

eish!



NORTH-WEST UNIVERSITY[®]
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Staff newsletter of the NWU

Best lecturers
steal the show

Rector
believes
everyone
can succeed

International
panel: applause
and advice



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FRONT PAGE: Prof Mashudu Davhana-Maselele was appointed rector of the Mafikeng Campus. Read more about her on p 9.

PLEASE NOTE:

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

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Write for the NWU web

Good web content makes for an effective website, which is why the institutional web office provides training for publishers across the university to write for the NWU website.

"The NWU has a gigantic website and its success depends on each individual publisher," says Ms Moira Müller, online web content specialist. "The purpose of the workshops is to equip the publishers with the necessary knowledge to create high-quality web content."

There are certain guidelines for writing for the web. One of them is to remember that web content is written for people AND machines.

On the one hand, the reader should find the content readable and helpful – people scan web pages and often decide within a second whether or not to move on. On the other hand, the content must be written in such a way that a search engine such as Google will be able to find the page easily. This is called search engine optimisation and headings, page titles, keywords and links all play a role.

"The more appealing your web page is for humans and search engines, the more visible your website becomes and the greater the likelihood that readers' searches will lead to your pages."

According to Moira, they also teach publishers to improve the layout of their content and what to look out for when using photographs and graphics.

"I think the initiative launched by the institutional web office for the training of publishers is fantastic," says Mr Jean Steyn from the Faculty of Arts on the Potchefstroom Campus, who attended one of the workshops.

"It is relevant and I believe that it gives the publishers all the necessary background. Every web publisher should attend it," he says.

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MESSAGE FROM THE VICE-CHANCELLOR

Dear colleagues

Thank you to all of you for your warm messages of support on my appointment as vice-chancellor.

Thanks are also due to Dr Theuns Eloff for his loyal and dedicated service to the university during the difficult process of consolidating the merger.

The report of the international evaluation panel, "Moving forward: a review of North-West University's first ten years", is summarised in this issue.

This evaluation was commissioned by the institutional management in 2013 to determine whether the university had achieved the objectives of the merger and its various mission elements. Council and the various stakeholders have not taken any view of the report as yet.

This and other engagements with stakeholders will form part of the process to establish a new strategic agenda for the university. One challenge with which we will have to grapple is the

issue of initiation practices which infringe on the human rights of first-year students or do not accord with our policies on how first years are introduced to the university. Council has established a task team to investigate this matter and by the time you read this, we probably would have received a report.

You will also read in this issue about the important research and innovation projects with which the university is engaged. Our research outputs have improved markedly in the past few years and these initiatives serve to strengthen our capability significantly.

The appointment of Dr Deon de Beer as director of the Technology Transfer and Innovation Support Office is also an important initiative to promote our commercialisation activity.

Institutional Teaching Excellence Award (ITEA) winners are celebrated in this issue. Congratulations to the winners and thanks to all of those members of the academic staff who have participated in this initiative. We strive to promote

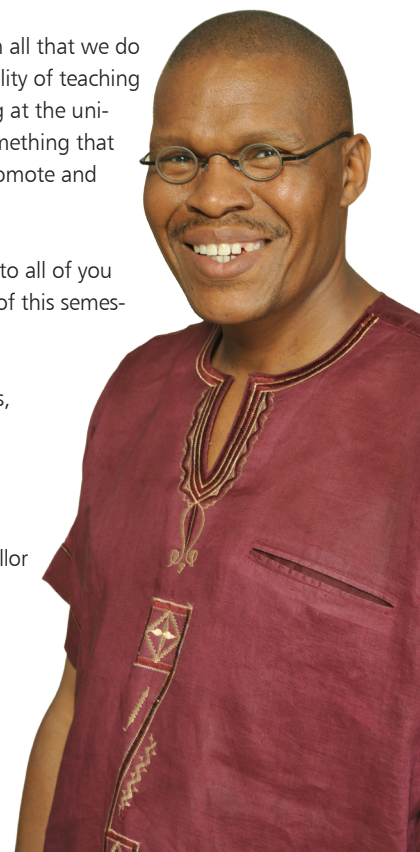
excellence in all that we do and the quality of teaching and learning at the university is something that we must promote and recognise.

Best wishes to all of you for the rest of this semester.

Kind regards,

Prof Dan Kgwadi

Vice-Chancellor



Eish!, our lecturers can!

A total of 60 lecturers across the NWU recently received Institutional Teaching Excellence Awards (ITEAs) – read more about



this on p 4 and 5. Participation in this process requires quite a bit of extra effort on the part of the lecturers. Among other things, they have to prepare comprehensive portfolios for review.

In addition, it requires courage and a robust ego to subject yourself to such an evaluation. Your knowledge and skills – also regarding the use of technology in teaching-learning – are placed under the microscope for detailed scrutiny.

The NWU took a similarly bold step last year by inviting an international panel to evaluate the university. The findings of this panel were released on 15 April (article on p 7).

One of the recommendations of the panel is about the ITEA process. The panel praises the university for having a process that rewards excellence in teaching-learning. However, they add that the incentives and rewards for research seem to be greater than those for teaching-learning.

The panel declares, "It is necessary for academic staff members to feel that teaching-learning is considered to be as valuable as research, and be rewarded accordingly".

Teaching-learning at the NWU is a dynamic process which is continuously evolving, as is evident from the fact that the NWU is still expanding its offering of academic programmes. Continue to p 14 to read about the new master's degree in banking and financial risk management, which is a part-time programme offered at the Vaal Triangle Campus.

The year has almost reached its halfway mark and winter is upon us, but the end-of-June recess is almost within reach. May it be a period of rest for all, especially our lecturers who could surely use the break to recharge.

Happy reading,

Nelia and the Eish! team

Top lecturers

Mr Herman Viviers from the Potchefstroom Campus was named the best of the NWU's teaching staff at the Institutional Teaching Excellence Awards (ITEA) for 2013.

Herman, also the campus winner, works in the Faculty of Economic and Management Sciences. Mr Pieter Boer from the Faculty of Human and Social Sciences and Mr Re-an Müller from the Faculty of Economic Sciences and Information Technology were acknowledged as winners of the Mafikeng and Vaal Triangle campuses respectively.

A total of 60 academics received awards, compared to 54 in 2012 and 49 in 2011. Of these participants, 14 were from the Mafikeng Campus, 36 from the Potchefstroom Campus and 10 from the Vaal Triangle Campus.

The awards were presented at a gala dinner held in Potchefstroom on 14 March 2014.

THESE FACULTIES HAVE THE MOST WINNERS

The NWU faculty that produced the most winners, 12, was the Faculty of Health Sciences on the Potchefstroom Campus, followed by the Faculty of Arts, also on the Potchefstroom Campus, and the Faculty of Humanities on the Vaal Triangle Campus, with seven winners each.

THIS IS HOW IT WORKS

ITEA is an initiative for academic personnel involved in teaching at the NWU to inspire them to develop their teaching skills.

As part of the ITEA evaluation process, panels assess the lecturers' portfolios, feedback from students, innovation and excellence in contact sessions and the utilisation of technology in teaching-learning.

The proud campus winners are Mr Re-an Müller, Vaal Triangle Campus, Mr Herman Viviers, Potchefstroom Campus and Mr Pieter Boer, Mafikeng Campus. ►



Proud winner. Mr Herman Viviers from the Potchefstroom Campus was the recipient of the prestigious Vice-Chancellor's Award – a floating trophy.



lauded

THE WINNERS

MAFIKENG CAMPUS

Human and Social Sciences

Mr Pieter Boer, Social Sciences
Dr Samuel Botchway, Social Sciences
Dr Mariëtte de Chavonnes Vrugt, Social Sciences
Dr Johannes Knoetze, Human Sciences
Dr Nomonde Phethlo-Tekisho, Social Sciences
Ms Elizabeth Smit, Social Sciences

Agriculture, Science and Technology

Mr Isaiah Mhlanga, Mathematical and Physical Sciences
Dr Rendani Ndou, Agricultural Sciences
Dr Nomathamsanga Sithebe, Environmental and Health Sciences

Commerce and Administration

Ms Lesego Ditibane, Economic and Decision Sciences
Ms Annarie Muller-Pieterse, Accounting
Ms Moleboge Nhlapo, Economic and Decision Sciences

Education and Training

Dr Myrtle Erasmus, Foundation Phase
Ms Neo Maroja, Continuous Education

VAAL TRIANGLE CAMPUS

Humanities

Mr Byron Bunt, Education Sciences
Dr Elmari Deacon, Behavioural Sciences
Dr Magda Kloppers, Education Sciences
Dr Sipho Kwatubana, Education Sciences
Mr Jacques Mathee, Basic Sciences
Dr Deon van Tonder, Education Sciences
Ms Fatima de Abreu, Education Sciences

Economic Sciences and Information Technology

Ms Estie Lubbe, Accounting Sciences
Mr Re-an Müller, Economic Sciences
Ms Imelda Smit, Information Technology

POTCHEFSTROOM CAMPUS

Arts

Dr Landé Botha, Languages
Ms Carolé Cilliers, Social and Government Studies
Prof Kobus du Pisani, Social and Government Studies
Prof Franci Greyling, Languages
Mr Andre Goodrich, Social and Government Studies
Dr Henk Louw, Languages
Prof Eric Nealer, Social and Government Studies

Economic and Management Sciences

Mr Henro Erasmus, Accounting Sciences
Mr Herman van Dyk, Accounting Sciences
Mr Herman Viviers, Accounting Sciences

Education Sciences

Ms Corne Kruger, Human and Social Sciences
Dr Elsie Lubbe, Natural Sciences and Technology for Education
Dr Maryna Reyneke, Human and Social Sciences for Education
Dr Annalie Roux, Natural Sciences and Technology for Education

Engineering

Mr Hannes du Toit, Chemical and Minerals Engineering
Dr Rupert Gouws, Electrical and Computer Sciences
Mr Frikkie van der Merwe, Chemical and Minerals Engineering

Health Sciences

Ms Eloise Botha, Physiology, Nutrition and Consumer Sciences
Dr Dané Coetzee, Biokinetics, Recreation and Sport Sciences
Ms Heleen Coetzee, Psychosocial Behavioural Sciences
Dr Siedine Coetzee, Nursing
Dr Carla Fourie, Physiology, Nutrition and Consumer Sciences
Dr Lize Havemann-Nel, Physiology, Nutrition and Consumer Sciences
Dr Welma Lubbe, Nursing
Dr Ronel Pretorius, Nursing
Ms Tinda Rabie, Nursing
Prof Elma Ryke, Psychosocial Behavioural Sciences
Dr Mariëtte Swanepoel, Biokinetics, Recreation and Sport Sciences
Mr Theron Weilbach, Biokinetics, Recreation and Sport Sciences

Law

Mr Braam Klaasen, Law Clinic
Ms Anje Vorster, Law

Natural Sciences

Mr Jacques Barnard, Computer, Statistical and Mathematical Sciences
Mr Henry Foulds, Computer, Statistical and Mathematical Sciences
Mr Sicelo Gogo, Computer, Statistical and Mathematical Sciences
Mr Charl Pretorius, Computer, Statistical and Mathematical Sciences

Theology

Ms Liza Lemmer, Ancient Language and Text Studies

BIG SEVEN get R2,66 million for commercialisation

Seven exceptional research and innovation projects of the university have received financial injections to fast track their commercialisation processes.

This is the result of the NWU entering into an agreement with the Technology Innovation Agency (TIA) in November 2013 to implement a seed fund.

The fund assists in the commercialisation of NWU research and innovation for the benefit of South Africa. It also aims to increase the global competitiveness of the South African economy and technologies.

"As a university we have been very successful in this programme. Thank you for your hard work and continued efforts. You have all the support from our side," said Dr Deon de Beer of the NWU's Technology Transfer and Innovation Support Office.

He was speaking during the seed fund workshop held in March to congratulate the recipients and give them guidelines on how the funding process will unfold.

THE BIG SEVEN

The NWU research and innovation projects that successfully qualified for funding are the following:

- ▶ Pole Slip Prevention Algorithm
- ▶ Improved Beneficiation Process
- ▶ Power to Gas Technology: On-site Methane Production
- ▶ Automated Multilingual End-to-End Directory Enquiry System
- ▶ TRADE Product and Service Decision Support Model (DSM)
- ▶ Naked-eye Detectable Nanoparticle Based Rapid Diagnostic Assay for Tuberculosis
- ▶ Amphoteric Guerbet-type Surfactants Synthesis

TIA has mandated the Technology Transfer and Innovation Support Office to manage and administer the seed fund process.

Twelve projects from the NWU were initially assessed by the office and reviewed by the seed fund management committee. Of these 12 projects, seven qualified for funding. The seed fund management committee compris-

es members of TIA and members from the NWU. The core business of the Technology Transfer and Innovation Support Office is to support the NWU's three campuses with all aspects of industrialising and commercialising their inventions.

This includes assistance with funding applications for commercialisation, marketing technologies and expertise, building networks with industry and protecting intellectual property.

The seed fund is targeted at, amongst others, university-based entrepreneurs, researchers and students, and underdeveloped ideas that have significant potential for further investment by TIA or other investors. It will also give financial aid where registration of the project is in the national interest.

TIA was established with the objective of stimulating and intensifying technological innovation to improve economic growth and the quality of life of all South Africans by developing and exploiting technological innovations.



Funding towards commercialisation: Owners of the seven projects that have been awarded financial aid from the seed fund attend a seed fund workshop. At the back are Prof Manie Vosloo, Dr Frans Marx, Prof Henning Krieg, Mr Gerhard Human, Prof Du Toit Loots, Dr Francois Taute, Mr Charl van Heerden and Dr Lafras Lamont. In front are Ms Tandokazi Nquma, Dr Dmitri Bessarabov, Mr Steven Chiuta, Prof Desmond Young, Prof Wilma Viviers and Dr Deon de Beer. Tandokazi and Deon are from the Technology Transfer and Innovation Support Office.

International panel praises AND cautions NWU

The NWU should pay attention to student access and social integration, the equity profiles of academic and senior administrative staff and the language policy.

These are some of the main findings of a report that the NWU Council received during their workshop on 15 April.

The report is the result of the evaluation of the NWU by an international panel at the beginning of 2014. The seven-member panel undertook the evaluation at the invitation of the NWU and presented their report in April.

The panel was commissioned to evaluate two matters of importance to the NWU. The first was the extent to which the university has accomplished the initial merger objectives, and the second the extent to which the NWU's mission elements has been achieved.

THE FOCUS OF THE REPORT

The report focuses mainly on teaching-learning, research, implementation of expertise, human capital, transformation, finance and infrastructure.

The NWU was praised for its research capacity and expertise in technology transfer, and for promoting local and regional development and community engagement. The executive management was also praised for the financial management of the institution and for its resulting financial stability.

ADDRESS THESE MATTERS

Some of the recommendations in the report are that the university should develop policies for recruiting and retaining staff in areas where significant racial and gender imbalances exist, and

should develop incentives to encourage greater staff mobility across campuses.

The NWU also needs to ensure that teaching-learning activities are given the same prominence as research. This applies to both staff rewards and workload allocations. Existing efforts to align academic programmes across the three campuses should be reinforced.

Furthermore, the NWU should review its present model of governance and management to enable it to develop an integrated NWU culture and identity, and to strengthen steering capacity across the institution.

IMPORTANT MILESTONE

"The commissioning of this international evaluation and the receipt of its findings and recommendations represent a significant milestone for the NWU," says Prof Dan Kgwadi, vice-chancellor.

"The institutional management is committed to embracing the challenges identified in the report, and will develop a strategic action plan for approval by Council."

The panel's report was made available to the public and the NWU community after the Council meeting on 15 April. Staff members will be invited to make inputs through existing structures.

The full report is available here:



Focus on



The deficit in the 2014 budget

In this edition we focus on the revision of the 2014 budget and particularly on the budget deficit. Eish! talked to Ms Elmarie de Beer, chief director for finance.

Q: *How big is the budget deficit at present?*

A: There is a R42 million deficit on the cash flow budget. R22 million is a subsidy income deficit, R15 million a projected deficit on tuition fee income, and R5 million a possible deficit on the bursary money from the National Student Financial Aid Scheme (NSFAS).

Q: *What caused these deficits?*

A: The subsidy from the Department of Higher Education and Training (DHET) and the bursary money from NSFAS were insufficient. The tuition fees were also less than expected.

Q: *Why is the state subsidy insufficient?*

A: The 6% increase in the department's (DHET) annual subsidy does not keep up with the growth in student numbers (as the department expects of us). It has an enormous effect on our budget, because the state subsidy comprises 40% of our income.

Q: *What causes the deficit on our tuition fees?*

A: One of the causes is that fewer students enrolled at the university or registered for particular modules than we expected. Tuition fees cannot simply be increased to make up for these deficits, seeing as affordability and fairness towards enrolled students are priorities.

Apart from fewer enrolments, the provision for bad debt rose by R19 million in 2013, which means that we're also collecting less tuition income. The tuition deficit also has a huge influence on our budget, as tuition fees represent 33% of our total budgeted income.

Q: *What problems did we experience with NSFAS funding?*

A: NSFAS funding for bursaries was less than expected. After submitting the 2013 claims to

NSFAS, they informed us that they would not be able to pay the entire amount of the claim. We negotiated with NSFAS until deep into 2014 in an effort to collect last year's money.

The DHET's total funding for NSFAS is raised by only 6%. This has a domino effect, because in practice we will have less money for the next year's bursaries, which in turn will mean that we will be able to help approximately 500 fewer students in 2014.

Q: *Couldn't we utilise our income in some other way to supplement budget shortfalls?*

A: The money that can easily be "moved around" between the various items on the budget is becoming less and less, because these days the DHET earmarks more of our funds than before.

("Earmarked" means that the funds cannot be used for anything other than its intended purpose.)

Apart from the fact that we already have shortfalls in our income from state subsidy and tuition fees, 8% of our total income has been earmarked specifically for residence and catering services and 6% for research contracts.

If you add the 40% state subsidy and 33% tuition fees (where we're already in a fix) to the percentage of earmarked income, it comes down to 87% of our income with which we have very little leeway.

Seeing as our interest income of 3% is also fixed, this leaves us with approximately 10% of our income that we can use to grow our business. (The 10% is mainly our third stream income – our income from entrepreneurial activities.)

There is also a further R6 million increase in provision for bad debts in 2013.

Q: *Does this mean that there is less money available to pay the various role players at the NWU?*

A: Yes, we have less money available than what was budgeted for last year, which is why the budget needs to be adjusted.

Q: *How will the budget be adjusted?*

A: We will cut where we can – between staff costs, operating costs and capital costs, in the ratio we agreed upon while preparing the budget – to ensure financial sustainability. We will for instance make available less strategic funds and less funds for things like new appointments.

However, we would like to appeal to everyone to save money wherever possible. Unfortunately we don't have unrestricted funds to supplement shortages. We must accept that we will have to do more with less money.



Mafikeng Campus boasts dynamic new rector

Prof Mashudu Davhana-Maselesele, new rector of the NWU's Mafikeng Campus, believes that given half a chance, we are all capable of doing so much more than we realise.

"Being rural and poor does not mean that one is mentally challenged. It only means that one needs to work 10 times harder to achieve, as a result of resources that are very limited and highly contested. I believe that your destiny is not defined by who you are or where you come from, but by commitment, hard work and passion in whatever you do."

It is with this message of determination to succeed that Prof Mashudu took over the reins from Prof Dan Kgwadi on 1 April 2014 and became the first female rector of the Mafikeng Campus since the merger in 2004. Prof Mashudu is no stranger to the campus. Prior to her appointment as vice-rector in 2012, she was the dean of the Faculty of Agriculture, Science and Technology.

STRIVING FOR RESEARCH EXCELLENCE

During her term as vice-rector and dean she

played a pivotal role in taking research to an all-time high. Under her leadership the publication output increased from 36,15 in 2009 to 302,66 units in 2013.

Prof Mashudu's career reveals a deep commitment to academic excellence, community service and partnerships with the public sector and industry.

Holding office as rector for a term of six years, Prof Mashudu plans to take the Mafikeng Campus to new heights.

"The Mafikeng Campus has so much potential for growth. My role will only be to support the campus to grow and achieve its maximum potential. Our rural context cannot be seen as a disadvantage but as an opportunity to contribute towards the growth and development of the province and the country at large."

The Mafikeng Campus has indeed grown and excelled against all odds and with Prof Mashudu at the helm, there is surely much more to come.

Love and life

Prof Mashudu has three children who are very close to her heart. Vhuhwavho is married to Obrey and they have a two-year old daughter Vhugala.

Her other two children are Munyadziwa and Rotondwa.

"I adore my family; they are my source of strength and inspiration. I always look forward to each day as I know they look up to me."

Prof Mashudu says she is a Christian and loves listening to gospel music. During her free time she reads a lot or does some gardening.

Climbing the ladder to success

Prof Mashudu's academic record includes a BACur (Nursing), Hons (BACur), MA in nursing education and a doctorate in psycho-educational programme development.

Several of her publications have appeared in various national and international scientific journals and numerous research and project reports have come from her pen.

She was awarded a scholarship through Fogarty Funding to pursue her postdoctoral studies at the University of California in Los Angeles in the USA, in collaboration with the University of Limpopo. She focused on trauma research with special emphasis on gender-based violence.

She also did a postgraduate diploma at the International Research Ethics Network for Southern Africa at the University of Cape Town.

Prof Mashudu's research is about sexual and reproductive health issues, focusing on trauma related to sexual and gender-based violence.

She serves on numerous professional bodies including the South African Nursing Council.

Among many accolades, she has received the Hall of Fame award for research excellence in nursing from the Forum of University Deans of South Africa.

Prof Mashudu is also the editor in chief of *Curationis*, the official journal of the Democratic Nursing Organisation of South Africa.



Registrar Elbie

This modest lady has a lot to say via email, with her fingers doing all the talking. Eish! has the privilege of introducing to our readers Ms Elbie Steyn, registrar of the Vaal Triangle Campus.

With the wheel of her office firmly in hand, Elbie Steyn, registrar of the Vaal Triangle Campus, steers with wisdom and confidence.

Elbie grew up on a farm in the Bethal district, attended school in town and later matriculated at Hoogenhout Hoërskool in Bethal. As the only daughter, she had to learn to keep herself busy on the farm.

"I must have been quite a busy little girl. I fondly remember those times as being carefree and feeling safe and nurtured. I had a wonderful childhood." After matriculating, she studied law (Bluris) at the former University of the Orange Free State. Her first professional step was her appointment as a public prosecutor at the magistrate's court in Pietersburg (now Polokwane).

A CURIOSITY IN THE COURT

"A woman in a court of law was so rare in those days that the local paper interviewed me shortly after my appointment.

"Later I served as an article clerk at a firm of attorneys and became a practising attorney myself for a couple of years."

She has been an employee of the NWU since 1 July 1984, when it was still known as the Potchefstroom University for Christian Higher Education.

She was initially appointed as a lecturer, teaching commercial law to BCom students. After completing her LLM degree, she was promoted to senior lecturer in the same department. She enrolled for part-time BCompt studies at Unisa. "My studies were so interesting that I followed up with an honours in management accounting," she says.

Elbie was appointed as registrar of the Vaal Triangle Campus on 1 January 2005.

Her greatest challenge as campus registrar is to ensure reliable, error-free processes and documents concerning the student administrative and certification function, as well as record keeping. She is also responsible for corporate governance.

"We are writing history, and we have to ensure that this history is preserved for future generations," she adds.

GREAT JOYS

Elbie draws immense satisfaction from the growth the Vaal Triangle Campus has experienced over the past 10 years — from satellite campus to fully fledged university campus.

"We have acquired many new buildings, our student numbers are growing as they



takes charge

should, and our sports teams are doing us proud. The Vaal Triangle Campus is indeed a very dynamic working environment."

She also enjoys the surge of adrenaline from the array of challenges that mark each new day in the registrar's office. There are many reasons why she considers the Vaal Triangle Campus a pleasant workplace.

Firstly, the campus is still small enough so all staff members can attend the same staff function. Secondly, she believes that the beautiful surroundings have a positive influence on the atmosphere.

"My third reason is that the truly diverse nature of the staff corps and student community contributes to the unique dynamic of the campus," she concludes.

CLOSE TO HER HEART

The Steyns live in Vereeniging. Elbie's husband, Marius, is a businessman who specialises in security fencing and equipment.

They have two sons. Jacobus, the eldest, is a mechanical engineer at Megchem in Secunda and a very loyal ex-resident of Veritas residence on the Potchefstroom Campus. The youngest, Michiel, is currently studying BCom Economics and Risk Management on the same campus.

Another favourite pastime of hers is growing bonsai trees. (See text box.) She also loves gardening and needlework.

Indeed, this lady can handle anything. Besides her own family and her bonsai trees, she has a brood of 6 515 Vaal Triangle students safely tucked under her wing.

Other interests

My favourite food: Food is not very high on my list of priorities, but I love fruit salad with lots of granadillas.

My favourite book or movie: I love reading and do a lot of it. A book that I never grow tired of is *Kambrokind* by FA Venter. Every time I am struck anew by the compassion and recognition the author demonstrates for the role his mother played in his life.

My favourite music: We do not live in a house where music is always playing. When I am alone I play classical music; then Zorada Temmingh's organ arrangements or Tchaikovsky reverberates through the house.

Fortunately we live on quite a large property and I can turn the volume up without the neighbours complaining.

My favourite animal: A Jack Russell. He has more personality than most people and the heart of a lion.

This makes me happy: Life brings me joy. I enjoy many things; being with friends and family, time spent around the dinner table, and laughing about events in the past. Humanity makes me laugh, even if it is in secret.

The greatest influence in my life: My father was a very just man and taught us life-long values.

Sometimes I miss the days when I would sit alongside him in the bakkie going to the fields or the sheep.

My best holiday ever: A visit to Washington – what a beautiful, interesting and tourist-friendly city! I also enjoy nature. I enjoy walking and once walked an ultra-marathon of 301 km along the coast.

I was part of the NWU group who climbed Kilimanjaro in 2006. I almost didn't make it, but thanks to the support of the group we all reached the summit.

Growing bonsais

Six years ago, the bonsai bug bit Elbie Steyn.

She says that her son bought the first tree, a monkey-thorn tree, and kept it in his room in the residence. She had to look after the tree during the holidays, and that settled it: the tree never went back to the residence.

Elbie says that she tries to grow indigenous thorn trees with a typical thorn-tree shape. "At some point the tree develops a character, and by the time the trunk has thickened with age, it has the personality of a beautiful, middle-aged man," she says.

She collects the seeds of trees wherever she goes, especially in the bushveld.

"In nature a seed makes its way through the digestive tract of an animal before it germinates naturally. Many seeds struggle to germinate under any other circumstances. Another challenge is to grow trees from cuttings."

Although she does not belong to a bonsai club, Elbie does a lot of reading and experimenting.

If you are interested in bonsais, says Elbie, you need patience and love. "Because a pot contains so little soil, the trees have to be watered regularly. I always have to think of my trees first when we want to go away somewhere."

Elbie has about 40 trees. Some are still very small, while others have grown quite big with a good shape. For her the most beautiful trees are the monkey-thorn, knob-thorn, and fire thorn trees.

One day she would like to exhibit all her beautiful trees. "If artists can hold exhibitions of their artworks, surely bonsai growers can exhibit their trees," she says.

Lecturers produce second edition of chemistry book

Two chemistry professors, Prof Mailoo Selvaratnam and Prof Helen Drummond, have produced a second edition of the book *A guided approach to learning chemistry*.

The book, which was published in 2013, followed the first edition that Prof Mailoo authored in 1998.

"A guided approach to learning chemistry is a useful tool for first-year chemistry students at universities, colleges and technikons. It evolved over many years of teaching first-year university courses.

"The philosophy of the book is the same as that of the first edition, but some changes have been made to the content – it has been updated, clarified and reorganised," says Prof Helen.

"We are busy with an expanded edition which will be out during 2014, covering basic concepts in physical chemistry and organic chemistry," she adds.

Prof Mailoo is a renowned scholar and author of six textbooks and over 50 publications, while Prof Helen has taught first-year students in South Africa for many years and has produced many research publications in the field of chemical education.



Prof Mailoo Selvaratnam shares his expertise on chemistry in the updated edition of *A guided approach to learning chemistry*.

Science Centre manager attends world summit

The Science Centre manager, Ms Lerato Molebatsi, attended the Science Centre World Summit 2014 held at the Technopolis Science Centre in Mechelen, Belgium from 17 to 19 March 2014.

At the summit, delegates discussed issues based on three main themes, namely research and communication, engaging learners in all settings and new technologies for learning engagement.

"The 2014 summit brought together CEOs, managers, decision makers and experts from within and beyond the science centre field to explore the global challenges and to focus on long-term strategic issues," says Lerato.

At this summit, 443 leaders of science centres and museums from 58 countries put forward the Mechelen Declaration. This is a commitment to take action to enhance public engagement for a better world.

The summit was also attended by His Majesty King Philippe of Belgium who was the first to sign the declaration.



The Science Centre manager, Ms Lerato Molebatsi, joins experts from across the world in the field of communication and science education at the Science Centre World Summit 2014.

Student wins national FameLab Competition

Mr Raven Motsewabangwe, a student from the Faculty of Agriculture, Science and Technology, was recently crowned the overall winner in the national FameLab Competition.

This competition was held during the National Science Festival (Scifest) in Grahamstown on 14 March 2014. Raven, studying for an honours degree in microbiology, competed against 18 other students from seven regions in South Africa.

FameLab is an international competition. It nurtures engagement between science and society by creating spaces for young people to talk about

science, technology, engineering and mathematics. During the competition, the contestants had three minutes to engage the judges and a live audience.

Raven, together with Ms Kgomoiso Mohatalle, represented the campus at the Scifest after winning the regional FameLab Competition held at the Science Centre on campus on 13 February 2014.

His topic for the FameLab competition was: "Viral infection and its causes and how to prevent them".

The “mother” of the Rugby Institute

She is the rose among the thorns, the one who is always willing to help.

Ms Ronel Emms, the NWU-Puk Rugby Institute’s administrative officer, seldom appears on a victory photo. However, the teams know that she is also a key player in the institute. For many visitors she is the face of the institute, and what a joyful face it is... “I enjoy coming to work each day. The reason is the staff – we work together as a team.”

And then there are the rugby players – her “adopted sons”. Ronel started to work at the university in 1996 and 10 years into her stint, she joined the ranks of the Rugby Institute. Through joyous victories and heart-breaking defeats she knows that her boys are where they belong.



Ms Ronel Emms, the “mother” of the Rugby Institute, says the rugby players are not just numbers to her; they are unique people.

Acknowledgment: Bertie Jacobs

LEGAL rhino horns hold great benefits

Communities in South Africa can benefit from the implementation of legalised trade in rhino horn.

This is the opinion of Mr Michael Murphree, a researcher at the African Centre for Disaster Studies. He believes that the South African government’s viewpoint of establishing limited trade in white rhino horn is a huge economic opportunity. “Legalised trade in rhino horn will not only significantly improve these communities’ quality of life, but will also lessen the pressure on the government to combat illegal poaching,” he says.

His suggestion is that communities that have instituted successful land claims, or have land at their disposal, should be given the opportunity to participate in a rhino farming project.

Currently the market value of rhino horn is between R200 000 and R300 000 per kilogram. Considering that these animals’ life expectancy is between 35 and 50 years, one rhino can generate millions of Rands in income over its lifespan.

“When a rhino is dehorned in a responsible manner, the horn grows back to its original length within two years,” he says.



Prof Wannie now part of PANSALB

Prof Wannie Carstens, director of the School of Languages in the Faculty of Arts, has been appointed as a member of the Pan South African Language Board, known as PanSALB.

The minister of Arts and Culture, Mr Paul Matshatle, says Prof Wannie was appointed in recognition of his achievements and competence.

Prof Wannie was appointed for a five-year period starting on 1 April 2014.

“Through my contribution I hope to promote multilingualism and to give Afrikaans a foothold in the language dispensation in the country,” he says.

Prof Wannie is also chairperson of the South African Academy for Arts and Culture, the National Language Association for Afrikaans and the Board of the Afrikaans Language Museum and Language Monument.

He was the founder and first chairperson of the Afrikaans Language Board, and serves on several councils, including the Council of Stellenbosch University.

He is also a member of the advisory panel for the new Afrikaans Bible translation.

Prof Wannie Carstens is a language guru and now also a member of the Pan South African Language Board.



They create a safe haven for students

The directorate of Student Counselling and Development recently launched an awareness campaign to showcase the range of support services they offer.

In addition to raising awareness of their services, the campaign tackled the perception that counselling and development services are formal and restricting. According to Dr Saneth Dreyer, director of Student Counselling and Development, the unit is a "safe haven" where students can relax and benefit from friendly and professional assistance.

Situated within the Learning and Research Commons (Building 13), the directorate offers students a one stop-shop in terms of psycho-social and physical well-being.

The directorate is home to several support structures. These include the Career Centre, Peer Helpers (Ch@s), the Thuso Crisis Centre, the NWU Vaal Disability Unit, Social Worker Support and the campus health clinic.

Master's in risk management launched

The UARM Centre for Applied Risk Management has launched their new master's degree in banking and financial risk management.

This new master's programme, one of only a few known to be offered worldwide, has an applied qualitative risk focus, whereas most other postgraduate risk programmes focus on the quantitative aspects of risk.

A group of 12 students attended the first contact session for the programme from 6 to 8 March 2014 at the UARM venue located at the Quest Conference Estate in Vanderbijlpark.

This master's degree is a part-time programme running over two years with regular contact sessions. To be considered for the programme, applicants must have an honours degree with



Prof Hermien Zaaiman from the School of Economic Sciences leads the team that recently launched the new master's degree.

at least two years of work experience, and currently hold a risk-related position.

Applications for enrolment in 2015 will open in June. For more information, send an email to Mr Henry Cockeran at: henry.cockeran@nwu.ac.za.



Mr David Habana from Absa talks to first-year students about financial planning.

First years become money-savvy

The campus has joined hands with South Africa's largest consumer bank, Absa, to teach its first-year students how to handle their finances.

This was part of a project called the "Absa Empower Hour". This initiative, coordinated jointly by the campus's School of Behavioural Sciences and the Centre for Continuous Professional Development, was run during the reception programme for first years. Dr Elrie Botha, director of

the School of Behavioural Sciences, says first-year students experience new-found freedom, including with their finances. "This initiative assists students to manage that freedom responsibly and understand the bigger picture pertaining to their long-term financial well-being."

Talks are currently underway to see how the training could be rolled out to the campus's senior students, as well as to the other campuses of the NWU.



Sister Mapeete Mulumba heads the campus clinic, an important service that is provided under the banner of Student Counselling and Development.

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.

“A year of compulsory service (with reference to the government that is now developing a framework and plan to make community service compulsory for all graduates in all fields of study) is a noble idea – if it is well thought through. Every student is basically promised a job, which is phenomenal, but why did all graduates not find jobs at the end of last year?”

Prof Elda de Waal, School of Education Sciences, Vaal Triangle Campus.

“Vrae oor gemeenskapsdiens in SA”, Rapport, 22 March 2014.



“Family car stickers can be a potential safety risk – but it’s because people are so social that they exhibit their personal lives and networks on the rear windows of their cars. It can satisfy people’s need to show that they are part of a network – even if the rest of the network consists of cats, dogs and birds. A network also involves social roles, which is why the characters are typically depicted in roles, such as playing golf or going to school.”

Prof Johan Zaaiman, School of Social and Government Studies, Potchefstroom Campus. “Dié ruitplakkers op voertuie dalk ‘n gevaar”, Volksblad, 18 March 2014.

“It is important to note the differences between a sex offender and a paedophile... Anyone who commits a sexual crime is a sexual offender... A paedophile is an adult who is sexually attracted to children. If paedophiles never act on those desires, they would not be sex offenders. That means you can actually be a paedophile without ever committing a crime.”

Ms Sufran Smith, School for Psycho-social Behavioural Sciences, Potchefstroom Campus. “Principal charged with possession of child porn in court again”, www.looklocal.co.za, 21 March 2014.



“Several interpreting mistakes in a trial could lead to findings being influenced by errors. Proper training and cooperation from the Department of Justice are critical to avoid further international embarrassment.”

Mr Johan Blaauw, Language Directorate, Institutional Office. “Shoddy interpreting mars trials”, Pretoria News, 24 March 2014.



“Journalists in different media houses must treat political parties equitably so that the competition, which is necessary for the survival of democracy, is there and each party has a chance to sell its ideas to the electorate... There is a need to guard against sensationalism because this often breeds apathy. Good and bad stories should be given due space and be done in a manner that seeks to promote the ideals of constitutional democracy.”

Prof Freddy Khunou, Faculty of Law, Mafikeng Campus. “Journalists share ideas”, The New Age, 21 March 2014.



The CD, *Seisoene van die siel/Seasons of the soul*, was a dream come true for Dr Christo.



OUR people

Christo is synonymous with versatility

The people of the NWU are not only intelligent, competent and talented; they are also multifaceted. Our series on interesting people at the NWU takes us to the doorstep of a staff member with multiple interests and competencies.

What do you get when you combine a lecturer, researcher, musician, poet, painter and newspaperman? You get Dr Christo Venter, senior lecturer at the School of Physical and Chemical Sciences and the Centre for Space Research (CSR) at the Potchefstroom Campus.

Christo – who was recently honoured by being awarded the National Research Foundation's exceptional President's Award for his research in the field of Gamma-ray astrophysics – is living proof that scientific thought can take various creative forms.

MUSIC IS FOOD FOR THE SOUL

Dr Christo says that his love of music plays an important role in his life. For the past 10 years, he has been the pianist at a church in Potchefstroom, where the music feeds his soul. His spiritual experience of playing and creating music led to the recording of his own CD, *Seisoene van die siel/Seasons of the Soul*, in December last year.

This album, with original tracks such as "Die ritme van ruimtetyd" (The rhythm of space-time), "Sterlignsimfonie" (Starlight symphony) and "Tuisreis" (Journey home), marries his love of science, nature and language to his musical talent.

"I took music as a school subject, specialising in classical piano, and sang in choirs. Later, I started playing by ear and collected around 40 of my own melodies and compositions for piano.

"I wanted to make something special of it, and always wondered what I could do with the com-



Christo says that he paints for his own enjoyment. He is modestly grateful for all his talents. "I thank my heavenly Father for incredible opportunities, people and talents."

positions. It took me 15 years to get in touch with the right people, who helped me to record the CD and, in so doing, I realised a lifelong dream."

The CD is available at www.christoventer.com. There is also a music video of one of Christo's compositions, "Mediterreense Herinnering" (Mediterranean memory) on the website.

POETRY COMPLEMENTS MUSIC

Every track on the CD is accompanied by a poem in the CD booklet. In this way, Christo could express his love of language and display his special gift for poetry.

He says his own poetry is mostly meditative. "I ponder about the meaning of life. My writings explore not only the temporary physical life but also include themes that focus on eternity. There are definite religious themes in my work."

PAINTING OFFERS VARIETY

"I began sketching and drawing as a child and even took art as a school subject for a few months before I switched," says Christo. "In 2004

I decided that it was time to further hone this talent and I enrolled for an oil-painting course at the Creativity Centre." He has since completed six large paintings. His focus is landscapes and still-life studies.

CREATING A PAPER THROUGH LAYOUT

His affinity for art, colour and creation is further expressed in layout work, which he does in his free time.

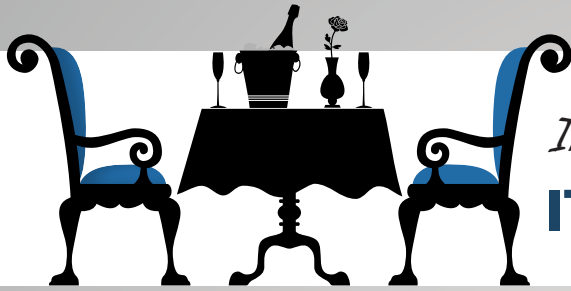
"Our family publishes the *Goeie Nuus/Good News* newspaper in the North West. The paper is a monthly advertisement page with articles on religious themes. I started helping with the layout in matric, and am still actively involved."

TIME NO LIMIT TO CREATIVITY

He says that it is sometimes difficult to find time for everything between his research, work and other interests. "If you really have a passion for something, you will find time for it," he says with a smile.

Christo's versatility is an inspiration to all, especially those who complain of having too little time.

** If you know of a colleague who does something interesting in his or her time beyond the university, send the information to Willie du Plessis at: willie.duplessis@nwu.ac.za.*



IF I COULD INVITE SOMEONE TO DINNER IT WOULD BE...

If they could invite any person for dinner, who would they invite and why would they choose that specific person? Some staff members shared their choices with Eish!.

Prof Nicholas Allen, director for international liaison, Institutional Office: "If I really had the choice, I think I would rather go back in time to a distant and remote epoch – say the late Jurassic period, about 150 million years ago.

It would be most informative as well as exhilarating to witness at first hand the interaction between the now long-extinct flora and fauna. For example, imagine the thrill of being able to watch Archaeopteryx in flight or observe an Allosaurus stalking and killing a Stegosaurus for its dinner!"

Ms Jacoline Jansen van Vuuren, senior records officer, Records Management and Administration, Institutional Office: "I would invite Nataniël for dinner. He would most probably cook for us, and being the good cook that he is, it would be a feast.

"He is a very interesting person who knows a lot about everything. I think we are going to laugh while enjoying a wonderful dinner. I wouldn't be bored for one minute."

Ms Francina Modise, legal secretary, Community Law Centre, Mafikeng Campus: "My choice would be former state president Mr Thabo Mbeki. I like him because he is a down-to-earth, intelligent person.

"Although he could not complete his term as president, he was still humble and left his position without creating unnecessary conflict. I consider him to be a great man of integrity. I adore him."

Prof Theuns Pelsier, director of the Graduate School of Business and Government Leadership, Mafikeng Campus: "I would like to invite Søren Kierkegaard (1813 –1855) who was a Danish philosopher, theologian, poet, social critic and religious author.

"He wrote critical texts on organised religion, Christianity, morality, ethics, psychology and philosophy of religion. Much of his philosophical work deals with the issues of how one lives as a 'single individual'.

"I would like to talk to him about the merits of defining life backwards and then living it forward. That the arrival defines the reason for the departure. Or as he put it: 'It is right thinking about life that gives freedom its map.'"

Ms Petunia van Blerk, administrative officer, Unit for Open Distance Learning, Potchefstroom Campus: "I would like to invite South African funny man Leon Schuster for dinner.

"He puts a smile on a lot of people's faces. Old and young can enjoy his sense of humour. I consider him a people's person. He has the ability to change the moods of even angry and depressed people. He is funny, adorable, loveable and maybe even edible – he is just Leon Schuster."

Ms Elre van den Heever, administrative assistant, Examination Section, Potchefstroom Campus: "I think the best person to invite to dinner would be Abraham Lincoln.

"Although I don't know much about American history, I would like to know what he did to deserve his enormous seat in Washington DC. It is definitely one of the places I would love to visit one day.

"I would like to ask him if he always spoke the truth. I would like to do a lie detector test with him to see how truthful his answers are."

Prof Shikha Vyas-Doorgapersad, associate professor, Public Management and Administration, School for Basic Sciences, Vaal Triangle Campus: "I would like to have a traditional, non-spicy dinner with Mother Theresa. She and I share a common base; my soul was descended in a country where her soul experienced ascension, India.

"I would like to receive her teaching on the 'path of humility', so that I can continue on my academic path and spread those humble values to uplift women and children and promote humanitarian evolution."

Mr Neels Vermeulen, director for academic administration, Vaal Triangle Campus: "I would invite the 87-year-old scientist and broadcaster Sir David Attenborough. He would be my choice because I consider him the person who has done the most for nature conservation.

"I doubt if there is anyone who has seen more places in the world, not to mention all the new plant and animal species he and his crew have filmed. He has so much energy, Eskom should be jealous."



NICHOLAS



JACOLINE



FRANCINA



THEUNS



PETUNIA



ELRE



SHIKHA



NEELS

And the winners are...

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



Institutional Office:

Ms Elza Moorcroft, project administrator, Physical Infrastructure and Planning



Mafikeng Campus:

Ms Shirley Tikoe, messenger, Office of the campus rector



Potchefstroom Campus:

Ms Lynette Tolmay, administrative officer, Protection Services



Vaal Triangle Campus:

Ms Lethiwe Kubheka, cultural officer, Student Affairs

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

Win! Win! Win!

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



1.

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

2.

3.

4.

5.

6. Who was the overall winner of the Institutional Teaching Excellence Awards?
7. Name one of the seven research and innovation projects that recently received funding from the Technology Innovation Agency.
8. An international panel recently evaluated the NWU. When was their final report presented to the NWU Council?
9. Name one of the art forms that Dr Christo Venter pursues.
10. Who is the director of the Office for Innovation Support and Technology Transfer?

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!

Deon now manages innovation and technology

Dr Deon de Beer was appointed as the new head of the Technology Transfer and Innovation Support Office (TTIS office) on 1 March.

Dr Deon de Beer's primary tasks are to support and promote innovation initiatives.



He is following in the footsteps of Dr Rudi van der Walt as director for technology transfer and innovation support. He plans to build on the good work of his predecessors and colleagues.

Deon started his career as a mechanical engineer and boasts 15 years' experience in the innovation and technology field.

He had a five-and-a-half-year stint as executive director for innovation and technology transfer at the Vaal University of Technology, and before that was director for technology manage-

ment at the Central University of Technology in Bloemfontein.

His research covered topics such as advanced manufacturing technology and computer-driven manufacturing. He also developed a successful Science and Technology Park and established a regional innovation Forum.

He says the focus of the TTIS office is to support research commercialisation and transfer to industry at all three NWU campuses. They also want to bring new opportunities to the university from government sectors, the community and trade and industry.

Deon is married to Dr Hanli de Beer, senior lecturer in the School of Physiology, Nutrition and Consumer Sciences on the Potchefstroom Campus.



With his hands firmly on the helm of the NWU ship, Prof Dan Kgwadi, newly appointed vice-chancellor, steers boldly towards new horizons and challenges ahead.

THIS IS HOW THE NWU GROWS AND EXCELLS 2004-2013



CONTRIBUTION TO SA LABOUR FORCE

NURSES



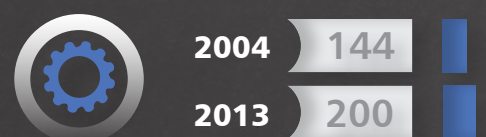
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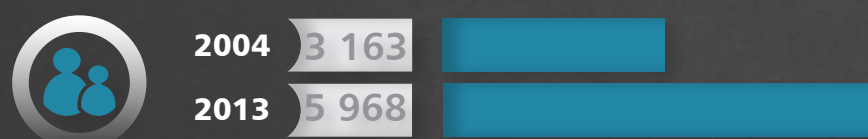
ATTORNEYS



ENGINEERS



FURTHER TRAINING FOR TEACHERS



EDUCATION SCIENCES

Number of distance students who completed their studies



RSA-PATENTED INVENTIONS



* The 2013 figures are not final.