

eish!



NORTH-WEST UNIVERSITY[®]
YUNIBESITHI YA BOKONE-BOPHIRIMA
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Staff newsletter of the NWU



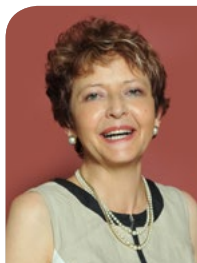
Future
changes
on the
financial
front

She loves
it when a
plan comes
together

Building
the **future**
brick by brick

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Front page: Prof Marlene Verhoef, institutional registrar, says change makes life special. Read more about her views on p 10.

PLEASE NOTE:

Eish! is now distributed as follows: all permanent staff receive printed copies, while temporary staff receive electronic copies.

If you would like to change the format (either to electronic or to printed), kindly email marelize.santana@nwu.ac.za

How the web was used in 2013

During 2013, some 1 143 736 people from outside the NWU paid 3 683 658 visits to the NWU website.

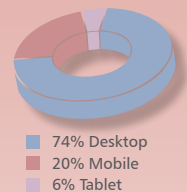
According to statistics obtained from Google Analytics, a visitor views an average of four pages per visit, spending about four and a half minutes per visit.

The table below shows the most visited pages on the NWU web during 2013, discounting the English, Afrikaans and Setswana landing pages:

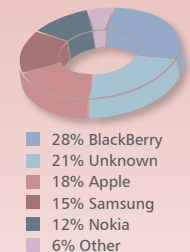
| Page | Page views |
|--|------------|
| Current students – Potchefstroom Campus (Afrikaans page) | 380 351 |
| Faculties and schools (English page) | 107 491 |
| NWU qualifications and courses (English page) | 90 358 |

(These statistics do not include visits from the NWU network at the Institutional Office and the three campuses.)

Most of our visitors used their desktop computers to visit the NWU website, followed by those using cell phones and tablets:



These were the most popular cell phone brands used to access the NWU website:



The NWU web team at the Institutional Office has grown to four. Ms Moira Muller, previously from CTExT on the Potchefstroom Campus, was recently appointed online web content specialist. The NWU web team is led by Mr Cobus Steenkamp, NWU website manager, with Ms Ronel Röscher, web developer, and Ms Géna Thomson, senior IT consultant, completing the team. Moira, Cobus and Ronel are from Institutional Advancement and Géna is from Information Technology Central.

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MESSAGE FROM THE VICE-CHANCELLOR

Dear colleagues

While I'm writing this message to Eish! readers, two very busy weeks remain before I step down as vice-chancellor of the NWU. By the time you get to read this, Prof Dan Kgwadi will already have taken over as vice-chancellor.

As you know, I would have stayed on until the end of May when my term expires. However, in light of the further handling of the events surrounding the alleged initiation practices and nazi saluting on the Potchefstroom Campus, I decided to hand over the reins to Prof Dan on 31 March.

The fact that I chose to step down a couple of days earlier should not be seen as me abandoning the NWU ship in stormy weather. I did not resign and I was not pushed overboard. I stepped from a very stable ship onto the quay so that the new captain can take over. It was simply a pragmatic, logistic decision. It makes sense that the person who will be in charge for the next six years should get the opportunity to become fully involved and assume responsibility.

Several processes were put in place to follow up on the results of the investigations – our own as

well as those as directed by the minister of Higher Education and Training, Dr Blade Nzimande.

These processes will take longer than what's left of my term in office, so the logical thing was for Prof Dan to take over to drive things from the beginning and see them through to the end.

Until the end of May I will still take care of certain duties with regard to certain external stakeholders such as donors, business leaders and alumni.

The farewell functions arranged for me on the respective campuses and at the Institutional Office, and the overall farewell function scheduled for 30 May 2014, will also continue as planned.

My 147 months at the NWU was a special time in my life. I'm leaving with a light heart and the knowledge that I am leaving behind an institution that has experienced tremendous growth in the past decade.

Prof Dan and I got to know each other well in the trenches during the unrest on the Mafikeng Campus in 2008. I can say wholeheartedly that Prof Dan is very suitable for this position.



During the last 10 years we have achieved our mission of becoming a balanced teaching-learning and research university. The NWU now needs a new mission – and that is Prof Dan's challenge.

I have swapped the Mooi River for Mooikloof in Pretoria, but from afar I will watch the growth, progress and achievements of the NWU with a keen interest.

Thank you to everyone who helped make my task here at the NWU so much easier. I wish you all a blessed time at the NWU.

Kind regards,

James Cloff



Eish!, everything's increasing!

On p 8 of this edition of Eish! we discuss the cost-of-living adjustment process, which can be likened to a careful game of tug of war (see cartoon on p 19).

On the one hand the unions are feverishly negotiating to secure a solid increase for their members. On the other, there is the NWU: under the yoke of the same rising costs, the institution has to keep a keen eye on the budget.

By the time you read this, the process would probably have been concluded; hopefully to the satisfaction of both parties.

Fortunately, the word "rise" does not only cause anxiety; it also inspires joy when applied to the NWU's performance.

A look at the back page reveals how the number of graduates at the NWU have increased since the merger in 2004.

The face of NWU infrastructure has also changed significantly in the past decade. Both the Mafikeng and Vaal Triangle campuses have received brand-new student centres and the one at Potchefstroom has been upgraded.

Thanks to the expansion of existing residences and the building of new ones, the number of beds available to students has also risen during the past decade. Between 2005 and 2012 the Mafikeng Campus saw an increase of 1 000 beds in their residences.

Pages 6 and 7 have more details about the large number of ongoing building, upgrading and maintenance projects going on – and up – across the NWU. We wish our readers a rise in all things good: enthusiasm, energy, and – with a bit of luck – salary.

Happy reading!

Nelia and the Eish! team

We can all feel the strain of rising living costs: like dominoes, each increase seems to tip the next and then the next in an inevitable chain reaction.

The escalating petrol price sparks off the same trend in food prices and soon the average grocery run becomes an exercise in advanced accounting.



The panel comprises international and South African members. At the back are Mr Ian Bunting, Centre for Higher Education Transformation, Prof Barney Pityana, former vice-chancellor of Unisa, Dr Tobern Rasmussen, Denmark, and Dr Nico Cloete, Centre for Higher Education Transformation. In front are Prof Lynn Meek, Australia, Prof Frans van Vught, Netherlands (panel chairperson), and Prof Mala Singh, former member of the Higher Education Quality Committee and Council for Higher Education.

NWU opens up for international evaluation

The internationally led panel that the university invited to evaluate the NWU gave verbal feedback on 24 January.

It is anticipated that the NWU Council will discuss the panel's report in April.

The final report will also be made public and this will coincide with the festivities for the NWU's 10-year anniversary.

The panel comprises seven members. Four are from South Africa, while the other three are from Denmark, Australia and the Netherlands respectively. The panel arrived on 17 January

and had their first evaluation session at the Institutional Office on Monday, 20 January, followed by visits to the three campuses.

The group's task is to evaluate the NWU on two major issues. The first is the extent to which the initial merger objectives had been accomplished, and the second the extent to which the NWU's mission statement had been realised.

The panel held 17 panel sessions with various stakeholders. They included institutional management, management of the various campuses, academics, student leaders and regional political and community leaders.

They focused on teaching-learning, research, implementation of expertise, human capital, transformation, finances and infrastructure.

Dr Theuns Eloff, vice-chancellor, says it is definitely not general practice for a university to do this kind of evaluation.

"I am not aware of other universities that have conducted similar evaluation projects.

"In our case, it was an excellent opportunity to give Prof Dan Kgwadi, the newly appointed vice-chancellor, an overview of the challenges that lie ahead for the NWU," he says.

NWU and Hokkaido create **golden** opportunity for cooperation

Representatives of the NWU and the Hokkaido University of Japan have signed a memorandum of understanding (MOU). This presents some golden opportunities for academic exchange.

The agreement was signed on 5 February by Dr Theuns Eloff, vice-chancellor, and Prof Ichiro Uyeda, executive and vice-president of Hokkaido University.

A copy was also co-signed at the Mafikeng Campus by the newly appointed vice-chancellor, Prof Dan Kgwadi, still in his capacity as rector of the Mafikeng Campus.

Cooperation between Hokkaido and the NWU will afford students of both universities opportunities to participate in international exchange programmes. This also implies the exchange of academics, research fellows, academic material, publications and information, as well as joint research projects and symposiums.

The agreement is the result of a well-established relationship between the NWU and Hokkaido, based largely on the efforts of Prof Victor Wepener and Prof Nico Smit of the Potchefstroom Campus' Faculty of Natural Sciences.

One of the NWU's master's students, Mr Nico Wolmarans, will undertake a three-month research visit to the Graduate School of Veterinary Medicine at Hokkaido to undergo training in the analysis of DDT (dichloro-diphenyl-trichloroethane) in amphibians. This forms part of his research project on the influence of DDT spraying on amphibians of the Pongola Floodplain.

After the signing of the agreement, five specialist professors delivered a presentation about Hokkaido's graduate schools of veterinary medicine, health sciences, economics and business administration and environmental science.

Prof Nicholas Allen, director of international liaison at the NWU's international office, says the signing of the agreement is very important for the NWU. "Hokkaido University is ranked as one of the top 100 science and research

universities in the world. They are the 23rd best university overall in Asia and the 138th best university in the world. It is a wonderful opportunity to sign an MOU with a university with such a high standing," he says.

Dr Theuns Eloff and Prof Ichiro Uyeda sign the MOU. Hokkaido University is a highly respected university with approximately 20 000 students.



NEW infrastructure to get excited about

The Vaal Triangle Campus's Learning and Research Commons also caters for postgraduate students. It has an honours room, a master's and a PhD commons.

Eish! recently talked to Physical Infrastructure and Planning about their exciting new building, upgrading and maintenance projects.

Brick by brick, the NWU continues to build a solid foundation for the future.

The Physical Infrastructure and Planning Department (PIP) currently has 123 active projects as part of the 2013-2015 infrastructure plan. The value of these projects ranges from R50 000 to R129 million.

Apart from construction projects, PIP is also busy with several ad hoc projects and ongoing maintenance of critical equipment on all campuses.

Various projects were completed in 2013 and commissioned early in 2014. These include phase two of a new natural sciences complex on the Mafikeng Campus and refurbishment of the IT machine room on the Potchefstroom Campus.

SUBSTANTIAL INVESTMENTS

The new natural sciences complex was primarily funded by the Department of Higher Education and Training (DHET), but the NWU also made a financial contribution towards the completion of this facility.

Refurbishment of the IT machine room cost approximately R11 million.

According to Mr Hendrik Esterhuizen from PIP, the importance of upgrading and preventive maintenance should never be underestimated – which is why PIP prioritises projects such as the refurbishment of the machine room.

PIP projects take the environment into account, too. "These days we always attempt to go green. Buildings must be environmentally friendly and support the NWU's green footprint," says Hendrik.

According to Mr Joep Joubert, the NWU's chief director for physical infrastructure and planning, all three campuses have big projects underway.

These projects are a new nursing building and residences on the Mafikeng Campus, a new building for pharmacy and biological sciences on the Potchefstroom Campus and a library on the Vaal Triangle Campus.

HEALTHY DEVELOPMENT AT MAFIKENG

The Mafikeng Campus will soon have a new nursing building. The School of Environmental and Health Sciences on this campus does not have its own building for nursing at the moment.

According to Ms Liesel van Wyk from PIP they are very excited about this new facility. The tender was awarded in February and the building should be completed by 2015.

Another important project for the Mafikeng Campus is the construction of new residences which will eventually accommodate a total of 486 students. Two existing residence blocks are also being upgraded.

PHARMACY COMPLEX UNDERWAY

The biggest project on the Potchefstroom Campus is a new complex for pharmacy and biological sciences.

The project started in 2013 with the demolition of houses on the site earmarked for this building.

The project consists of several phases, the first phase being the completion of the pharmacy building and the structure of the building for biological sciences. It should be completed by 2015.

VAAL TRIANGLE'S INFORMATION COMMONS IMPRESSIVE

The Vaal Triangle Campus's new library is a R60 million facility.

This new building is known as the Learning and Research Commons.

It houses several units, including Academic Development and Support, Student Counselling and Development, the writing laboratory and the South African Water History Archival Repository.

The facility also has a 24-hour study and computer library, a copy shop and a coffee shop. The commons has 687 seats and 178 computers.

STRONG TEAM DRIVES PIP PROJECTS

The PIP team consists of 28 staff members in four divisions: Planning, Project Support, Construction Management and the Control Section.

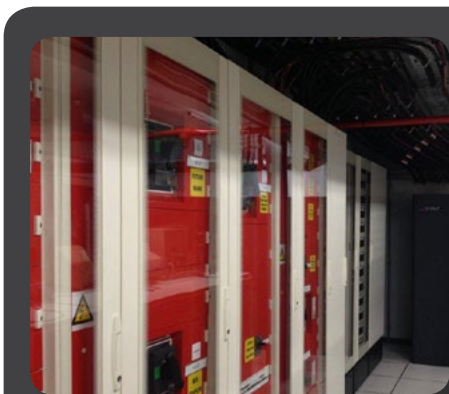
PIP is a support department in the Institutional Office.

Their objective is to ensure that the university's infrastructure supports the core business.

Some of the challenges that they face include budgeting and resource limitations. Time is always a factor.

Ad hoc projects that they were unaware of during their original planning session often need to be squeezed into already well-planned and strict time schedules.

Even with challenges such as these the team never hesitates to tackle each project with enthusiasm and a task-oriented style.



◀ *The recently refurbished IT machine room on the Potchefstroom Campus.*

An artist's impression of the new building for pharmacy and biological sciences. This building is one of the many big PIP projects. ▶



Focus on Annual salary adjustments

In this edition of Eish! we focus on the annual cost-of-living adjustment (COLA) process. Mr Anton Scheppel, director for employee relations in the Institutional Office, tells us more about the process and the factors that need to be taken into account before they can loosen the purse strings.

Q: *What does the COLA process entail?*

A: It refers to the annual negotiations about NWU staff's salary adjustments. We schedule approximately six meetings in advance. The first one takes place in January and our goal is to complete the process in time so that the adjustments can be implemented on 1 April.

Q: *Who participates in the negotiation process?*

A: The negotiations take place between representatives of the NWU and those of the recognised unions. This year, NEHAWU* represented its members on the Mafikeng Campus, and SAPTU** represented its members across the NWU.

Q: *What about the NWU staff members who are not members of a union?*

A: They also benefit from the negotiations. According to the current rules, a union needs to represent at least 30% of the permanent and fixed-term staff on a campus or at the

Institutional Office before they can enter into a recognition agreement with the university and participate in negotiations.

When a union meets this requirement, non-members (in the same NWU staff categories) at a business unit (a campus or the Institutional Office) also benefit from the union's negotiations.

However, the conditions for recognition are changing. The NWU and the unions have reached an agreement that, from 2015, a union has to represent at least 30% of the total NWU staff corps to be recognised.

Q: *Instead of holding lengthy salary negotiations, why can't the NWU just give what the unions ask for?*

A: The NWU appreciates its staff corps and wants to enable them to maintain their standard of living despite the steadily rising cost of living. However, there are many factors that need to be taken into account before we can make a final offer.

Q: *What are these factors?*

A: First we need to look at how much money is available in the budget – here the NWU's revenue, expenditure and deficit come into play.

Second, we must consider the sustainability of a particular adjustment. Remember that the

adjustment affects the payment of bonuses, accumulated leave and pensions. We also have to make provision for new appointments and promotions.

Third, the guideline we use is the national Department of Finance's cost-of-living index, subject to affordability and sustainability.

Lastly, we also take into account the recommendations of the Department of Higher Education and Training (DHET). According to these, staff costs should not amount to more than between 57,5% and 63,0% of a university's total revenue from state subsidy, tuition and investments.

Q: *How is the NWU doing in terms of the DHET's recommendations?*

A: Our salary expenditure has in recent years exceeded the maximum allowable 63,0%, which is not positive for the NWU.

Q: *How do the NWU's salary adjustments compare to other South African universities?*

A: Actually quite well. The annual adjustment tends to be very similar to the six other top universities that we compare ourselves to.

** National Education, Health and Allied Workers' Union (NEHAWU)*

*** South African Parastatal and Tertiary Institutions Union (SAPTU)*

How the process works

1 Management gives an overview of the university's budget approved by the NWU Council, including the NWU's revenue, expenditure and deficit.

2 Unions motivate why they believe that a particular percentage increase is called for.

3 The NWU puts an opening offer on the table and the unions pass it on to their members.

4 Unions bring their demands for salary adjustments to the negotiating table.

5 Negotiations continue until consensus is reached about the percentage of salary increases.

Financial system changes will affect many



Experts who are involved in implementing KFS at the NWU are Ms Hanlie Venter, Ms Elmarie de Beer, Mr Erik Marx, Mr Johan Schoeman and Mr Francois Steyn.

The switch from Oracle to the Kuali Financial System (KFS) does not only affect people working in finance departments, but also those who only handle money occasionally.

Related NWU systems that integrate with the financial system (chart of accounts), such as those for student debtors (VSS), human capital (Oracle HR) or for the budget (IDU), will also be affected, and so will the people who work with these systems.

This is according to Ms Elmarie de Beer, the NWU's chief director for finance in the Institutional Office.

She says all staff members using the Oracle Financial System will be affected, as will some non-financial users whose business systems integrate with the financial system.

"Even if you are a secretary who only has to pay some bills from time to time or a manager who orders chemicals for your laboratory, you

will be affected by the switch envisaged for the beginning of 2015," says Elmarie.

Staff can rest assured that everybody will undergo thorough training before the switch to KFS.

IS THE CHANGE COST EFFECTIVE?

The NWU switched over to Oracle in 2006 and now the university is changing again – isn't this a waste of money?

"No," says Elmarie. "After the merger the campuses all used different systems and we needed to pick one. Oracle was the best option.

"Had KFS been available at the time, it would probably have been our first choice, because it was developed by universities for universities. Oracle, on the other hand, was developed for all kinds of enterprises, meaning it was not custom made for higher education institutions, which constitute less than 1% of Oracle's client base. We also pay expensive annual licence fees to Oracle."

FOLLOW THE PROCESS

2012

August 2012

NWU core team (IT and Finance at the Institutional Office) looks into KFS.

2013

January 2013

Development project kicks off.

2014

February 2014

First workshop for intensive users on campuses takes place.

April 2014

Development project will be completed by the end of April.

July 2014

Expected date for finalising the integration of all related systems with KFS.

August 2014

End-user testing to obtain feedback and see whether users find the system acceptable.

November 2014

Training for users will be completed.

19 December 2014

Expected date for the transitional process to start.

2015

4 January 2015

Expected date for KFS to be fully functional.

She lives for new

Eish! talks to Prof Marlene Verhoef, the newly appointed institutional registrar of the NWU. This remarkable woman tells us more about her views on change and her long association with the university.

New things: this is what inspires Prof Marlene Verhoef. Be it in the form of new challenges, new projects or simply a new recipe or two from the internet, change makes life special.

Prof Marlene has been institutional registrar of the NWU since 1 January 2014, a position with many challenges. These challenges make her excited about her role.

TASK ORIENTATION AND COOPERATION

She believes it is her task orientation that enables her to take on new challenges with enthusiasm.

"I like it when things turn out as intended. Just like Hannibal from the A-Team, I love it when a plan comes together," she jokes. "There's nothing better than seeing how tasks and projects grow from conceptualisation to quality-driven processes."

She finds it especially encouraging if there is support in the form of cooperation. "It is wonderful to work with people who do their part and have a common goal in sight."

INTEGRITY IS KEY

"Universities in South Africa are very much

aware of the complex regulatory environment in which we find ourselves.

"I see it as my responsibility as registrar to ensure the integrity of both internal and external processes. The same goes for everything that has to do with academic processes – from admission to class tests and exams to eventual graduation."

According to Prof Marlene, there is a delicate balance between institutional autonomy, academic freedom and public responsibility. This is where the registrar plays an important part to ensure that the university complies with its legal and regulatory obligations.

NEW IMPLIES CHANGE

Prof Marlene says if there is one thing that is just as much a given as death and taxes, it is change.

And because it is inevitable, she is in favour of change. "I believe to stay relevant our processes need to keep up with the times. It is also important to be knowledgeable about what you do. Once you understand exactly how things work, you can start exploring new frontiers.

"Your road map needs to be good enough. If your goals are right, you will stay on track.

"You also need the right mindset. If you see change as an adventure to be embraced, it ceases to be wearisome."

SHE'S BEEN AT IT FOR A LONG TIME

Prof Marlene has had a long-standing association with the university. This reverend's wife used to be a teacher and started lecturing isiZulu on the Vaal Triangle Campus in 1995.

Interesting facts

My favourite dish: I particularly like savoury food and 'fusion' dishes. I like to try new recipes that I come across on the internet.

My favourite book: Afrikaans literature where the reader is expected to discover the layers of meaning. I still believe that Marlene van Niekerk's *Agaat* is the great Afrikaans novel.

My favourite film: I love art films, especially the work of the Iranian director Majid Majidi.

My favourite music: Russian liturgical music. I have a wide taste in music and I also like local singers such as Amanda Strydom and Coenie de Villiers. The fact that the music of Leonard Cohen, Bruce Springsteen and Neil

Diamond speak to me probably says something about my age.

My favourite pet: We have a cat, Geelkat, and a boerboel, Brol. I prefer cats to dogs because they are arrogant.

What I do for relaxation: Gardening. The whole metaphor of gardening speaks to me.

My favourite holiday destination: The untamed beauty of the Richtersveld and Riemvasmaak. I would also love to visit more of the countries in the former Eastern Block.

The kind of child that I was: I was a farm child and have been multicultural and multilingual for as long as I can remember.

things

In 2002 she was involved with a language audit requested by Dr Theuns Eloff, and in 2004 she started the Language Directorate of the NWU from scratch.

Prof Marlene is grateful for all the career opportunities that have come her way. "You need to be alert enough to seize the opportunities that God sends your way," she says.

The best piece of advice she has ever received was from her grandmother, who advised her against taking anything too personally. This helps her to keep perspective.

DREAMS CAME TRUE

Does she still have dreams to realise? "No," she answers. "I am grateful that God has made all my dreams come true – one by one..."

She is happy and content. What she is proudest of, she says, is her relationship of trust with her family.

"The total home-coming, support and stability carry one through life. I am very grateful for the opportunity to continually view life through the eyes of my three sons and their wives, all my children."

The Verhoef family: Prof Marlene and her husband, Awie, have been married for 34 years. They have three sons and three daughters-in-law whom they regard as their own daughters. The children are, from left, Wicus (31), who is married to Martso (30), Pieter (29), who is married to Louw (29), and Nelis (28), who is married to Xandri (28).



ATTRACTIVE brand ambassadors crowned

Mr Francois du Toit and Ms Didintle Koonyaditse are not only Mr and Ms First Year, they are also brand ambassadors for the NWU.

They were given this responsibility by Prof Dan Kgwadi, former campus rector, when he met them during a recent lunch in his office.

"Winning the competition did not only make you title holders, but also a very important part of the campus and the broader university.

"You have certainly become brand ambassadors," he said.

Francois and Didintle were crowned the faces of first years at a pageant held during the orientation week at the beginning of the year.

Also attending the lunch were Mr Fumbani Phiri, first prince, Mr Witness Mbadla, second prince, Ms Mmatsele Legalatladi, first princess, and Ms Chante Cronje, second princess.



◀ Ms Didintle Koonyaditse and Mr Francois du Toit recently met Prof Dan Kgwadi, former rector of the Mafikeng Campus, during lunch. As Ms and Mr First Year, these two good-looking people will represent their peers at official university functions and also do some community work, among other things.

Rector prays for education

Prof Dan Kgwadi, former campus rector, gave a keynote address at the Prayer for Education ceremony recently held in Danville, Mmabatho.

Organised by the Uniting Reformed Church of Southern Africa, the prayer ceremony sought, among other things, to encourage learners and teachers from Danville and the surrounding areas to do well in their schoolwork.

The community of Danville often face huge financial and social challenges.

Unlocking future opportunities



Prof Eno Ebenso unlocks the door of the new part of the science building. This building was funded by both the NWU and the Department of Higher Education and Training.

Keys can unlock more than doors – they can also unlock future opportunities for students.

This was evident when Prof Eno Ebenso, dean of the Faculty of Agriculture, Science and Technology, unlocked the doors of the building recently completed as the second phase of the science building project.

Phase two is a double-storey building comprising laboratories and offices for biochemistry. Three other laboratories in the old science building were also refurbished.

Tax policy should support national development

Given that the government has undertaken to align its policies with the National Development Plan, tax policy should underpin its goals, such as assisting small business.

Prof Raymond Parsons from the Potchefstroom Business School wrote this in an article published in the *Sunday Times* newspaper. He says the terms of reference of the Davis tax com-

mittee that was appointed to overhaul the tax system are strongly linked to the National Development Plan.

This plan assumes that higher levels of investment will largely be funded through domestic savings. This suggests that savings, whether of companies or individuals, may have to be incentivised by the tax system, says Prof Raymond.



Prof Raymond Parsons believes that tax reform needs to promote optimal and inclusive growth, give rise to equitable outcomes and strive for simplified, efficient tax collection.



Prof Jan de Kock receives the SAIEE President's Award from Mr Kemraj Ojageer of Rotek & Roschcom, who sponsored the prize. With them is Mr Paul van Niekerk, the institute's president. Photo: Wattnow Magazine.

Engineering guru receives highest accolade

Prof Jan de Kock from the Faculty of Engineering recently received the highest honour awarded annually by the South African Institute of Electrical Engineers (SAIEE).

During the institute's annual banquet, Prof Jan received the President's Award for his vast and ongoing contributions towards the South African sectors of electrical, electronic, telecommunications and computer engineering.

According to Mr Paul van Niekerk, the institute's president, Prof Jan had made enormous contributions to the tertiary component of the engineering sector over many years. "He is an outstanding academic and is still very involved in strategic projects in the sector. He is a worthy recipient of the institute's highest award."

Why you should welcome bikers

We tend to shudder at the thought of hundreds of motorcyclists descending on our tranquil communities, but how often do we think of their commercial worth? We should.

The research focus area Tourism Research in Economic Environs and Society (TREES) recently proved that these easy riders are a lucrative and untapped market.

This was the conclusion after analysing the impact of the Africa Bike Week which is held annually in Margate, KwaZulu-Natal, and attracts around 25 000 biking enthusiasts.

The study showed that these bikers are an educated niche group, 47% of whom have a

diploma, degree, postgraduate degree or professional qualification. They earn good salaries, with 18% earning upwards of R552 001 per annum.

Furthermore they travel in groups (averaging seven to eight) and attend an average of 5,25 rallies a year. A group typically spends R8 378 for about five nights.

After doing a few calculations, the total amount that Africa Bike Week generated for the community came to the handsome sum of R62 722 538.

So, next time the bikers come knocking, you should answer.



Diamond Arrow adorns campus quiver

The campus recently won the Professional Management Review's (PMR) Diamond Arrow Award for the third consecutive year.

The award in the category for higher education institutions was handed over at a PMR business breakfast where Prof Thanyani Mariba, campus rector, was the keynote speaker. Diamond (the highest rating), Gold, Silver and Bronze Arrow Awards were presented.

The Quest Conference Estate, a business unit of the campus, received a Bronze Arrow in the category for convention centres.

The purpose of the annual PMR survey is to benchmark levels of management expertise and encourage responsible corporate governance and innovation.

Toasting the student organisation, YEBO, are Prof Linda du Plessis, vice-rector, Prof Thanyani Mariba, rector, Ms Natanya Meyer, coordinator of YEBO, and Mr Johann Landsberg, manager of bhive EDC.



Students say 'yebo' to business

With global youth unemployment nearing its crisis peak, the campus launched a unique student organisation aimed at motivating university students to heed the call of entrepreneurship.

The Young Entrepreneur Business Organisation – or YEBO as it is known – aims to improve entrepreneurship awareness among students and by doing so influence young people to have a positive outlook on business ownership.

"Entrepreneurship offers an effective method to counteract the crisis of unemployment," says Ms Natanya Meyer, coordinator of YEBO. Natanya is a lecturer in the School of Economic Sciences.

Six members of YEBO recently took part in the annual Global Entrepreneurship Week held in Holland. They took part in various business challenges and managed to clinch a third place. Yebo functions within the sphere of the campus's Enterprise Development Centre (bhive EDC).



Campus hosts third Coachlab programme

The campus is the new home of South Africa's third CoachLab programme, known as CoachLab@Vaal.

During the launch of this exciting programme on 26 February, various stakeholders came together

to celebrate the cooperative venture between the Innovation Hub, the South African Graduates and Development Agency and the NWU.

CoachLab@Vaal will be housed in the bhive Enterprise Development Centre (EDC) within the

Mr Mxolise Eric Xayiya (left), member of the Executive Committee of Gauteng's Department of Economic Development, delivered the keynote address when the Coachlab programme was launched. With him are Ms Gopolang Setumo from CoachLab and Mr Johann Landsberg from the bhive Enterprise Development Centre on the campus.

Faculty of Economic Sciences and Information Technology.

It is a postgraduate leadership programme for students in information and communications technology (ICT) and engineering, and runs annually from March to November. The graduates are required to work on projects with assistance from industry experts, personal coaches and mentors.

This year, CoachLab@Vaal accommodates 10 ICT graduates.

NWU experts know their subjects

Members of the NWU continually share their expertise with the community wherever the opportunity arises – be it during speeches or interviews with the media. In this ongoing series we would like to share the following quotations with our readers.



“ The compulsory academic literacy test that first years have to write enables the university to determine how the student will integrate in the new academic environment. Students who pass do not need to take the first semester’s academic literacy module. However, if they fail, the first semester is compulsory so that they can improve their comprehension, reading and computer skills. ”

*Prof Mariëtte Lowes, vice-rector for teaching-learning, Potchefstroom Campus
“Is eerstejaars reg vir swot?”, Vrouekeur, 7 February 2014*

“ Research has shown that two weeks of high intensity impact training (HIT) can have the same effect as six to eight weeks of normal training. Another plus of HIT is that you don’t necessarily need exercise equipment – you can exercise in and around your home. ”

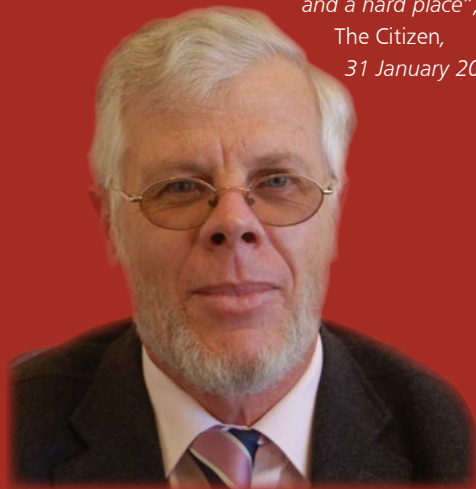
*Prof Cilas Wilders, Institute of Biokinetics, Potchefstroom Campus
“Word tjop-tjop topfiks”, Huisgenoot, 13 February 2014*



“ It is going to cost the consumer more to pay for money that they’ve borrowed. The Reserve Bank governor increased the interest rate in an effort to stop the outflow of overseas investments and to attract new overseas investors. These high interest rates will unfortunately have a negative impact on consumers that live on credit and therefore will have to pay back more on various loans. ”

Dr André Mellet, School for Economic Sciences, Vaal Triangle Campus

“Consumers between a rock and a hard place”, The Citizen, 31 January 2014



“ Issues of human rights realisation and deepening of democracy and good governance should be at the core of our legal system. There’s also need to debate whether the LLB as an undergraduate degree is the best qualification for entry to the legal profession. ”

Prof Melvin Mbao, Faculty of Law, Mafikeng Campus, “In academia you publish or perish”, The Post Online, Zambia, 2 February 2014

“ I don’t think the lack of capacity (mother tongue education) is hindering us, we need the will. It is this culture that English is the language of academia and that other languages are merely for communicating, that is the problem. An integrated South African citizen is multilingual, and people – particularly white South Africans – need to become more multilingual. ”

Prof Susan Coetzee-van Rooy, Faculty of Humanities, Vaal Triangle Campus, “Varsity push for African languages”, Post, 20 January 2014



OUR people

TO BEE OR NOT TO BEE

The NWU's people have exciting and sometimes "dangerous" hobbies. In our series about interesting NWU staff members, we visit someone who really loves honey but also has a lot of respect for the bees that produce nature's "gold".

Prof JP Rossouw from the Faculty of Education Sciences on the Potchefstroom Campus, has been an apiculturist (beekeeper) for 35 years.

His father, Pieter (now 94), was an active apiculturist before him, and taught the young JP the finer arts of bee culture when he was 25 years old. Since then Prof JP has always kept bees.

SWEET REWARD

The greatest reward for an apiculturist's dedication, patience and respect is the bees' own "gold", honey. Honey is an excellent substitute for sugar and healthier than cane sugar. Prof JP is the proud owner of 10 swarms. Five are south of Potchefstroom and five are located in the direction of Carletonville.



LESSONS WE CAN LEARN FROM BEES

According to Prof JP, bees have some wonderful characteristics that humans can learn from.

"There is a very interesting interdependence between the queen bee and the swarm. The bees keep the hive clean, and groom and feed the queen. In return, her productivity ensures the continued existence of the swarm. The level of cooperation and loyalty is quite admirable."

According to Prof JP, bees are also very proud of their handiwork in the hive. They "accept ownership" of their stockpile and will defend it fearlessly.

THREE QUEENS IN ONE SWARM

He says that one of his highlights as a beekeeper was when he moved a swarm of bees in January this year at the house of an NWU colleague in Potchefstroom.

As soon as a swarm becomes too big, the queen migrates, taking up to half of the existing swarm with her.

Before she leaves, she lays a number of eggs from which potential queens can hatch. A swarm can have only one queen, so the potential queens fight until only one remains.

"I caught the queen and placed her in the new hive so that the worker bees would follow her."

He noticed another queen and put her in the hive too. A big surprise awaited him the next

morning when he went to see if the bees had moved into their new home.

Outside the hive was a third queen who was trying, but unable, to enter the hive. The other two were still in the hive.

"In all my years as an apiculturist I had never seen three queens in one swarm. My theory is that the swarm split up just a day or two before the relocation and that the three queens were young queens who still had to compete for the position of queen."

THE USE OF BEES

Bees' greatest contribution is that they are absolutely essential for pollination.

"There are many crops that are totally dependent on bees for pollination," Prof JP says. "Scientists believe that if honeybees were to become extinct, humans would be able to survive for only three more years because of a lack of food."

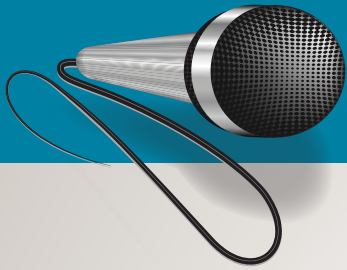
** If you know of a colleague who has done something special or interesting in his or her life outside the university, please forward the information to Marelize Santana at marelize.santana@nwu.ac.za.*



Staff members who would like to know more about Prof JP's "bee-autiful" hobby can use this QR code to

watch a video clip that he made of the birth of a bee.

◀ *Prof JP Rossouw is not only an academic, but also a beekeeper.*



IF I COULD BE A FIRST-YEAR STUDENT I WOULD SAY...

If they could be first-year students in 2014, what would our staff members be excited about and what would they be wary of? Eish! reports.

Ms Yvette Labuschagne, manager of the IT project office, Institutional Office: "I would look forward to the unexpected things that happen every day.

"I would bottle the feeling of 'I can conquer the world' and preserve it for my old age. Most importantly I would be excited to meet my husband again.

"In our day and age in 2014 I would be extremely careful of what I say and do. If your activities are posted in the social media it is there to haunt you forever."

Mr Anton Scheppel, director for employee relations, Institutional Office: "I would look forward to seeing all the new faces and meeting all the interesting new people.

"I would be excited about the new-found freedom but I would be very careful of what I do with this freedom. I would enjoy it responsibly."

Dr Karabo Mabe, senior lecturer, School of Agricultural Sciences, Mafikeng Campus: "I would look forward to acclimatising myself with the tertiary education environment.

"I would strive to perform to the best of my ability in all modules I have registered for. I would do this by ensuring that I am attending classes to increase my knowledge and skills.

"I would guard against peer pressure, keeping bad company and not adhering to the submission of assignments or any work due to be submitted."

Mr Etienne Mostert, director for finance, Mafikeng Campus: "I would mostly look forward to the new challenges that full-time studies pose.

"I would also be very excited about meeting new friends and acquaintances, particularly through sport.

"I would be especially wary of people who try to teach me things that are in conflict with my principles and upbringing."

Ms Pertunia Thulo, web editor, Potchefstroom Campus: "I would most probably look forward to the new chapter in my life – the privilege and opportunity to study further. I would be afraid of the unknown and most definitely of peer pressure and making wrong decisions."

Ms Lynette van der Walt, senior laboratory technician, School for Physical and Chemical Sciences, Potchefstroom Campus: "I would look forward to the new phase in my life. I would make new friends to ensure lasting friendships throughout my life. I would be wary of all the new things and especially the new freedom without parents and teachers to guide the way."

Ms Tumi Mzini, senior lecturer, School of Basic Sciences, Vaal Triangle Campus: "I would look forward to seeing the university buildings.

"I would be proud to walk in the hallways carrying my text books.

"I would also look forward to going to the cafeteria and looking at their selection of food because while at school I was forced to pack my own lunch box and now would have a great variety to choose from.

"Being a young student and a girl, I would be very wary of boys."

Mr Herman Steyn, director for finance, Vaal Triangle Campus: "I would look forward with a feeling of gratitude to being part of a privileged group of young people who have the opportunity to learn about and experience the world.

"I would be excited about interaction with people from different backgrounds, values and customs.

"I would learn as much as possible from them and at the same time share my culture and customs with them.

"I would be careful not to study too much and to play too little because it all starts here – with your first year!"



YVETTE



ANTON



KARABO



ETIENNE



PERTUNIA



LYNETTE



TUMI



HERMAN

And the winners are...

Congratulations to the following colleagues who each won a corporate gift:



Institutional Office:
Ms Elzane van der Wath,
administrative officer,
Human Capital



Mafikeng Campus:
Mr Isaiah Mlanga, lecturer,
School of Mathematical and
Physical Sciences



Potchefstroom Campus:
Mr George Seretse,
assistant, Ferdinand Postma
Library



Vaal Triangle Campus:
Ms Aldine Oosthuysen,
manager, Information
Technology

We would like to thank everyone who participated. If you were not so lucky the first time, here is another opportunity to take part in our exciting competition:



You can win a corporate gift – just find the answers to the following 10 questions!

1. 

2. 

3. 

4. 

5. 

Identify the close-ups and provide the relevant page numbers:

6. Name the two recognised unions that represent NWU staff members during this year's annual cost of living adjustment process.
7. With which Japanese university did the NWU sign a memorandum of understanding?
8. What enables Prof Marlene Verhoef, the new institutional registrar, to take on new challenges with enthusiasm?
9. On which date did the international panel that evaluated the NWU, give verbal feedback?
10. Which big building project on the Potchefstroom Campus started in 2013 and is expected to be completed in 2015?

SEND YOUR ANSWERS TO:

Post: Marelize Santana

Internal box 260

Email: marelize.santana@nwu.ac.za with Eish! in the subject field

Remember: Please supply your staff number, title, name, surname, job title, and the name of your division and campus

The first correct entry per business unit that we receive, will win a prize!

Workshop paves way for information compliance

Legally compliant information management is a pressing matter for the NWU to address in order to stay within the law.

This became clear during a workshop hosted by Prof Marlene Verhoef, institutional registrar, and the division Records Management and Administration at the Institutional Office, on 17 February.

More than 65 senior staff members attended the workshop, which was aimed at informing managers about the importance of successfully implementing a compliant information governance framework for the NWU.

Mr Paul Mullon of COR Concepts, an information management consultancy, said it is impossible for the NWU as an organisation to escape the grasp and implications of various pieces of

legislation and codes impacting on the university environment.

This legislation includes the Promotion of Access to Information Act (PAIA), the Consumer Protection Act (CPA), the Protection of Personal Information Act (POPI) and King III (report on corporate governance).

“The NWU must start as soon as possible to implement an information governance framework with its various components,” says Prof Marlene. “These include records management, corporate governance, IT governance, privacy protection and information risk and security.”

The Records Management and Administration team will arrange follow-up discussion sessions on a one-to-one basis about issues raised during the workshop.



Mr Paul Mullon, expert speaker at the information management workshop, has been involved in workflow, document and records management for the last 24 years.

Similar workshops will be hosted every year, according to Ms Amanda van der Merwe of Records Management and Administration at the Institutional Office.



Give a little... take a little... Mr Anton Scheppel, director for employee relations, handles the annual cost-of-living adjustment process on behalf of the NWU. This year, the unions NEHAWU and SAPTU negotiated on behalf of NWU staff for salary increases. Read more about this tug of war in the article on p 8.

2004 – 2014 | NWU GRADUATES

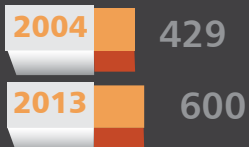
Ten years of growth and performance

* The 2013 figures are not final.

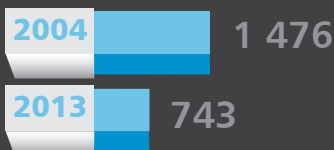


MAFIKENG CAMPUS

FACULTY OF COMMERCE AND ADMINISTRATION



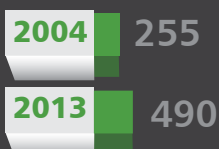
FACULTY OF EDUCATION AND TRAINING



FACULTY OF LAW



FACULTY OF HUMAN AND SOCIAL SCIENCES

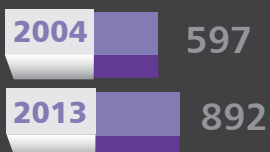


FACULTY OF AGRICULTURE, SCIENCE AND TECHNOLOGY

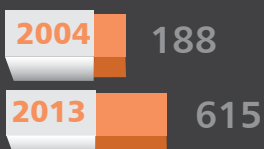


VAAL TRIANGLE CAMPUS

FACULTY OF HUMANITIES

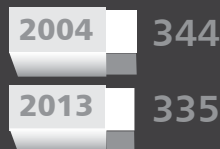


FACULTY OF ECONOMIC SCIENCES AND INFORMATION TECHNOLOGY



POTCHEFSTROOM CAMPUS

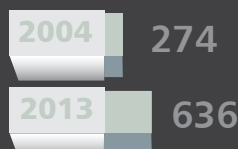
FACULTY OF ARTS



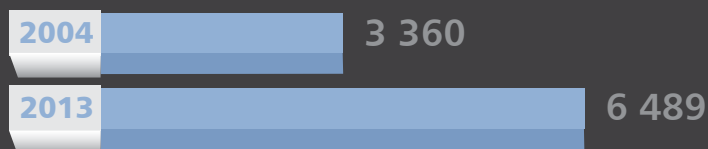
FACULTY OF THEOLOGY



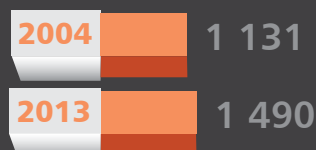
FACULTY OF NATURAL SCIENCES



FACULTY OF EDUCATION SCIENCES



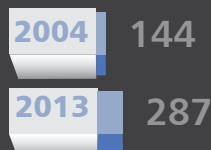
FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



FACULTY OF LAW



FACULTY OF ENGINEERING



FACULTY OF HEALTH SCIENCES

