

PROF NADIA MANS-KEMP

Profile

Prof Mans-Kemp is an Associate Professor in the Department of Business Management. She lectures financial management and provides research supervision to several post-graduate students. Her areas of research expertise include board composition, executive remuneration and corporate sustainability. She has a Y2 rating from the National Research Foundation.

She aims to combine lecturer- and student-centred perspectives to tackle the "what, why and how" of learning in a more balanced way. Pertaining to social impact, she serves on the Academic Appointments and Promotions committee and PhD examination panels. She also serves on the faculty's Internationalisation Working Group and the Institutional Advisory Committee for Internationalisation (IACI). Prof Mans-Kemp regularly reviews for several esteemed international and local journals, including *Corporate Governance: An International Review* and *Business Strategy and the Environment*.

Education

Year	Degree	Focus	Academic institution
2014	PhD	Corporate governance and financial performance	Stellenbosch University
2010	MCom (cum laude)	Financial Management	Stellenbosch University

Awards

- Rector's awards for general achievement and for excellent academic achievement

Membership of scientific and professional organisations

- Member of the Southern African Institute for Management Scientists (SAIMS)

Contact details

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Research

Recent journal articles

- Mans-Kemp, N. & Swartz, A. Disclosures on the linkages between executive pay and sustainability in a highly unequal country. Forthcoming. *Acta Commercii*.

- Nel, K., Mans-Kemp, N. & Erasmus, P.D. 2023. Sustainable thematic investing: Identifying opportunities based on an analysis of stewardship reports. *Sustainability*, 15, 8411. <https://doi.org/10.3390/su15108411>.
- Van Zyl, M. & Mans-Kemp, N. 2023. Insider perspectives on director remuneration governance deliberations. *Personnel Review*, 52(3): 799-816.
- Janse van Vuuren, M.R., Mans-Kemp, N. & Viviers, S. 2023. Who monitors the monitors? An examination of listed companies in an emerging market context. *International Journal of Disclosure and Governance*, 20(213-230). <https://doi.org/10.1057/s41310-022-00165-1>
- Nel, K., Erasmus, P.D. & Mans-Kemp, N. 2023. Demystifying the use of corporate social responsibility terminology in the investment context. *Journal of Economic and Financial Sciences*, 16(1), <https://doi.org/10.4102/jef.v16i1.850>.
- Viviers, S., Mans, N., Janse van Vuuren, M. & Shiel, T. 2023. Investigating the link between board independence and dividend distributions in South Africa. *South African Journal of Business Management*, 54(1), a3643. <https://doi.org/10.4102/sajbm.v54i1.3643>
- Marais, F., Van der Lugt, C.T. & Mans-Kemp, N. 2022. Mainstreaming environmental, social and governance integration in investment practices in South Africa: A proposed framework. *Journal of Economic and Financial Sciences*, 15(1), a787. <https://doi.org/10.4102/jef.v15i1.787>
- Van der Lugt, C.T. & Mans-Kemp, N. 2022. Integrated reporting: A cross-cutting theoretical view on its use and value. *Journal of Economic and Financial Sciences*, 15(1), a703. <https://doi.org/10.4102/jef.v15i1.703>
- Mans-Kemp, N. & Flanagan, J.N. 2022. Prudent and proactive board succession planning: A case study of selected companies in South Africa. *Acta Commercii*, 22(1), a970. <https://doi.org/10.4102/ac.v22i1.970>
- Viviers, S., Mans-Kemp, N. & Shiel, T. 2022. Drivers of board gender diversity in a self-regulatory context. *Management Dynamics*, 31(1): 1-17.
- Van Zyl, M. & Mans-Kemp, N. 2022. A multi-stakeholder view on director remuneration guidance in South Africa. *South African Journal of Accounting Research*, 36(3): 195-212. <https://doi.org/10.1080/10291954.2021.1938882>
- Viviers, S. & Mans-Kemp, N. 2021. Successful private investor activism in an emerging market. *Corporate Governance: The International Journal of Business in Society*, 21(1): 92-110
- Nel, K., Erasmus, P.D. & Mans-Kemp, N. 2021. The effect of perceptions of corporate identity and corporate social responsibility practices on investment intention. *Journal of Economic and Financial Sciences*, 14(1), a657. <https://doi.org/10.4102/jef.v14i1.657>
- Mans-Kemp, N. & Van Zyl, M. 2021. Reflecting on the changing landscape of shareholder activism in South Africa. *South African Journal of Economic and Management Sciences*, 24(1), a3711. <https://doi.org/10.4102/sajems.v24i1.3711>
- Dreyer, J.A., Viviers, S. & Mans-Kemp, N. 2021. Reflecting on compliance with Broad-Based Black Economic Empowerment codes of good practice: Trends and suggestions. *South African Journal of Business Management*, 52(1), a1963. <https://doi.org/10.4102/sajbm.v52i1.1963>
- Dreyer, J.A., Viviers, S. & Mans-Kemp, N. 2021. Broad-Based Black Economic Empowerment and corporate financial health. *South African Journal of Economic and Management Sciences*, 24(1), a3652. <https://doi.org/10.4102/sajems.v24i1.3652>

Recent conference presentations

- Nel, K., Erasmus, P.D. & Mans-Kemp, N, 2023. Exploring the perceptions of asset managers on corporate social responsibility challenges and opportunities in South Africa. *2nd Corporate Governance Conference, Stellenbosch*, 11-12 December, hosted by Stellenbosch University.
- Coetzee, D., de Vries, A. & Mans-Kemp, N, 2023. Board processes, task performance and effectiveness: A South African perspective. *2nd Corporate Governance Conference, Stellenbosch*, 11-12 December.
- Mans-Kemp, N. & Kellaway, J. 2023. Reflecting on fair and responsible director pay in South Africa in the context of the coronavirus. *4th Annual International Conference on Social Justice and the 5th Annual Social Justice Summit*, 11-12 October, Cape Town, hosted by the Centre for Social Justice, Stellenbosch University.
- Mans-Kemp, N. & Sauls, S. 2023. Time orientation and tone of director pay disclosure pre- and post-2020. *Full paper published in the proceedings of the SAIMS conference*, 10-13 September, facilitated by Akademia.
- Mans-Kemp, N. & Rossouw, L. 2023. Measuring technology and information governance disclosure: an emerging market perspective. *Full paper published in the proceedings of the 34th SAIMS conference*, 10-13 September.
- Putter, L.F., Mans-Kemp, N. & Johnson, R. 2023. Navigating Industry 4.0: A conceptual review of cyber risk, security and resilience in South Africa. *Full paper published in the proceedings of the 34th SAIMS conference*, 10-13 September.
- Mans-Kemp, N., Viviers, S., du Toit, C. & Forssman, A. 2023. Linking board gender diversity and multiboardedness to capital structure: A pre-pandemic South African perspective. *Gender, Work & Organization conference*, 28-30 June, facilitated by Stellenbosch University.
- Viviers, S., Mans-Kemp, N., Janse Van Vuuren, M.R. & Shiel, T. 2022. Investigating the link between board independence and dividend distributions for selected companies listed on the Johannesburg Stock Exchange. *Corporate Governance Conference*, 12-13 December, Cape Town, jointly hosted by the Centre for Corporate Governance in Africa at the Stellenbosch Business School and the School of Accountancy at Stellenbosch University.
- Mathura, K. & Mans-Kemp, N.[#] 2022. Corporate governance post-2020: Expectations of South African corporate representatives. *Full paper published in the proceedings of the 33rd SAIMS conference*, 11-13 September, facilitated by Rhodes University. ISBN: 978-1-928472-52-0.
- Van Zyl, M. & Mans-Kemp, N. 2021. Director pay disclosure: Assessing the application of the King guidelines. Full paper published in the proceedings of the *32nd SAIMS Conference*, 13-14 September, online conference facilitated by North-West University. **Runner-up award.**
- Van Heusden, M., Mans-Kemp, N. & Viviers, S. 2021. Proposed instrument to assess director independence in South Africa. Full paper published in the proceedings of the *32nd SAIMS Conference*, 13-14 September.
- Nel, K., Erasmus, P.D. & Mans-Kemp, N. 2021. Investigating the applicability of a consumer behaviour model in the investment context. Proceeding presented at the *Business Ethics Network of Africa conference*, Swakopmund, Namibia, 4-5 November, hybrid format.