Allingham, M. & Sandmo, A. 1972. Income tax evasion: a theoretical analysis. *Journal of public economics*, 1(3-4):323-338.
- Arham, A. and Firmansyah, A., 2021. The role of behavioral theory in the research of msme tax compliance in Indonesia. *Riset: Jurnal Aplikasi Ekonomi Akuntansi dan Bisnis*, 3(1), pp.417-432.
- Ayandibu, A.O. & Houghton, J. 2017. The role of Small and Medium Scale Enterprise in local economic development (LED). *Journal of Business and Retail Management Research*, 11(2).
- D'Agosto, E., Manzo, M., Pisani, S. & D'Arcangelo, F.M. 2018. The effect of audit activity on tax declaration: evidence on small businesses in Italy. *Public finance review*, 46(1):29-57.
- Daniel, A., Akowe, A. & Awaje, A. 2016. Tax compliance behaviour of small-scale enterprises in Bassa Local Government Area of Kogi State. *Journal of good governance and sustainable development in Africa (JGGSDA)*, 3(1):58-72.
- DTC (The Davis Tax Committee). 2016. Second and final report on small and medium enterprises for the Minister of Finance. <http://www.taxcom.org.za/docs/20160414%20DTC%20Final%20SME%20Report.pdf>
- Eragbhe, E. & Modugu, K. 2014. Tax compliance costs of small and medium scale enterprises in Nigeria. *International journal of accounting and taxation*, 2(1):63-87.
- Hai, O. & See, L. 2011. Intention of tax non-compliance - examine the gaps. *International journal of business and social science*, 2(7):79-83.
- Jouste, M., Nalukwago, M.I. and Waiswa, R., 2021. Do tax administrative interventions targeted at small businesses improve tax compliance and revenue collection? Evidence from Ugandan administrative tax data (No. 2021/17). WIDER Working Paper.
- Lestary, S.R., Sueb, M. and Yudianto, I., 2021. The effect of tax fairness, tax socialization and tax understanding on tax compliance: a study on micro, small and medium enterprises (MSMEs). *Journal of Accounting Auditing and Business-Vol*, 4(1).
- Pope, J. 2008. Small business taxation: an evaluation of the role of special treatment policies. *The Business Review*, 10:14-20.

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- Swistak, A. 2016. Tax penalties in SME tax compliance. *Financial theory and practice*, 40(1):129-147.
- Thiga, M. & Muturi, W. 2015. Factors that influence compliance with tax laws among small and medium-sized enterprises in Kenya. *International journal of scientific and research publications*, 5(6):1-12.
- Yucedogru, R. & Hasseldine, J. 2016. Understanding tax morale of SMEs: A qualitative study. *eJTR*, 14:531.

SUPERVISING STAFF	Number of available openings for 2024
<p>Ms M Ndlovu (ndlovmo@unisa.ac.za)</p> <p>Mphagahlele Ndlovu is a senior lecturer in the Department of Financial Intelligence. She joined Unisa in 2019 and is working on companies and individual taxes. Mphagahlele is a CA(SA). Mphagahlele holds a Master of Commerce in the field of Accounting (Taxation) from Wits University. She completed her Doctor of Philosophy in Economic and Management Sciences with Taxation and a thesis titled: 'Developing a tax compliance framework for small businesses in South Africa' at the North-West University. Before joining Unisa, Mphagahlele worked as a Senior Lecturer at Wits University and the University of Zululand.</p>	<p>3 MPhil students 2 PhD students</p>
<p>Ms IV Mkhomazi (mkhomiv@unisa.ac.za)</p> <p>Ida Mkhomazi is a lecturer in the Department of Financial Intelligence (Taxation). She is a CA(SA) and holds a Master of Commerce in Taxation from the North-West University. She completed her master's study on the income tax implications of gift cards in South Africa. She joined Unisa in 2021 and is working on companies' (business) taxes. Before joining Unisa, she worked as a business tax manager at Deloitte.</p>	<p>1 MCompt or MPhil student (co-supervision)</p>
<p>Ms MSI Wentzel (wentzmsi@unisa.ac.za)</p> <p>Lenatha Wentzel is a senior lecturer in the Department of Taxation and completed her master's study on investment incentives available to the manufacturing sector in South Africa. She joined Unisa in 2003 mainly working in company tax. Lenatha holds an MCom (Taxation) from the University of South Africa and is a CA(SA). She has published on incentives for the manufacturing</p>	<p>1 MCompt or MPhil student (co-supervision)</p>

sector of South Africa as well as on technology used in accounting education, focusing on taxation.	
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FOCUS AREA 4: TAX AVOIDANCE

This research area ties in with UNGC principle 10. UNGC principle 10 states that businesses should work against corruption in all its forms, including extortion and bribery. The definition of corruption includes dishonest or fraudulent conduct. Tax avoidance, specifically tax evasion, would fall within the ambit of corruption. UNGC principle 10 encourages entities to find a balance between the social obligation to pay taxes and tax planning, in order to minimise the 'cost' of these taxes for an entity within the ambit of the law. This research focus area will investigate the measurement and identification of tax crimes, with specific focus on tax avoidance and will investigate its possible impact and links to accounting.

According to Hanlon and Heitzman (2010:137) there is an extensive awareness of the importance of tax avoidance and tax aggressiveness for firms, with specific reference to the determinants and the consequences thereof. They defined tax avoidance as the reduction of explicit taxes and do not make a distinction between legal and illegal activities (thus tax evasion). Since tax avoidance in essence refer to tax planning activities which could range from a legal strategy to reduce tax to aggressive or even tax evasion behaviour, the term tax avoidance is very broad and include tax aggressiveness.

Aggressive tax behaviour, also referred to as tax aggressiveness or tax sheltering, does not imply illegal activities. A court of law will determine if an action or transaction can be classified as illegal (Lisowsky et al. 2013:590). Blouin (2014:878, 888) believes that the level of aggressiveness of the tax avoidance behaviour of a firm will be dependent on the risk that the firm is willing to take during tax planning activities, even if the outcome is uncertain.

Margaret Hodge, chair of the United Kingdom's Parliament Committee and Public Accounts, accused some firms, including Starbucks, of acting immorally and using the factual interpretation of legislation to avoid taxes (Davis, Guenther, Krull & Williams 2016:47). The payment of an acceptable amount of tax is seen by many as the firm's civic duty (Hoi, Wu and Zhang 2013:2030) and its contribution to the economy as a whole (Hasan, Hoi, Wu & Zhang 2017:630). It is therefore regarded as immoral if the taxes paid is minimal relative to the size of the operations of the firm, even though no illegal practices were followed.

That said, every taxpayer can still arrange his or her affairs in order to have the lowest possible tax liability and as such tax avoidance cannot be classified as being unethical (Law & Mills 2017:141). Corporate peers, which will include directors, executives (managers) and shareholders, usually view the minimisation of taxation or tax avoidance as acceptable business practice and actively focus on implementing strategies to enhance this (Hasan et al. 2017:631).

Research in this field is important as it will not only enrich and contribute to the growing research literature but will also interest managers, auditors, academics, policy makers and accounting standard setters. A clearer understanding of tax avoidance, including the determinants and consequences, as well as the different measures available in the literature, will also assist in making better informed business and investment decisions and has the potential to contribute to a better understanding of the role of taxation in an organisation (Hanlon & Heitzman 2010:128).

This research area will further also focus on the linkage between tax, specifically tax avoidance, and accounting. Of specific interest is the relation between tax avoidance and accounting conservatism, both instruments that could be used to defer taxes. It is therefore important to obtain a better understanding of this relationship to enhance the understanding of how businesses could work against corruption in all its forms. In addition, this research area also focusses on the Unisa Niche research area number 10 relating to Governance/management interfaces and reporting.

Although the language and the perspective of financial accounting and taxation differ, the calculation of taxable income and accounting earnings has always been closely connected, since the starting point used by firms when calculating their taxable income is in many cases the amount recorded for accounting purposes or in some cases the net income before tax (Deegan 2014:130). In addition, previous studies also agree that reporting decisions made by managers simultaneously consider both the effect on financial earnings and taxable income (Hanlon & Heitzman 2010:135; Atwood et al. 2012:1832; Frank et al. 2013:468). As a result of this link, any tax-related crime (specifically tax avoidance), will also affect the accounting treatment of one or more items and as a result this interaction also needs to be investigated.

Areas for future research include:

- A comprehensive review of the tax avoidance literature in order to identify and clarify the definition, determinants, consequences and measurement of tax avoidance.
- Investigating the available measures of tax avoidance, including the calculation of and the benefits or limitations of each measure, as well as the applicability of the measures available to specific types of research studies, including investigating possible new measures that can be considered.
- Based on an analysis of the levels of tax avoidance engaged in by specific firms, investigate the possibility of identifying risk takers to assist in identifying and combatting tax crimes.

The interaction of tax and accounting with specific focus on accounting conservatism (including the measurement of accounting conservatism for purposes of archival research)

Reading List

- Basu, S. 1997. The conservatism principle and the asymmetric timeliness of earnings. *Journal of Accounting and Economics*, 24:3–37.
- Black, J., Chen, J.Z. & Cussatt, M. 2018. The association between SFAS No. 157 fair value hierarchy information and conditional accounting conservatism. *Accounting Review*, 93(5):119–144.

- Bornemann, T. 2018. Tax avoidance and accounting conservatism. *WU International Taxation Research Paper Series*, 2018(4):1-41. WU Vienna University of Economics and Business, Universität Wien, Vienna.
- Hanlon, M. & Heitzman, S. 2010. A review of tax research. *Journal of Accounting and Economics*, 50: 127–178.
- Ruch, G.W. & Taylor, G. 2015. Accounting conservatism: A review of the literature. *Journal of Accounting Literature*, 34:17–38.
- Zhong, Y. & Li, W. 2017. Accounting conservatism: A literature review. *Australian Accounting Review*, 27(2):195–213.

SUPERVISING STAFF	Number of available openings for 2024
<p>Prof JS Wilcocks (wilcojs@unisa.ac.za)</p> <p>Jolani Wilcocks is an associate professor in the Department of Financial Intelligence and completed her master’s degree in Value-Added Tax. She joined UNISA in 2002 and was mainly involved with tax education and the supervision of students on business tax. Jolani Wilcocks holds an MCom (Taxation) from the University of Pretoria and is a CA(SA). She completed her Doctor of Philosophy in Accounting Sciences and a thesis titled: ‘Tax Avoidance and its relation to Accounting Conservatism’ at the University of Pretoria. She is an author on a leading taxation textbook.</p>	<p>1 MPhil student 1 PhD student (co-supervision)</p>

FOCUS AREA 5: THE FOURTH INDUSTRIAL REVOLUTION (4IR) AND DEVELOPMENT FINANCE

The 4IR has had a significant impact on South Africa, Africa as well as internationally. It has impacted a broad spectrum of companies, industries and financial markets. It is also anticipated to have an even greater impact on various sectors, entities and financial markets in South Africa and globally. Cryptocurrencies have also had an impact on investments and financial services. However, cryptocurrencies are expected to significantly impact banks, particularly central banks.

*This focus area **excludes** public administration entities (national, provincial and local) and State Owned Entities (SOEs).*

Potential areas for investigation are *inter alia*:

- The diversification advantages of cryptocurrencies within African countries (excluding South Africa)
- The anticipated impact of blockchain on the financial services companies

- The anticipated impact of blockchain on financial markets
- The impact of cryptocurrencies on financial markets
- The impact of technology during the 4IR
- The anticipated impact of cryptocurrencies on banks
- The utilisation of the 4IR to enhance the financial performance of companies
- The financial implications of cyber security breaches on companies
- The consequences of automation on financial performance

The consequences of the 4IR on financial performance

Reading List

- Brynjolfsson, E., & McAfee, A. 2017. The business of artificial intelligence. *Harvard Business Review*, 1-20.
- Campbell, T., Williams, C., Ivanova, O., & Garrett, B. 2011. Could 3D printing change the world. *Technologies, Potential, and Implications of Additive Manufacturing*, Atlantic Council, Washington, DC, 3.
- Li, S., Da Xu, L., & Zhao, S. 2015. The internet of things: a survey. *Information Systems Frontiers*, 17(2), 243-259.
- Piekarski, W., Gunther, B., & Thomas, B. 1999. Integrating virtual and augmented realities in an outdoor application. In *Proceedings 2nd IEEE and ACM International Workshop on Augmented Reality (IWAR'99)*, 45-54. IEEE.
- Walczak, S. 2016. Artificial neural networks and other AI applications for business management decision support. *International Journal of Sociotechnology and Knowledge Development (IJSKD)*, 8(4), 1-20.
- Westerman, G. McAfee, A. 2012. *The Digital Advantage: How Digital Leaders Outperform Their Peers in Every Industry*. MIT Sloan School of Management.
- <https://doi.org/10.1097/01.HJ.0000293820.91405.31>
- Zhou, Y. 2018. Announcement effect of Blockchain investment on stock prices for Financial Companies. Retrieved from <http://essay.utwente.nl/75429/>

SUPERVISING STAFF	Number of available openings for 2024
<p>Ms S Mofokeng (emofoksn@unisa.ac.za)</p> <p>Senzi Mofokeng is the chair of the Department of Financial Intelligence. Her MBA study was on strategies implemented for enterprise development in</p>	None

SUPERVISING STAFF	Number of available openings for 2024
<p>corporate South Africa. She also completed a Master's in Digital Business Management at Wits Business School and her dissertation was titled "The effect of digital assets investments on the performance of the company". She is currently registered for her PhD. Senzi holds the following professional qualifications: MBA, CA(SA).</p>	
<p>Ms L Letho (lethol@unisa.ac.za)</p> <p>Lehlohonolo Letho is a senior lecturer in the Department of Financial Governance. She is a CA(SA) and a CDFA. She holds a MCom in Development Finance from the University of Cape Town Graduate School of Business. Her master's study was assessing the attractiveness of cryptocurrencies in relation to traditional investments in South Africa.</p>	None

FOCUS AREA 6: THE IMPACT OF 4IR ON TAXATION AND ACCOUNTING EDUCATION

The 4IR has had a significant impact on South Africa, Africa as well as internationally. It has impacted a broad spectrum of companies, industries and financial markets. It is also anticipated to have an even greater impact on various sectors (including education), entities and financial markets in South Africa and globally.

*This focus area **excludes** public administration entities (national, provincial and local) and State Owned Entities (SOEs).*

Potential areas for investigation are *inter alia*:

- Digital transformation and its impact on higher education
- The impact of 4IR on accounting education
- The impact of 4IR on taxation and compliance of companies and individuals
- The impact of technology during the 4IR

Reading list

- Brynjolfsson, E., & McAfee, A. 2017. The business of artificial intelligence. Harvard Business Review, 1-20.
- Campbell, T., Williams, C., Ivanova, O., & Garrett, B. 2011. Could 3D printing change the world. Technologies, Potential, and Implications of Additive Manufacturing, Atlantic Council, Washington,

DC, 3.

- Li, S., Da Xu, L., & Zhao, S. 2015. The internet of things: a survey. Information Systems Frontiers, 17(2), 243-259.
- Vangelis Tsiligiris & Dorothea Bowyer (2021) Exploring the impact of 4IR on skills and personal qualities for future accountants: a proposed conceptual framework for university accounting education, Accounting Education, 30:6, 621-649, DOI: 10.1080/09639284.2021.1938616
- Westerman, G. McAfee, A. 2012. The Digital Advantage: How Digital Leaders Outperform Their Peers in Every Industry. MIT Sloan School of Management. <https://doi.org/10.1097/01.HJ.0000293820.91405.31>

SUPERVISING STAFF	Number of available openings for 2024
<p>Dr O Swart (swarto@unisa.ac.za) Research and career profile at: https://orcid.org/0000-0003-4046-9033 Dr Swart joined Unisa in 1997 and is a senior lecturer in the Department of Financial Intelligence. She is a CA(SA) with a PhD in Accounting Sciences. The title of her thesis was “Developing an alternative assessment framework for undergraduate accountancy modules in Open Distance Learning (ODL)”. Her research interests include taxation history, international taxation, accounting education, alternative assessments, the impact of technology during the 4IR, distance education, and ODL.</p>	1 MPhil student
<p>Prof F Munzhelele (contract) Prof Munzhelele has a Phd and is an Associate Professor. He has been in academia for more than 15 years. His research interests include dividend decisions, capital structure, shareholder value and digital transformation.</p>	1 MPhil or PhD student
<p>Ms AI Becker (beckeai@unisa.ac.za) Annette Becker is a senior lecturer in the Department of Financial Intelligence. She holds an MCom (Taxation) from the University of Pretoria and is a CA(SA). She joined Unisa in 2001 and her research interests include social contract theory.</p>	1 MPhil student (co-supervision)
<p>Ms M Pretorius (pretomm@unisa.ac.za) Maretha Pretorius is a senior lecturer in the Department of Financial Intelligence and completed her master’s study on SMMEs. She joined</p>	1 MPhil student (co-supervision)

SUPERVISING STAFF	Number of available openings for 2024
Unisa in 2008 and is working on companies and individual tax. Maretha holds an MCompt (Taxation) from Unisa and is a CA(SA).	

7. Department of Management Accounting

7.1. Focus Areas.

#	Description	Focus area name	Contact person:
1	Research Focus area	Management accounting and financial management	Dr N Booyse Mr S Ndlovu
#	Sub research focus area		
1		Performance management and measurement	Dr A Nobatyi/ Mr S Ndlovu
2		Capital structure and	Mr S Ndlovu
3		The changing role of management accountants due to advancements in technology.	Dr J Moolman
4		Integrated reporting and related environmental, social and governance disclosures.	Dr J Moolman
5		Financial Literacy	Dr J Moolman
6		Management Accounting Education	Ms Y Reyneke
7		Valuations - organisation and instruments	Mr S Ndlovu
2	Research Focus Area	Environmental Management Accounting	Dr J Foot
#	Sub research focus area		
1		Environmental sustainability	Dr J Foot

7.2. Focus areas description and supervision capacity.

FOCUS AREA 1: MANAGEMENT ACCOUNTING AND FINANCIAL MANAGEMENT

The Chartered Institute of Management Accountants (CIMA) defines management accounting as “The process of identification, measurement, accumulation, analysis, preparation, interpretation and communication of information used by management to plan, evaluate and control within an entity and to assure appropriate use of accountability for its resources. Management.”

Qualitative studies have recently emerged as the type of research that enable investigation of management accounting in the real social settings rather than just, exploring the relationships between variables (Lebedev, 2019). This sociological approach recognises the need for accounting analysis to

include institutional structures and processes, and their interrelations with accounting practices. Furthermore, economic activity cannot be separated from the social relations in which they originate.

The global management accounting principles (MAPs) developed by the Association of Internal Certified Professional Accountants (AICPA & CIMA) defined management accounting as “sourcing, analysis, and use of decision-relevant financial and non-financial information to generate and preserve value for the organisations”. Value creation involves creating partnerships that provide access to resources and markets that will result in valuable outputs. Of course, this process generates costs and is fraught with risks. Management accounting supports the value generation process by linking the corporate strategy to the business model (operating activities) through the performance management system.

Management accounting (MA) information

It is assumed that the management accounting function is guided by the principle that “*stewardship builds trust*” and this understanding affirms the social nature of management accounting. This sociological perspective has according to Lebedev (2019) created the following areas of accounting research:

- Institutional environment of accounting – accounting provides organisations with a rational way of functioning.
- Political economy of accounting – accounting requires organisations to consider their macroeconomic environments.
- Ethnography of accounting – exploring the contribution of accounting practices to the performance of the organisation. This includes understanding the meanings and understanding of accounting managers in their local settings.
- Organisational networks – studying the systems in which accounting is embedded with the organisation and the environment, to explain the interrelations between the organisations and their environments.

It is crucial that as a social researcher, one acknowledges their theoretical interests, that is, their assumptions and understanding of reality. The fit between the assumptions and the paradigm and process stances is crucial as the reflexive process bears quite significantly on the conclusions drawn from the study (Becker, 2007).

- **Performance management and measurement**

CIMA defines performance management as: ‘The process of assessing the proficiency with which a reporting entity succeeds, by the economic acquisition of resources and their efficient and effective deployment, in achieving its objectives. Performance measures may be based on non-financial as well as on financial information. Performance management is about an understanding of where stakeholders’ effort is being devoted and determining if the organisation is achieving its objectives.

The intelligent application of performance management instruments to the specific situations of organisations together with top-level leadership and commitment are central to effective performance

management. Ross (2011:iv). In short, performance management refers to a structured process of defining quantifiable factors, collecting performance information, assessing available performance information and taking action towards improvement. Performance measurement refers to the collection of performance information and will only have value when it is managed to ensure strategy towards the improvement of performance. The influence that the use of artificial intelligence (AI) in companies has on performance management and the use of AI in the performance management processes is something that can be considered when working on a topic.

- **The changing role of management accountants due to advancements in technology**

Commentary suggests that the role of a management accountant is changing from a reporting function and “number-cruncher” to a strategic business partner or “value officer”. This requires management accountants to have a deep understanding of the business with an external focus to inform decisions about strategy, the application of resources, the management of risks and opportunities and more. This has been advanced by changes in technology such as artificial intelligence, blockchain, data analytics, process automation and others. Opportunities for future research in this field include better understanding the changing skillset of management accountants, the role of management accountants in sustainability (and corporate social responsibility), their role in strategic decision-making, the impact of technology on the profession, the future role of management accountants and more.

- **Integrated reporting and related environmental, social and governance disclosures**

Integrated reporting (IR) provides a concise, principles-based narrative about how an organisation's strategy, governance, performance and prospects create value in the short, medium and long term for the benefit of the organisation's stakeholders. It goes beyond traditional financial reporting by also incorporating information on environmental, social and governance (ESG) factors. Future research opportunities include determining how integrated reporting will evolve in the future, the challenges and opportunities of implementing integrated reporting as well as the impact of integrated reporting on decision-making, customer loyalty, investment decisions, the cost of capital and more.

- **Financial Literacy**

The Organisation for Economic Co-operation and Development (OECD) (2016) defines financial literacy as a combination of the skills, financial knowledge, awareness, attitude, and behaviour necessary to make sound financial decisions and to ultimately achieve individual financial well-being. Financial literacy research could extend to the measurement, determinants, consequences, interventions, and socioeconomic implications of financial literacy. Financial literacy research helps policymakers, educators, financial institutions, and individuals gain insights into the factors influencing financial literacy and its impact on financial well-being.

- **Focus Area 3: Management Accounting Education**

The discipline of management accounting continually evolves in response to a demand for increased strategic insights into financial matters of organisations, technological advancements, sustainability considerations, etc. Higher education institutions' management accounting curricula should keep abreast of the latest developments in the field. Management accounting students often face challenges during their management accounting studies, for example communicating financial insights effectively and grasping management accounting concepts that require problem-solving, critical thinking skills and practical application. Deeper insight is needed into the well-rounded skill set required for management accounting students to successfully complete their studies and make meaningful contributions to organisations in the evolving management accounting field

Reading list

You may be wondering how you are going to find a topic and write a research outline on your own. Regardless of admission requirements at an institution, finding and selecting a topic is done by the candidate. No doubt when you decided to do a Master's or Doctoral study, you either had an idea or real-world problem in mind, possibly in the industry in which you work, or you started reading to find one that is of interest to you. Reading financial or accounting-related magazines or even financial sections of newspapers could generate ideas for further investigation. If you are unsure about the topics within the discipline, access management accounting and financial management textbooks as well as google scholar. Once you have an idea, use that as keywords for searches for articles. Plenty of open access scholarly journals exist therefore you should find some sources without having to pay to access articles. Furthermore, articles usually have a section or suggestions towards the end indicating research possibilities.

The research outline is therefore your initial documentation of the idea that has been refined into a real-world problem and which relates to the chosen field of study. Consequently, you need to take the idea and narrow it down to a problem. This is followed by a brief review of recent literature with reference to the area of interest to establish what has already been done and whether the research problem is topical and resources are available. As a start to the research process, you are therefore aiming to find a researchable problem. What you intend doing in your research to address the research problem will be the aim of your proposed research. The aim is achieved through specific objectives.

There should be resources available at your local library, but the following reading list will help you understand the research process and what will be required from you for Master's or Doctoral research. From time to time, you may even find older editions of selected books below available online as free downloads, which will be a very valuable first resource on knowing what research entail. Hofstee and Biggam's books are used by us as core texts for Master's students, whereas Trafford and Leshem's book is added as a core text for doctoral students:

- Biggam, J. 2017. *Succeeding with your Master's Dissertation: A Step-by-Step Handbook*. Fourth edition. London. McGraw-Hill Education.

- Creswell, J D. 2017. *Research design: Qualitative, quantitative, and mixed method approaches*. Third Edition. California: Sage publications.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master's, MBA or PhD on schedule*. Johannesburg: EPE. (Available from the following website: www.exactica.co.za)
- Leedy, P D. & Ormrod, JE. 2010. *Practical research: planning and Design*. Eight editions. New Jersey: Pearson Education, Inc.
- Mouton, J. 2001. *How to succeed in your Master's and Doctoral studies*. Pretoria: Van Schaiks.
- OECD. (2016). *G20/OECD INFE Core Competencies Framework on Financial Literacy for Adults*. OECD Publishing, Paris. <https://www.oecd.org/finance/Core-Competencies-Framework-Adults.pdf>
- Ryan, B, Scapens, R W. & Theobald, M.2002.*Research method and methodology in finance and accounting*.2ndedition. London: Thomson.
- Salkind, M J. 2009. *Exploring research*. Upper Saddle River, NJ: Pearson Education.
- International.
- Trafford, V & Leshem, S. 2008. *Steppingstones to achieving your Doctorate*. Berkshire, England: Open University Press.

The following may assist you in knowing how to approach the initial reading of an article:

- Keshav, S. 2007. How to read a paper. *ACM SIGCOMM Computer Communication Review*, 37(3):83–84. Available at: <http://ccr.sigcomm.org/online/files/p83-keshavA.pdf> (accessed on 20 May 2021).

A link to *Library guides* on Unisa's Library home page is another source of information. All the content and services in the alphabetical list of *Library guides* are only available to registered students, but you may find the guide on *Accounting Sciences, How to search; and How to write a literature review* useful. Visit the [UNISA College of Graduate Studies - YouTube](#) space. You could also search the aspects of the research process you would probably like to know more about on YouTube, for example: how to develop a good research topic; the literature review; academic writing; research methodology; etc. You will note that many of these YouTube videos are from academics at universities. The videos do not replace the more detailed reading that you will need to do if your application is successful, but they provide a fair source of background information on the research process that should assist you in both the writing of the required research outline and continuing with the study if your application is successful. Also, visit the [NQF level descriptors](#) on the SAQA website to differentiate between what is expected at NQF level 9 for a Master's study and level 10 for a Doctoral study.

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Dr NJ Booyse E-mail: booyesn@unisa.ac.za</p> <p>Nico Booyse is a senior lecturer in Management Accounting. He holds a PhD from Unisa. In his PhD studies he developed a school-based performance management framework for schools, using the Balanced scorecard and the Integrated quality management system. It was a qualitative study using Design-based research. It was grounded in the Participatory Democracy Theory and Resource-based View. He has published articles in scholarly journals.</p>	5 PhD, 1 MPhil and 2 Honours student/s	Up to 1 PhD student, 1 MPhil student and 2 honours students.
<p>Dr J Moolman E-mail: moolmj@unisa.ac.za.</p> <p>Jaco Moolman is a CA(SA), FCMA CGMA, CFP® and he holds a PhD. Research interests: Financial Literacy on an individual level and Integrated Reporting on an organisational level He has published articles in internationally recognised journals.</p>	5 PhD, 1 MPhil and 1 MCompt student/s	1 PhD or Master's student.
<p>Dr J Foot E-mail: footj@unisa.ac.za.</p> <p>Judith Foot is a senior lecturer in Management Accounting. She has a PhD in Accounting Sciences and is a CA(SA). Her area of interest is strategy, sustainability and the environment.</p>	5 MCompt student/s	Up to 1 PhD student and 2 MCompt students.
<p>Dr A Nobatyi E-mail: nobatae@unisa.ac.za</p> <p>Andile Nobatyi has worked as a senior lecture in Management Accounting for a decade now, lecturing modules at post-graduate level and CIMA (Chartered Institute of Management Accountants) management level. He also lectures strategic financial management and executive education programme at the School of Business Leadership (SBL). His research interests include the focus on working capital as part of the strategic management process and he has since developed a</p>	1 MBL and 1 DBL (co-supervisor)	Up to 1 MPhil and 1 MCompt

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
conceptual model for its systematic management. Andile has authored and co-authored academic articles and a book chapter. He currently works as the supervisor and co-supervisor of master's and doctoral students at the business school.		
<p>Mrs Y Reyneke E-mail: reyney@unisa.ac.za.</p> <p>Yolande Reyneke is a senior lecturer in Management Accounting. She has an MPhil degree and is a CA(SA). Her area of interest is performance management.</p>	1 MCompt student/s	Currently no available capacity for new students.
<p>Mr S Ndlovu E-mail: ndlovs@unisa.ac.za</p> <p>Stephen Ndlovu is a senior lecturer in Management Accounting. He has an MBL from UNISA's SBL, FCCA, ACMA and CGMA. His Master's dissertation was on competitive strategy in banking. He has been a Senior lecturer and supervisor for master students in the fields of performance management and corporate financial strategy at the SBL for over 10 years. He has supervised MPhil students (5 to completion) in dividend policy and performance management (financial and non-financial) at the Department of Management Accounting</p>	4 MPhil, 1 MCompt and 5 Honours student/s	Up to 3 MPhil and 5 Honours students.
<p>Mr M Lentsoane E-mail: lentsme@unisa.ac.za.</p> <p>Marule Lentsoane is a senior lecturer in Management Accounting. He is Chartered Management Accountant (ACMA, CGMA) and has a MSc degree. His area of interest is performance management, financial management and strategy.</p>	1 MPhil, 1 MCompt and 3 Honours student/s	Up to 1 MCompt students and 3 Honours students
<p>Ms S Ntuli E-mail address: sntuli@unisa.ac.za</p>	Honours students	Up to 1 MCompt

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
Sibongile Ntuli is a senior lecturer in Management Accounting. She has an MBA and MPhil. Her area of interest is performance management and measurement.		student and 3 honours students.

FOCUS AREA 2: ENVIRONMENTAL MANAGEMENT ACCOUNTING

EMA is the generation and analysis of both financial and non-financial information in order to support internal environmental management processes. It is complementary to the conventional financial management accounting approach, with the aim to develop appropriate mechanisms that assist in the identification and allocation of environment-related costs (Bennett and James (1998a), Frost and Wilmhurst (2000)). The major areas for the application for EMA are:

- product pricing
- budgeting
- investment appraisal
- calculating costs, and
- savings of environmental projects or setting quantified performance targets.

EMA is as wide-ranging in its scope, techniques and focus as normal management accounting. Burritt et al (2001) stated: 'there is still no precision in the terminology associated with EMA'. They viewed EMA as being an application of conventional accounting that is concerned with the environmentally induced impacts of companies, measured in monetary units, and company-related impacts on environmental systems, expressed in physical units. EMA can be viewed as a part of the environmental accounting framework and is defined as 'using monetary and physical information for internal management use'.

Burritt et al developed a multi-dimensional framework of EMA. Their framework considers the distinctions between five dimensions:

- internal versus external
- physical versus monetary classifications
- past and future timeframes
- short and long terms, and
- ad hoc versus routine information gathering in the proposed framework for the application of EMA.

Sub focus area description

- **Environmental sustainability**

Environmental sustainability is the effective management of physical resources to be conserved for the future. Operating under an environmentally sustainable perspective, companies should use only natural resources consumed at a rate below that of natural reproduction or a rate below the development of substitutes. Aspects of the environmental dimension of sustainability include climate change, natural resources consumption, global warming, carbon emissions, biodiversity, and waste reduction, production and consumption and stakeholders. Relevant management accounting theories are included

Reading list

Subject Field: Although these articles seem dated, they are from the seminal authors of this research field:

- Askham, T. & van der Poll, H M. (2017). Water Sustainability of Selected Mining Companies in South Africa, *Sustainability*, 9, 957; DOI: 10.3390/su9060957
- Burritt, R L. & Saka, C. (2006). Environmental management accounting applications and eco-efficiency: Case studies from Japan. *Journal of Cleaner Production*, 14(14), 1262-1275. DOI: 10.1016/j.jclepro.2005.08.012
- Burritt, R L. & Schaltegger, S. (2010). Sustainability accounting and reporting: fad or trend? *Accounting, Auditing and Accountability Journal*, 23(7), 829-846.
- Fakoya, M B. & van der Poll, H M. (2012) The feasibility of applying material flow cost accounting as an integrative approach to brewery waste-reduction decisions, *African Journal of Business Management*, 6(35): 9783-9789. (Article published before journal became predatory).
- Gray, R. & Bebbington, J. (2006). Environmental Accounting, Managerialism and Sustainability: Is the planet safe in the hands of business and accounting? Retrieved in May 2006 from [https://risweb.st-andrews.ac.uk/portal/en/researchoutput/environmental-accounting-managerialism-and-sustainability-is-the-planet-safe-in-the-hands-of-business-and-accounting\(0653fa68-ed9c-45ae-9757-4d761a442151\)/export.html](https://risweb.st-andrews.ac.uk/portal/en/researchoutput/environmental-accounting-managerialism-and-sustainability-is-the-planet-safe-in-the-hands-of-business-and-accounting(0653fa68-ed9c-45ae-9757-4d761a442151)/export.html)
- Gunarathne, A D N., Lee, K-H. & Hitigala Kaluarachchilage, P K. (2021). Institutional pressures, environmental management strategy, and organizational performance: The role of environmental management accounting. *Business Strategy and the Environment*. 30: 825-839. <https://doi.org/10.1002/bse.2656>
- Hörisch, J., Schaltegger, S. & Freeman, R E. (2020). Integrating stakeholder theory and sustainability accounting: A conceptual synthesis, *Journal of Cleaner Production*, 275, 124097, <https://doi.org/10.1016/j.jclepro.2020.124097>.

- Jasch, C. (2003). The Use of Environmental Management Accounting (EMA) for Identifying Environmental Costs. *Journal of Cleaner Production*, 11(6), 667-676. DOI: 10.1016/S0959-6526(02)00107-5
- Jasch, C. (2006). How to Perform an Environmental Cost Assessment in one day. *Journal of Cleaner Production*, 14(14), 1194-1213. DOI: 10.1016/j.jclepro.2005.08.005
- Jasch, C. (2009). Environmental and material flow cost accounting. Principles and procedures. *Eco-efficiency in Industry and Science*, Springer Science and Business Media.
- Mbedzi, M., van der Poll, H M. & van der Poll, J A. (2018). An information framework for facilitating cost saving of environmental impacts in the coal mining industry in South Africa, *Sustainability*, 10(6), 1-20. DOI: 10.3390/su10061690
- Van der Poll, H M. (2015). Facilitating a greener environment through Management Accounting. *African Journal of Hospitality, Tourism and Leisure*, 4(Special edition) - (2015) ISSN: 2223-814X.

Research Approach and Methodology: You may be wondering how you are going to find a topic and write a research outline on your own. Regardless of admission requirements at an institution, finding and selecting a topic is done by the candidate. No doubt when you decided to do a Master's or Doctoral study, you either had an idea or real-world problem in mind, possibly in the industry in which you work, or you started reading to find one that is of interest to you. Reading financial or accounting-related magazines or even financial sections of newspapers could generate ideas for further investigation. If you are unsure about the topics within the discipline, access management accounting and financial management textbooks. Once you have an idea, use that as keywords for searches for articles. Plenty of open access scholarly journals exist therefore you should find some sources without having to pay to access articles. Furthermore, articles usually have a section or suggestions towards the end indicating research possibilities.

The research outline is therefore your initial documentation of the idea that has been refined into a real-world problem relating to the chosen field of study. Moreover, you need to take the idea and narrow it down to a problem. This is followed by a brief review of recent literature with reference to the area of interest to establish what has already been done and whether the research problem is topical and sufficient resources are available. As a start to the research process, you are therefore aiming to find a researchable problem. What you intend doing in your research to address the research problem will be the aim of your proposed research. The aim is then achieved through specific objectives.

There should be resources available at your local library, but the following reading list will help you understand the research process and what will be required from you for Master's or Doctoral research. From time to time, you may even find older editions of selected books below available online as free downloads, which will be a very valuable first resource on knowing what research entails. Hofstee and Biggam's books are used by us as core texts for Master's students, whereas Trafford and Leshem's book is added as a core text for doctoral students:

- Biggam, J. 2021. *Succeeding with your Master's Dissertation: A Step-by-Step Handbook*. Fifth edition. Open University Press.
- Creswell, J W. and Creswell, J D. 2017. *Research design: Qualitative, quantitative, and mixed method approaches*. Fifth Edition. California: Sage publications.
- Hofstee, E. 2006. *Constructing a good dissertation: a practical guide to finishing a Master's, MBA or PhD on schedule*. Johannesburg: EPE. (Available from the following website: www.exactica.co.za)
- Leedy, P D. and Ormrod, J.E. 2019. *Practical research: planning and Design*. Twelfth edition. New Jersey: Pearson Education, Inc.
- Mouton, J. 2001. *How to succeed in your Master's and Doctoral studies*. Pretoria: Van Schaiks.
- Ryan, B, Scapens, R.W. & Theobald, M.2002.*Research method and methodology in finance and accounting*.2ndedition. London: Thomson.
- Salkind, N J. 2017. *Exploring Research*. India: Pearson.

International.

- Trafford, V., Leshem, S. 2008. *Stepping Stones to Achieving Your Doctorate: Focusing on Your Viva from the Start*. United Kingdom: McGraw-Hill Education.

The following may assist you in knowing how to approach the initial reading of an article:

- Keshav, S. 2007. How to read a paper. *ACM SIGCOMM Computer Communication Review*, 37(3):83–84. Available at: <http://ccr.sigcomm.org/online/files/p83-keshavA.pdf> (accessed on 20 May 2021).

A link to *Library guides* on Unisa's Library home page is another source of information. All the content and services in the alphabetical list of *Library guides* are only available to registered students, but you may find the guide on *Accounting Sciences, How to search; and How to write a literature review* useful. Visit the [UNISA College of Graduate Studies - YouTube](#) space. You could also search aspects of the research process you would probably like to know more about on YouTube, for example: how to develop a good research topic; the literature review; academic writing; research methodology; etc. You will note that many of these YouTube videos are from academics at universities. The videos do not replace the more detailed reading that you will need to do if your application is successful, but they provide a fair source of background information on the research process that should assist you in both the writing of the required research outline and continuing with the study if your application is successful. Also, visit the [NQF level descriptors](#) on the SAQA website to differentiate between what is expected at NQF level 9 for a Master's study and level 10 for a Doctoral study.

Supervision team and capacity

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Dr J Foot E-mail: footj@unisa.ac.za</p> <p>Judith Foot is a senior lecturer in Management Accounting. She has a PhD in Accounting Sciences and is a CA(SA). Her area of interest is strategy, sustainability, and the environment.</p>	5 MCompt student/s	Up to 1 PhD student and 2 MCompt students.
<p>Mrs T Askham askhat@unisa.ac.za.</p> <p>Theresa Askham is a senior lecturer in Management Accounting. She has an MPhil Degree and is a ACMA CGMA (Associate member of CIMA). Her area of interest is sustainability and the environment, but specially water management and reporting in organisations. She is currently working on her PhD</p>	1 MPhil and 1 MCompt	Currently no availability.

8. Department of taxation

8.1. Focus Areas.

PLEASE NOTE THAT THERE ARE MORE TAX RESEARCH AREA IN SECTION 6 BUT THESE ARE THE AREAS THAT THE DEPARTMENT OF TAXATION FOCUSES ON.

#	Description	Focus area name	Contact person:
1	Research Focus area	Tax administration	Champion: Adv W Uys
#	Sub research focus area		
1		Digitalisation of tax administrations	
2		Strategic tax risks	
2	Research Focus Area	Tax and Crime	Champion: Prof AP Swanepoel
#	Sub research focus area		
1		Economic crime (fraud, corruption, money laundering and tax evasion)	
3	Research Focus area	Economic and financial wellbeing	Champion: Prof B de Clercq
#	Sub research focus area		
1		Pathways to economic and financial wellbeing	
2		Measurement of tax and financial literacy, financial capability, financial wellbeing and financial resilience	
3		Competency framework development for financial and tax literacy	
4		Financial and tax education	
4	Research Focus area	Energy transition	Champions: Ms N Mokgele & Dr L Steenkamp
#	Sub research focus area		

#	Description	Focus area name	Contact person:
1		Designing policy instruments to reduce production and/or consumption of energy services and products	
5	Research Focus area	Tax education and collaboration	Champion: Dr KL de Hart
#	Sub research focus area		
1		Tax education (taxpayers and professionals)	
2		Work integrated learning and curriculum design	
3		The use of open educational resources in formal education, on social media and for corporate social investment	
4		Communities of practice	

8.2. Focus areas description and supervision capacity.

FOCUS AREA 1: TAX ADMINISTRATION

An effective and efficient tax administration system is essential in any country's tax capacity building. Developments within the global tax system force governments to ensure their tax administrations are robust and agile enough to weather the future of a changing tax world. Todaro and Smith (2020:826) state that certain factors influence the taxation potential of a country, especially the government's administrative competence. The primary purpose of tax administration is to ensure that a country's taxes are collected effectively and efficiently and applied across all types of taxpayers. The COVID-19 pandemic, the Russian-Ukraine conflict, and a renewed cyber-crimes onslaught have brought about global challenges for governments. Governments must adopt specific measures to support taxpayers and businesses during pandemics, wars and cyber-attacks, necessitating further research efforts. Managing the risks of a declining tax base is another example of tax governance challenges. Therefore, the government requires new tax strategies, including modernising tax systems.

Research into a digitalised and robotic tax administration system is one area where the South African Revenue Service (SARS) can build capacity. Any lessons learned from other tax regimes, especially from South Africa's counterparts in developing countries/tax jurisdictions with similar tax frameworks,

could be beneficial using a comparative tax research methodology to the current tax regime and support taxpayers' rights in the 21st century. This focus area will therefore explore the following broad themes:

- **The digitalization of tax administrations** – globally tax administrations focus on their investments in technology to enhance their ability to improve tax collections, such as robotic processes. The theme analyses the use of technology by tax administrations to identify potential risks inhibiting tax capacity building. Digitalizing the tax administration can provide greater insight into taxpayers' commercial activities or transactions locally and obtain information for tax purposes, information-gathering, and requests for sharing tax information about bitcoin trading – especially from foreign traders – is one example of cross-border information exchange arrangements. Another theme is digitizing the tax system to automate the tax function for businesses. The use of technology and artificial intelligence (AI) to deliver real-time information about financial and economic activities are drivers in both local and foreign jurisdictions (e-commerce activities by resident taxpayers in the digital economy or Internet of Things (IoT).

Questions include:

1. What are the benefits and challenges of digitalizing tax administrations?
 2. How can digitalization improve tax compliance and reduce tax evasion?
 3. What role do emerging technologies like AI and blockchain play in tax administration digitalization?
 4. How can tax administrations ensure taxpayer data security and privacy in the digital era?
 5. What impact does the digitalization of tax administration have on taxpayer rights and obligations?
- **Strategic tax risks** – the abundance of taxes has created a world of complexity for companies and tax administrations. To minimise tax risks, companies should adopt risk management strategies which include tax risks and carefully analysing their tax transactions. Tax burdens can be mitigated by adopting measures and initiatives to minimise tax risks. The theme focuses on a transactions-based approach and Tax Risk Management Strategies. Further research into these strategies is encouraged, and the main point is to advise on tax risk management.

Questions include:

1. What are the critical challenges in managing tax risks in the current business environment?
2. How can companies balance their tax planning strategies effectively with their ethical responsibilities?
3. What role can technology play in improving tax risk management practices?
4. How do different jurisdictions' tax laws and regulations impact a multinational corporation's tax risk exposure?
5. What actions should companies take to effectively communicate their tax risk management strategies to stakeholders and the public?

Reading list:

Digitalisation, transparency and exchange arrangements, tax debt management and strategic tax risks

- Commission of Inquiry into Tax Administration and Governance by SARS - Nugent Report. 2018. Available at: www.gov.za
- OECD. 2023. AI language models. [Online]. Available at: <https://www.oecd.org/digital/artificial-intelligence/>
- OECD. 2019. Use of digital technologies set to increase tax compliance. [Online]. Available at: <https://www.oecd.org/tax/administration/use-of-digital-technologies-set-to-increase-tax-compliance.htm>
- OECD. 2020. Tax Administration 3.0: The digital transformation of Tax Administration. [Online]. Available at: <https://www.oecd.org/tax/forum-on-tax-administration/publications-and-products/tax-administration-3-0-the-digital-transformation-of-tax-administration.htm>
- OECD. 2021. Tax Administration: Digital Resilience in the COVID-19 Environment. [Online]. Available at: <https://www.oecd.org/coronavirus/policy-responses/tax-administration-digital-resilience-in-the-covid-19-environment-2f3cf2fb/>
- OECD. 2019. Transparency and exchange of information for tax purposes. Multilateral co-operation changing the world. [Online]. Available at: <https://www.oecd.org/tax/transparency/global-forum-10-years-report.pdf>
- OECD. 2021. Transparency and exchange of information for tax purposes. [Online]. Available at: <https://www.oecd.org/tax/transparency/>
- African Tax Administration Forum. 2021. Tax transparency in Africa 2021. [Online]. Available at: <https://www.ataftax.org/why-tax-transparency-plays-a-crucial-role-to-stemming-illicit-financial-flows>
- Deloitte. 2015. Tax risk transformation. Optimizing and enhancement of Tax Risk Management. [Online]. Available at: <https://www2.deloitte.com/content/dam/Deloitte/nl/Documents/financial-services/deloitte-nl-fsi-tax-risk-transformation-optimizing-and-enhancement.pdf>
- PWC. 2004. Tax Risk Management. [Online]. Available at: <https://www.pwc.co.za/en/assets/pdf/tax-risk-management-guide.pdf>
- Stack, EM. 2015. The “tax stories”. *Southern African Business Review*, 19(1):I–XI: [Online]. Available at: <https://journals.co.za/content/sabr/19/1sed-1>
- De Clercq, B. 2019. The “uberisation” of e-filing in South Africa. *eJournal of Taxation Research*, 16(3):440–473.
- Granger J, De Clercq B and Lymer A. (2023) Tapping Taxes: Digital Disruption and Revenue Administration Responses in Taxation in the Digital Economy: New Models in Asia and the Pacific, edited by Hendriyetty N, Evans C, Kim CJU and Taghizadeh-Hesary F. Published by the Asian Development Bank Institute and Routledge. (Available at: <https://www.adb.org/publications/taxation-in-the-digital-economy-new-models-in-asia-and-the-pacific>).

All staff members involved in the tax stream could supervise in this focus area, but the following staff members specialise in this focus area:

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Adv WR Uys (Tax) Werner Uys is a senior lecturer in the Department of Taxation and completed his master's study on constitutional law – LLM (Taxation). He joined the Department of Taxation in 2010 and is enrolled for his PhD. His field of interest mainly focuses on tax administration and tax case history.</p>	<p>Currently: Two MCompt (Co)</p>	<p>Two MCompts (Co)</p>
<p>Mr M Nare (Tax) Mhlanguli Nare is a senior lecturer in the Department of Taxation and is an Associate of the Chartered Governance Institute of Southern Africa. He joined Unisa in 2018 in the Department of Accounting and moved to the Department of Taxation in 2020. He has previously lectured at the University of Johannesburg and at Tshwane University of Technology. He holds a Masters in SA and International Taxation from the University of Johannesburg. He is currently doing a PhD in Tax focusing on tax literacy for the youth.</p>	<p>Currently: Two MCompt (Co)</p>	<p>None</p>
<p>Ms M Ungerer (Tax) Marié Ungerer is a senior lecturer in the Department of Financial Intelligence. She joined Unisa in 1997 and has mainly lectured in taxation. She holds an MCom Taxation degree from the University of Pretoria and she is a CA(SA). She is a contributor to a taxation question book. Her field of interest is the non-profit sector.</p>	<p>Currently: Two MCompt (Co)</p>	<p>None</p>
<p>Prof M Nieuwoudt (Tax) Prof MJ Nieuwoudt is a CA (SA) and obtained her MCom (Taxation) <i>cum laude</i>. She published several articles in accredited journals; presented refereed papers at national and international conferences; supervised 14 master's students (either as supervisor of co-supervisor); reviewer of articles to be</p>	<p>Currently: One MCompt (Co)</p>	<p>Two MCompts (Co)</p>

All staff members involved in the tax stream could supervise in this focus area, but the following staff members specialise in this focus area:

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>published in accredited journals and conferences papers; reviewer of master's students' dissertations and co-authored chapters in textbook.</p> <p>She is currently lecturing tax administration and tax opinion writing.</p>		
<p>Mrs C Stedall (Tax)</p> <p>Cinzia Stedall is a senior lecturer in the Department of Taxation. She completed her master's study in Tax Risk Management. Her research interest focuses on strategic tax risk management for companies. She joined Unisa in 2007. She holds an MCom (Taxation) from the University of Pretoria and is a CA(SA).</p>	<p>Currently: One MCompt (Co)</p>	<p>One Mcompt (Co)</p>
<p>Ms A Heyns (Financial Intelligence – FI)</p> <p>Alicia Heyns is a senior lecturer in the Department of Financial Intelligence and completed her LLM (specialising in Taxation). She joined Unisa in 2007, mainly working in company tax. She is also a contributor on a leading taxation textbook.</p>	<p>Currently: Two MCompt (Co)</p>	<p>None</p>

FOCUS AREA 2: TAX AND CRIME

Economic crime (fraud, corruption, money laundering and tax evasion)

Economic crime covers a wide range of offenses, from financial crimes committed by banks, tax evasion, illicit capital havens, money laundering, **crimes** committed by public officials (like bribery, embezzlement, traffic of influences, etc.) among many others. Economic offences form a separate category of criminal offences. Economic offences not only victimize individuals with pecuniary loss but can also have serious repercussions on the national economy. Economic offences include offences such as counterfeiting of currency, financial scams, fraud, money laundering, etc.

In addition to increased violence and the human costs associated with crime, money laundering and the crimes it facilitates also increases government corruption and corporate crime, as money launderers reach beyond financial institutions in their quest to turn tainted money into clean money.

Financial crimes can implicate bank soundness with large fiscal liabilities, discourage foreign investment, and increase the unpredictability of capital flows and exchange rates. In times of very high capital flexibility, financial crime makes national tax collection and law enforcement more difficult.

Economic crime for the purposes of this focus area will include fraud, corruption, money laundering and tax evasion. Economic crime, also known as financial crime, refers to illegal acts committed by an individual or a group of individuals to obtain a financial or professional advantage. The principal motive in such crimes is an economic gain. The various economic crimes identified will now be defined:

Fraud

The International Standard on Auditing 240 (ISA)(2010: paragraph 11) proposes that the term “fraud” refers to “an intentional act by one or more individuals among management, those charged with governance, employees, or third parties, involving the use of deception to obtain an unjust or illegal advantage”. Vona (2008:45) on the other hand, defines fraud very comprehensively as follows:

“Acts committed on the organization or by the organization or for the organization. The acts are committed by an internal or external source and are intentional and concealed. The acts are typically illegal or denote wrongdoing, such as in the case of financial misstatement, policy violation, ethical lapse, or a perception issue. The acts cause a loss of company funds, company value, or company reputation, or any unauthorized benefit whether received personally or by others.”

Corruption

Rose-Ackerman (2006:281) has a comprehensive explanation for corruption and describes it as follows:

- “An act is commercially corrupt if a member of an organization uses his/her position, his/her rights to make decisions, his/her access to information, or other resources of the organization, to the advantage of a third party and thereby receives money or other economically valuable goods or services where either the payment itself or the services provided are illegal and/or against the organization’s own aims or rules.
- If the act is mainly motivated by the intangible valuables received and is given by the member serving the interests of friends or family, or his/her own standing in family-friendship networks, it is an act of family-friendship corruption.
- An act represents embezzlement if a member of an organization uses his/her rights to make decisions, his/her labour time, his/her access to information, or some tangible assets of the organization to his/her own economic advantage in ways that are either illegal or against the organization’s own aims or rules. Embezzlement might also be motivated to improve the individual’s standing in family-friendship networks.”

Money laundering

Sarmiento (2007:25) defines money laundering as “the process of creating the appearance that large amounts of money obtained from serious crimes, such as drug trafficking or terrorist activity, originated from a legitimate source.” Gup (2007:3) describes money laundering as “the conversion of the monetary proceeds of criminal activity into funds with an apparently legal source and without revealing the true nature, source or ownership of those proceeds”. Thus, the illegal proceeds are disguised by introducing it into the legitimate commercial and financial environment.

Tax evasion

De Koker and Williams (2011:§19.1) contend that tax evasion “connotes inherently unlawful methods” and may include the non-disclosure of income or the exaggeration of expenditure claimed as a deduction or disguised transactions. Green (2006:244) states that one of the distinguishing features of crimes such as tax evasion is the use of the term “wilfulness”. The term “wilfulness” is understood to mean a voluntary, intentional violation of a known legal duty – a form of culpability that is highly unusual in criminal law in that it may allow mistakes or ignorance of the law to be a defence in a much broader array of circumstances than is usually permitted. This section has relevance on the second research area under this focus area (see below) which relates to the measurement and resulting identification of this type of tax crime (which by many are referred to as tax avoidance which covers both legal (deferral of tax) and tax evasion (non-payment of taxes due)).

How does economic crime fit into the tax ecosystem?

Economic crime is an illegal action committed by a perpetrator for a financial gain. Economic crime may either be perpetrated from inside an organisation or from outside an organisation. Internal perpetrators may include the management and/or employees. External economic crime perpetrators may include suppliers, customers, investors, debtors or crime syndicates.

The annual laundering of billions of dollars in organized crime worsens national debt problems because the large sums of money are then lost as tax revenue to that country's government. Global organized crime can have a damaging effect on political structures, especially fragile democracies and developing economies.

No economic crime offender will declare his/her ill-gotten gains from any economic crime to the tax authorities. Any economic crime, once detected, will be subject to a legal process and may even include legal prosecution in a court of law. Thus, to avoid such legal actions, the economic crime offender will do the utmost to cover his/her tracks to avoid detection. Economic crime offenders may be either informed or uninformed about the tax consequences of their illegal actions. All economic crime offences have financial implications, which in turn may have various taxation implications. The types of taxation mostly affected by economic crimes are Value-Added TAX (VAT), income tax, Employees' tax (PAYE),

donations tax and Customs and excise duties (levied on the import of services or goods). An informed economic crime offender will understand and discount the taxation implications his/her economic crime may have. For the uninformed economic crime offender (typically an opportunistic offender) the tax implications his/her economic crime may have, will be a merely incidental consequence that was never even considered.

The tax ecosystem is sustained with the various tax revenues collected by the tax authorities worldwide on the financial transactions concluded on a daily basis such as the sales of services and goods, the importation of services and goods, online transactions, donations made and salaries and wages paid. All of these financial transactions are subject to one of more type of taxation. Taxation collected by a tax authority provide the income needed by governments to fund its operations of public goods and services. If less taxation is collected by a tax authority due to the presence of economic crime within an economy, the government will be forced either to cut its public spending or to borrow money to fund the shortfall in the government's annual income and expense budget. Thus, the impact of economic crime on the collection of tax revenue is real and poses a threat to the formal economy of any country.

An unregulated informal and shadow economy (where financial transactions are concluded outside the taxation net, such as economic crime offences which may include the smuggling of drugs, arms, vehicles or any other goods, such as counterfeit goods) places a huge burden on the formal economy where prices for services and goods will include VAT, if the vendor is a registered VAT vendor. In the informal and shadow economy there is no VAT levied on the prices of services or goods, which will create a price discrepancy between the prices for services and goods. Customers are price sensitive and may only consider the price of an item and not the issue of conducting ethical business and being tax compliant.

The following are some of the research questions that this focus areas will explore relating to economic crime in general in South Africa:

1. What measures can government implement to address economic crime in South Africa?
2. What measures are in place to address economic crime in South Africa?
3. What measures can the private sector implement to address economic crime?
4. What is the extent of economic crime in South Africa?
5. How can SARS address tax compliance about economic crime?
6. How is economic crime addressed internationally?
7. How does economic crime impact on sustainable economic growth and a sustainable tax revenue?
8. Is there any relationship between economic crime and tax revenue collection?
9. What are the causes for economic crime?
10. What are the characteristics of economic crime?
11. Financial crimes: Psychological, technological, and ethical issues.

Reading list:

- Refer to the vast literature on this topic compiled by the OECD: <https://www.oecd.org/tax/administration/> and <https://www.oecd.org/tax/crime/>
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-

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof AP Swanepoel (Tax) Boela Swanepoel is an associate professor in the Department of Taxation. He joined Unisa in 1993 mainly working in the field of tax compliance. He holds a DPhil (Tax) from the North-West University, an MCompt (Auditing) from the University of South Africa and is a CA(SA). He has published on the audit risk approach and the audit process (<i>Die ouditriskobenadering in die ouditproses</i>) as well as economic crimes, such as fraud and corruption.</p>	<p>Currently: Two PhD, 1 MPhil</p>	<p>One PhD</p>
<p>Mr A Swanepoel (Tax) Ari Swanepoel is a senior lecturer in the Department of Taxation and completed his master’s study on the apportionment of input VAT of financial institutions. He joined Unisa in 1990 and mainly supervises in tax compliance. He holds an MCom (Taxation) from the University of Pretoria and is a CA(SA).</p>	<p>Currently: Two MCompt (Co)</p>	<p>One MCompt (Co)</p>

FOCUS AREA 3: ECONOMIC AND FINANCIAL WELLBEING

Personal finance, also referred to as consumer finance, has been defined by Xiao and Tao (2021:3) as a research field that studies

“how financial institutions provide products and services to meet financial needs of consumers, how consumers make financial decisions, how government agencies regulate financial institutions and protect financial consumers and how science and technology help optimize the efficiency of consumer finance markets and improve social welfare”.

According to the same authors as well as Tufano (2009), the scope of consumer finance includes money management, which includes payments and the evolution of payment systems, managing risk, borrowing and credit, saving and investing as well as financial decision making. It furthermore also covers topics broader than the traditional financial functions which includes topics such as fintech, financial capability, demographics, family relations and human development. This multidisciplinary domain therefore focuses on societal welfare that includes multiple interest groups such as businesses, consumers, governments and other social organisations as advocated from an economist perspective. Business or accounting researchers are concerned about the interest of shareholders of businesses compared to consumer science researchers who are interested in the well-being of consumers. I find myself somewhere in between these various perspectives.

Consumers are required to make sound financial decisions and manage their finances in an increasing complex and diverse financial system, resulting in more emphasis on mechanisms to empower consumers. These initiatives include national financial education strategies, legislation to ensure better consumer protection, data collection efforts to gauge the state of consumers' and households' financial health as well as a host of financial education programmes to empower consumers to develop the necessary knowledge, skills and positive behaviours. The support is provided across a spectrum of stakeholders, which traditionally include governments, private sector institutions and not-for-profit organisations. This also holds true for South Africa, as at a national level, several government institutions are focused on the state of consumer finance. For example, National Treasury is in the process of updating the 2013 National Strategy on Financial Education and they have also been reforming the retirement environment since 2012 through tax and other legislation. Governance and oversight of the financial sector have also been refined with the introduction of the Twin Peaks model which resulted in new legislation such as the Financial Sector Regulation Act and the Conduct of Financial Institutions (COFI) Bill. From a consumer protection perspective, the Protection of Personal Information Act came into play in July 2021 and the Financial Sector Conduct Authority (FSCA) is in the process of drafting standards for financial education to support the Financial Sector Transformation Code in order to have a transformed society. The private sector is investing in empowerment programmes which allow non-for-profit organisations to reach as many consumers as possible.

All these considerations are about being financially active in a modern world, which inevitably means that technology has to both drive and inform how people navigate these various dimensions. Technology and its innovations have thus become central to this field – also referred to in the description of the field of consumer finance. Technological innovation in financial services and tax administration have resulted in an increase in user interfaces and enriched client experiences, as well as similar interfaces making the financial and tax worlds highly interconnected.

To assist consumers in achieving these higher levels of financial and economic well-being, a collective effort among key stakeholders is needed. It is essential for all people to be financially active in a modern

world, which inevitably means that technology has to both drive and inform how people navigate these various dimensions. Technology and its innovations have thus become central to this field – also referred to in the description of the field of consumer finance. Securing and using financial systems for governments and society, in today’s world, may well be described as a grand challenge (Brammer et al. 2019), which therefore needs cooperation between a variety of stakeholders situated in a complex system, that by definition, has many dimensions and layers as illustrated in figure 1. Grand challenges call for innovative and inclusive lenses such as the quadruple helix which includes civic, government, academic and industry/business engagements that fuel knowledge-based societies. Specifically, the helix integrates: government (represented by policymakers and regulators) with its citizens; citizens within active citizenship (including Non-Profit Organisations and civic/social movements); the financial services industry (including industry representative bodies) with its consumers; and academia (inclusive of civil society/community engagement) with its constituents.

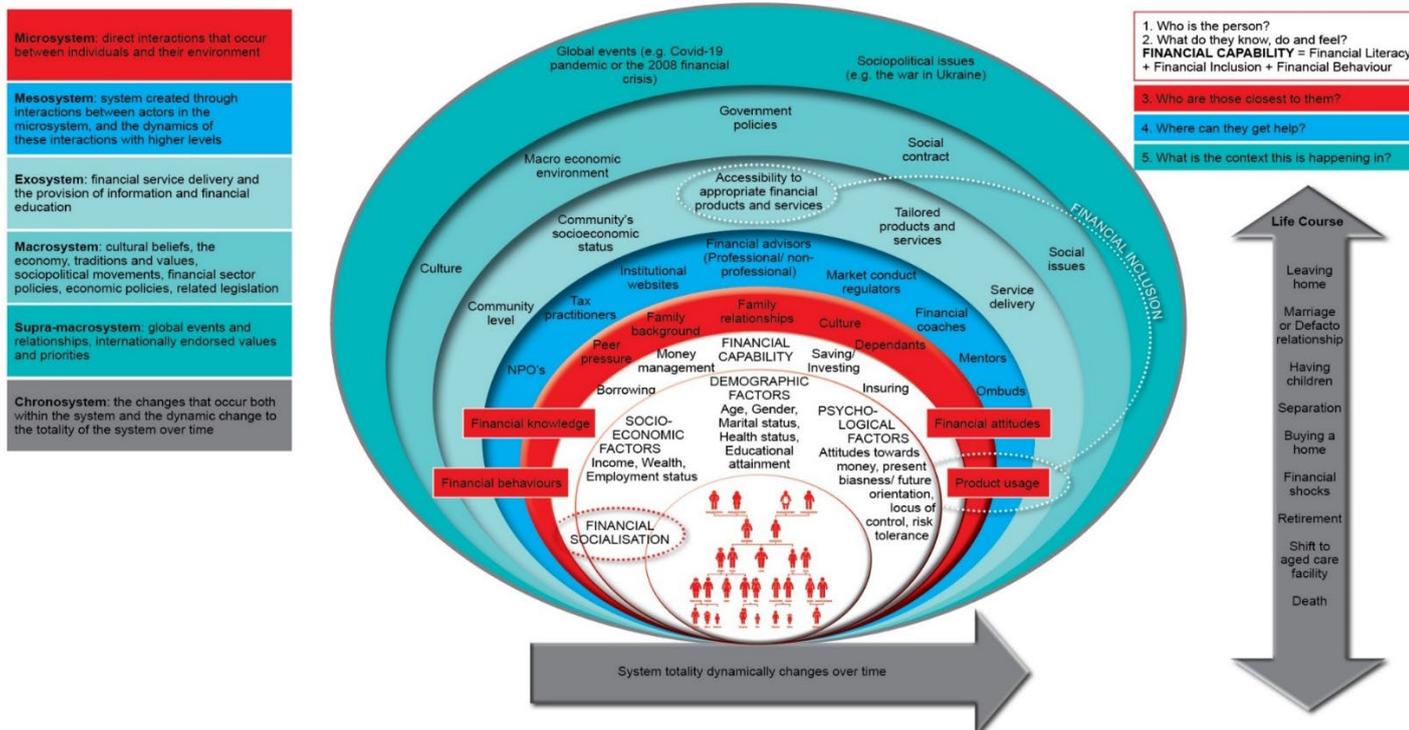


FIGURE 1: The foundations of a personal finance ecosystem, inclusive of quadruple helix stakeholders (Source: Adapted from Salignac *et al.*, 2020 and Batt *et al.*, 2021)

This focus area will therefore contribute to the following personal finance sub-domains:

- Understanding the pathways to high(er) levels of economic and financial wellbeing.
- The development of suitable measurement instruments to measure financial capability as well as economic and financial wellbeing (aka financial wellness).
- The development of relevant core competency frameworks for the South African environment.
- The design, implementation and monitoring and evaluation of financial education initiatives that will develop and foster high(er) levels of financial capability or tax literacy resulting in high(er) levels of economic and financial wellbeing.

Reading list:

- OECD’s Better Life Initiative: Measuring Well-being and Progress: <https://www.oecd.org/statistics/better-life-initiative.htm>
- OECD’s Social and Welfare Issues: <https://www.oecd.org/social/>
- OECD (2018) Beyond GDP: Measuring what counts for Economic and Social Performance
- OECD on financial education and consumer protection: <http://www.oecd.org/finance/financial-education/>
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STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Prof B de Clercq (Tax)</p> <p>Bernadene de Clercq is a full professor in the Department of Taxation and a NRF rated researcher. She holds a DCompt (Taxation) degree from the University of South Africa and is a CA(SA) and CFP® and a certified financial educator. She is part of the INFE/OECD Financial Education Research Committee and chair of the Financial Education Competency working group of the South African Financial Education Committee. She is an Associate in the Centre on Household Assets and Saving (CHASM) based at the University of Birmingham, UK and an Associate Member of the Centre for Personal Financial Wellbeing at the Aston University.</p>	<p>Currently:</p> <p>Two MPhil (Co)</p> <p>Two MCompt (Co)</p> <p>Five PhD (Co)</p>	<p>None</p>

FOCUS AREA 4: DESIGNING FISCAL POLICIES FOR THE ENERGY TRANSITION

This focus area explores various fiscal policies for the energy transition. The global mandate to limit global warming through climate mitigation strategies per the Paris Agreement is reshaping the global energy mix away from fossil fuels like coal, oil and natural gas towards renewable energy sources. Fiscal policies can promote fairer, more climate resilient societies and contribute to sustainable development. They can play a role in the energy transition by encouraging more sustainable production and consumption patterns whilst simultaneously generating additional government revenue.

The sub-themes that can be pursued in this research focus area are:

- Fiscal policy instruments to reduce carbon emissions from the production and consumption of fossil fuel products and services such as carbon taxes, fossil fuel subsidy reform, renewable energy incentives etc.
- Comparative analysis of environmental fiscal policy instruments implemented in different jurisdictions.
- Conceptualising fiscal policy instruments that can capture emerging tax bases resulting from the energy transition.

Reading list:

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STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Mrs T Mokgele (Tax)</p> <p>Thuli Mokgele is a senior lecturer in the Department of Taxation with a MCom (International Tax). Thuli is a PhD candidate, and her research focuses on the petroleum sector fiscal reforms required for the energy transition. It examines environmental fiscal policies which decarbonize the petroleum sector in line with the Paris Agreement objectives.</p>	<p>Currently: Two MPhil (Co)</p>	<p>None</p>
<p>Mr VF Msiza (Tax)</p> <p>Vusi Msiza is a senior lecturer in the Department of Taxation and has completed his MCompt (Taxation) at Unisa. As a PhD candidate his research focuses on the role of fiscal policy in the electrification of the road transport sector.</p>	<p>Currently: One MCompt (Co) One MPhil (Co)</p>	<p>None</p>
<p>Mrs R Moosa (Tax)</p> <p>Ruyaida Moosa is a senior lecturer in the Department of Taxation. Her research focuses on tax policies to incentivize clean energy adoption. She holds an MCompt (Taxation) from Unisa, is a CA(SA) and an accredited Life Coach within the College of Accounting Sciences.</p>	<p>Currently: One MCompt (Co) Two MPhil (Co)</p>	<p>None</p>
<p>Dr L Steenkamp</p>	<p>Currently:</p>	<p>2 PhD students</p>

STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Dr Lee-Ann Steenkamp is a Professor Extraordinarius in the Department of Taxation. She obtained her PhD in Public Law from the University of Cape Town, wherein she examined the transition from the old Kyoto Protocol to the new Paris Agreement on Climate Change. She holds a Master's degree in Taxation and is a registered Master Tax Practitioner (SA)TM. Her research focuses on 'green tax' issues, including biodiversity conservation, the taxing of energy use in developing countries and most notably South Africa's new carbon tax. Lee-Ann advises on carbon tax policy matters and Chairs the South African Institute of Chartered Accountants (SAICA) Carbon Tax subcommittee which provides input to National Treasury, as well as serving on the African Tax Administration Forum (ATAF).</p>	One MPhil	1 Master's student

FOCUS AREA 5: TAX EDUCATION AND COLLABORATION

To be relevant in the future of tax, the expansion of the competencies of tax authorities, tax professionals and citizens will need to be broadened. The role of the tax professional will change. Core competencies will still include technical knowledge of tax rules as well as a broader set of skills (Deloitte, 2021). These changes, coupled with the pressures from employers requiring graduates possess the necessary technical abilities (Castelyn, Bruce & Morgan, 2020), require universities and professional bodies to relook the competencies of the future. This has already resulted in new competency frameworks, such as the recently introduced CA2025 competency framework by the South African Institute for Chartered Accountants (SAICA, 2021). The new competency framework has revised the focus on technical competences to more intent on cultivating other competencies such as integrated thinking, enabling competences, and professional values and attitudes (de Clercq & Sawyer 2022).

Not only does tax education comprise the education tax professionals, as stated above, it also involves the education of citizens or more specifically the subset of tax paying citizens (taxpayers). Tax authorities around the world are becoming increasingly client centred with the result that taxpayer education has gained prominence (OECD, 2021). There are a number of challenges that are faced by tax authorities, especially those in developing countries, which ultimately impact on the resources available to improve the well-being of citizens, for example narrow tax bases, low revenue, and low tax moral. Given the increasing importance of taxpayer education as a mechanism to increase levels of compliance, studies in taxpayer education have also increased in importance (De Clercq & Sawyer, 2021).

Other than researching taxpayer education, changes in and affordances of technology also impact on the skills and requirements. Tax education can take many forms, not only learning in a formal setting, it also includes amongst others, reaching out to vulnerable citizens who have lack of access to tax administration. Taxpayer education initiatives include all types of communication - media, physical interaction, and virtual applications (OECD, 2021). One of the ways in which tax education can be approached is through the use of tax clinics which have benefits to both students pursuing a professional tax qualification as well as for the community in which the tax clinic is based.

The sub-themes that can be pursued in this research focus area are:

- tax education using tax clinics. This could include both the use of tax clinics in formal education, educating the community and collaboration with tax authorities.
- research on the use of open educational resources and their application in formal and informal tax education.
- research on collaboration between tax academics, financial industry and regulatory authorities, tax authorities and the community at large.

Reading list:

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- De Clercq, B. and Sawyer, A.J., "A Conceptualisation of the Quadruple Helix Model's Stakeholder Relationships in a South African Living Lab Tax Clinic", *Proceedings of the International Conference of Accounting and Business (ICAB) 2022*, University of Johannesburg, 28-29 July 2022.
- De Clercq, B., and Sawyer, A.J., "Shared Development: Greater than the Sum of its Parts?", *Paper presented at the Sixth International Conference on Taxpayers Rights*, African Tax Institute, University of Pretoria, Pretoria, South Africa, 6-8 October 2021, 23p.
- Journal of Australian Taxation. 2020. Volume 22 (2) Special edition <https://www.austaxpolicy.com/news/journal-of-australian-taxation-tax-clinic-special-edition/>
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STAFF MEMBER	Current supervision allocation	Number of available positions for 2024
<p>Dr Kerry de Hart (Tax)</p> <p>Dr Kerry de Hart is a senior lecturer in the Department of Taxation. She joined Unisa in 1996 and has lectured on undergraduate and honours modules, and supervised master's students. She holds a PhD (Accounting Sciences) from Unisa in the use of open education resources in Accounting Science distance education and an MCom (Taxation) from the University of Pretoria on offshore trusts. Kerry has published mainly in the field of Accounting Education, focusing on the use of technology in distance education.</p>	<p>Currently: One MPhil (Co) Two PhD (Co)</p>	<p>None</p>
<p>Mrs MSI Wentzel (Tax)</p> <p>Lenatha Wentzel is a senior lecturer in the Department of Taxation and completed her master's study on investment incentives available to the manufacturing sector in South Africa. She joined Unisa in 2003 mainly working in company tax. Lenatha holds an MCom (Taxation) from the University of South Africa and is a CA(SA). She has published on incentives for the manufacturing sector of South Africa as well as on technology used in accounting education, focusing on taxation.</p>	<p>Currently: One MCompt (Co)</p>	<p>One MCompt (Co) or One MPhil (Co)</p>
<p>Mrs CS Cass (Tax)</p> <p>Carien Cass is a senior lecturer in the Department of Taxation and holds an MCom (Taxation) from the University of the North West. She joined Unisa in 2013.</p>	<p>Currently: None</p>	<p>Two MCompt (Co)</p>