

eish!



NORTH-WEST UNIVERSITY[®]
YUNIBESITHI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT

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Staff newsletter for the NWU



**2014 is our
festival year**



**Visiting
with Prof Dan**

**Their inspiration
is worth R50 000**

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Front page: Join Eish! for a visit with Prof Dan Kgwadi, the newly appointed vice-chancellor (p 10).

PLEASE NOTE:

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

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

A niche for all on the NWU website

One of the projects the Institutional Web Office is embarking on this year is to create subdomains for the various entities at the NWU.

This is in response to requests from several units across the university.

A smaller unit, such as a faculty, could have its own, unique subdomain within the greater domain of the NWU (www.nwu.ac.za).

Once a unit has received its own subdomain, an additional prefix will be added to the nwu domain to "label" the unit. This makes it easy for users to identify the unit.

One of the benefits of a subdomain is that it will be much easier for each unit to manage its own subdomains.

Using Google Analytics, a unit can obtain its own statistics that indicate how often their web page is visited (at present these statistics have to be requested from the Institutional Office).

"Subdomains will have to comply with the NWU's standards for web pages," says Mr Cobus Steenkamp, institutional web manager.

"NWU web pages have a unique appearance which is determined by specific typefaces, colours, layout and structure.

"Because all units of the NWU form part of the same brand, visual unity is extremely important for subdomains as well," he adds.

Unit managers who want their own subdomains can contact Cobus at x85 2010.

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MESSAGE FROM THE VICE-CHANCELLOR

Dear colleagues

Welcome back to everyone after the December break. Our 10th anniversary has come and we plan all sorts of festivities for the year!

Early in January the campuses came alive with activity to get ready for our approximately 8 100 new first-years.

We also opened our doors for the international evaluation panel who came to investigate to what extent we managed to achieve the initial merger goals, and how far we have come in achieving the mission statement of 2006.

This report – which should reach us before the end of March – will also contain valuable information which can be used by the Council and Prof Dan Kgwadi and his management team to position the NWU for the next decade.

It will start with the strategic planning process. We will report on this in more detail in subsequent editions of the Eish!

Although 2014 is primarily a year of consolidation, we have set some tough goals in our institutional plan to make our institution even more successful. For instance, this year we wish to:

- thoroughly review the open distance learning strategy;
- finalise the programme alignment (HEQSF);
- look into international rating criteria;
- re-evaluate incentives for third-stream projects; and
- review human capital processes.

My last work day at the NWU is scheduled for 30 May 2014, after which Prof Dan will formally take over as vice-chancellor. I hope to be able to say goodbye to you all in May at the farewell events scheduled at each of the business units.

All the best for your year and enjoy this edition of Eish!

Regards

Hans Cloff



Eish! we're experiencing change!

The wise King Solomon said there is nothing new under the sun; however, with the NWU on the threshold of 2014 there are quite a few changes in the pipeline that will keep life interesting.



The biggest change is probably the appointment of Prof Dan Kgwadi, rector of the Mafikeng Campus, as vice-chancellor from 1 June 2014. (Read the interview with Prof Dan on p 10 and 11.)

The NWU also has a new vice-principal, Prof Herman van Schalkwyk, and a new institutional registrar, Prof Marlene Verhoef. (You can read about these appointments in the article on p 5.)

Big changes – especially those that involve new leaders – often bring uncertainty. People immediately start to ask themselves how this is going to affect their daily lives.

When it comes to change, two proverbs come to mind. The first is “unknown, unloved” and the second is “knowledge is power”.

The less you know about an issue or a person, the greater the uncertainty and fear brought about by change. However, as soon as you get to know something or someone, the unknown becomes known and – hopefully – loved.

Make sure that you get the true facts about issues or people instead of depending on hearsay through the grapevine. Don't simply adopt other

people's judgements and perceptions. Examine the facts dispassionately, listen to your inner voice and draw your own conclusions.

In addition to the change of leadership, this year also marks the NWU's 10th anniversary. (Read all about it on p 7.)

The passing of the first decade ushers in the start of the second decade. What changes this will bring for the NWU and its people we do not know.

But armed with knowledge and courage each change becomes a challenge that brings about growth.

The Eish! team would like to wish our readers such a year of growth and development.

Happy reading,

Nelia and the Eish! team

Inspiring lecturers win R50 000 each

Their talent for inspiring their students has earned 14* NWU lecturers R50 000 each. The winning lecturers received the prize money for the Rapport Top Lecturer Awards at a gala event in Potchefstroom on 13 November 2013. This is the fourth year that these awards have been held.

The students themselves chose the winning lecturers. Students voted twice – at the end of each semester – for their favourite lecturers. The results for the two semesters were then combined to obtain one winner per faculty. During the prize-giving function, Dr Theuns Eloff, vice-chancellor, said the project acknowledges the huge role that students play as stakeholders and participants in teaching-learning.

He said the awards do not only acknowledge lecturers who walk an extra mile and take students to further heights. "It also activates healthy competition on various levels: inter-campus; inter-faculty and inter-residence." According to Dr Eloff the project also teaches

They are the most inspiring

The winners on the respective campuses are as follows:

MAFIKENG CAMPUS

- Ms Lemar Olivier, Faculty of Commerce and Administration
- Mr Andre Bechuke, Faculty of Education
- Mr Pieter-Henk Boer, Faculty of Human and Social Sciences
- Dr Ashmore Mawire, Faculty of Agriculture, Science and Technology

POTCHEFSTROOM CAMPUS

- Ms Minnet du Preez, Faculty of Health Sciences

- Prof Jorrie Jordaan, Faculty of Theology
- Ms Alicia Fourie, Faculty of Economic and Management Sciences
- Dr Aubrey Golightly, Faculty of Education Sciences
- Prof Thys Human, Faculty of Arts
- Ms René Koraan, Faculty of Law
- Dr Colin Read, Faculty of Natural Sciences
- Mr Frikkie van der Merwe, Faculty of Engineering

VAAL TRIANGLE CAMPUS

- Ms Wilma Coetzee, Faculty of Economic Sciences and Information Technology
- Mr Leonard Loftus, Faculty of Humanities

student leaders to be skilful and innovative in finding ways to encourage more students to become involved in the voting process.

** Due to a very low voting percentage at the Faculty of Law on the Mafikeng Campus, a winner in this faculty was not chosen.*



▲ At the back from left are Prof Thys Human, Dr Ashmore Mawire, Dr Aubrey Golightly, Prof Jorrie Jordaan and Dr Colin Read. In the centre from left are Mr Leonard Loftus, Ms René Koraan, Ms Minnet du Preez, Ms Alicia Fourie, Mr Pieter-Henk Boer and Mr Frikkie van der Merwe. In front from left are Mr Andre Bechuke, Prof Martin Oosthuizen (deputy vice-chancellor for teaching-learning), Ms Inge Kühne (news editor, Rapport), Dr Theuns Eloff (vice-chancellor) and Ms Wilma Coetzee.

Three new leaders at the forefront

If asked to choose between two excellent candidates, the best solution is to make a decision that will ensure the expertise of both candidates is retained.

This is exactly what the NWU Council did on 22 November 2013 when they appointed Prof Dan Kgwadi as the new vice-chancellor and Prof Herman van Schalkwyk as vice-principal of the NWU.

Prof Dan is the rector of the Mafikeng Campus and Prof Herman the rector of the Potchefstroom Campus.

It was their outstanding campus performance for the past number of years that informed Council's decision.

TOGETHER INTO THE FUTURE

On 1 June 2014 Prof Dan takes over the reins from the current vice-chancellor, Dr Theuns Eloff, for a term of six years.

Dr Theuns's term ends on 31 May 2014. Until then, Prof Dan will be working with him to ensure stability and a seamless transition.

Another factor that will facilitate the transition is that the NWU Statute allows the vice-chancellor – Prof Dan – to assign certain managerial, administrative and supervisory duties to the vice-principal.

Prof Herman will also act as vice-chancellor when Prof Dan is away. In the light of the above, Council extended Prof Herman's term

as rector of the Potchefstroom Campus for another six years.

STRATEGIST BECOMES REGISTRAR

In addition to appointing the vice-chancellor and the vice-principal, Council also appointed Prof Marlene Verhoef as institutional registrar.

Prof Marlene has been appointed for a period of six years as from 1 January 2014. Previously, she was the executive advisor for strategies and projects in the office of the vice-chancellor. Prof Marlene is a well-known language specialist and currently serves on the PanSALB Language Tribunal.

She succeeds Prof Themba Mosia, who has moved to the University of Pretoria.

How I approach challenges

Eish! asked the three leaders how they approach challenges and what they view as challenges. Here are their answers:

Prof Dan Kgwadi: "One of the major challenges for me is to not disappoint people who put their trust in my leadership. I also want to win over the sceptics. My approach to challenges is to remain calm and focus on the goal."

Prof Herman van Schalkwyk: "My philosophy is that there is no substitute for excellence. I also see it as a challenge to motivate people to feel passionate about their work."

"I am a team player and any challenge can be tackled by giving energy and guidance to my fellow players. You also need to have mechanisms in place to prevent risks, as well as action plans to deal with any problems that may arise."

Prof Marlene Verhoef: "I believe it's through challenges that we get to know our own weaknesses and strengths. This is why it is so important that we should never grow weary of challenging ourselves. Always be willing to work in a challenging environment. The NWU creates ample opportunities for this."

"My approach is to take a deep breath, cooperate with people who also like adrenaline, prepare as well as possible, and go ahead full steam while making sure that everything goes according to plan; also to exhibit the courage to fix things if the challenge turns out differently than planned."

Eish! talked to Prof Dan about his appointment as vice-chancellor – read the article on p 10 and 11.



Their new role is out of this world

Two staff members of the NWU have been chosen as members of the National Research Foundation's (NRF) Astronomy Advisory Council.

They are Prof Frikkie van Niekerk, deputy vice-chancellor for research, innovation and technology at the Institutional Office, and Prof Rodney Medupe of the School of Mathematical and Physical Sciences on the Mafikeng Campus. They will serve on the advisory board until 31 October 2016. Their term started on 1 November 2013.

The NRF Astronomy Advisory Council assists the NRF to ensure that the South

African astronomy landscape is developed and nurtured to serve the best interests of the national astronomy community.


The advisory council will meet twice annually.

Prof Frikkie says he is honoured but humbled by his inclusion on the board. He says there is a great responsibility in being part of the advisory board. "The board will have a supervisory function to ensure that big investments in astronomy are well managed and will benefit the science community optimally."


"At the moment there are many exciting projects and developments in astronomy, such as the Southern African Large Telescope (SALT*) in Sutherland and the construction of the Karoo Array Telescope**. It is wonderful to be part of it all," he says.

Prof Rodney says he feels very honoured that his colleagues in the South African astronomy community have confidence in his ability to help move the development of astronomy forward.

"I feel particularly privileged that the Mafikeng Campus and our university will be at the centre of these developments and discussions around the future of astronomy."

A photograph of Prof Frikkie van Niekerk, a Black man with short dark hair, wearing a dark suit jacket over a white shirt. He is holding a microphone in his right hand and looking towards the camera. The background is a dark night sky with star trails.

Prof Frikkie van Niekerk

A photograph of Prof Rodney Medupe, a white man with short grey hair and glasses, wearing a dark suit jacket, a light blue shirt, and a blue and white striped tie. He is looking towards the camera. The background is a dark night sky with star trails.

Prof Rodney Medupe

* SALT (photo) is the largest single optical telescope in the Southern hemisphere and among the largest in the world.

** The Karoo Array Telescope (MeerKAT) is the precursor of the Square Kilometre Array (SKA) telescope. SKA will be one of the largest and most powerful radio telescopes in the world.

10 years later it all (still) starts here

Ten years ago a group of courageous people took a giant leap into the future when they established the NWU.

Since then their courage has enabled many others to take their own giant leaps into the future.

In the past decade many dreams have started at the NWU. The people who dreamed these dreams had the opportunity to achieve success, and their best became even better.

ACHIEVEMENTS TO BOAST ABOUT

"The 10-year celebrations offer an ideal opportunity to showcase these achievements," says Mr Louis Jacobs, director for corporate communication and stakeholder relations in the Institutional Office.

According to him, the marketing and communication departments on the various campuses, together with Institutional Advancement in the Institutional Office, are planning various events for the 10-year celebrations. (See text box.)

BE PART OF CELEBRATIONS

Several stakeholder groups, for instance staff, students, alumni and donors, will participate in the "Power of 10" campaign. Some of the events will take place on the campuses, while others will – via national media – be aimed at people outside the university.

"Everything started on 1 January 2004, but today, 10 years down the line, the NWU is still developing. Progress requires continuous growth, because the pursuit of greatness is an ongoing process," says Dr Theuns Eloff, NWU vice-chancellor.

"We are still looking for new ways to define the future, because we want you to be just as proud to be part of the North-West University as we are that you are one of our staff members," he says. "On the threshold of the second decade we're still saying: It all starts here."

Unleash the power of 10

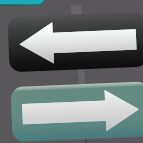
These activities, amongst others, are planned:

01



All alumni events in 2014 will focus on the 10-year anniversary.

06



Campus tours focus on 10 meaningful places on each campus.

02



Announce 10 important community projects in newspaper advertisements or supplements.

07



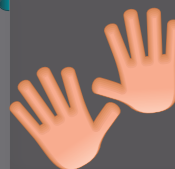
Top 10 speeches during various events to introduce opinion leaders from NWU.

03



Students vote for top 10 songs on campus radio stations.

08



Faculties announce their top 10 facts or achievements and host events to celebrate 10 years of existence.

04



Giant banners on campus buildings showing achievements and growth figures.

09



Staff members', students' and alumni's photos of campus life appear on social media and the best 10 win prizes.

05



Campuses organise 10-km runs for their stakeholders

10



Clothing line depicting the 10-year campaign for sale on all campuses, along with items such as carrier bags and cellphone covers.



Speak Out! and be heard

A group of NWU personnel started a new discussion forum, Speak Out!, in 2013 on the Potchefstroom Campus. They aim to gather input from all NWU students and staff members concerning important issues that affect the university community. Eish! spoke to the organisers, Prof Robert Balfour and Mr Jacques Rothmann*, about the Speak Out seminars.*

Q: What is Speak Out!?

A: It is a special series of interdisciplinary scholarly discussions regarding gender, ageism, classism, sexuality, race and spirituality amongst others.

It takes place in the form of panel discussions.

We aim to host a series of important discussions in 2014.

Q: Are the Speak Out! seminars focusing mainly on the Potchefstroom Campus?

A: The first seminar concerning sexuality and the representation of sexuality took place at the Potchefstroom Campus. It is our aim to get input from NWU students and personnel

from all three the NWU campuses concerning issues that directly affect them in carrying out their study and work responsibilities.

Q: Why was Speak Out! started?

A: We felt that there is an absence of any open academic forum to discuss issues of critical concern to our democracy in the university environment.

Because all people are different, Speak Out! aims to help create better understanding and more favourable study and work conditions for the NWU community.

We found there is especially a need to specifically address critical issues concerning gender, race, religion and sexual orientation. Speak Out! wants to highlight the shared similarities

between people as building blocks to better understanding and cooperation.

Q: Will Speak Out! only discuss the aforementioned issues?

A: We are open to other topics. Depending on the topic, discussions may give rise to other issues which then may lead to important debate about those issues.

We feel it is important for the NWU community to understand that people are different. People must not be excluded simply because they are different.

Q: What is central to all the Speak Out! seminars?

A: Human rights are the starting point for all the Speak Out! seminars. Speak Out! is concerned about the development of common good and upholding the dignity of each and every person that works in the university environment.

Q: What is the ultimate aim of Speak Out!?

A: We hope for change by making discourse discussions occur that will motivate people to do things differently. No person must feel that they are excluded.

Speak Out! wants to move people to action. Change can only come if people are willing to address issues of importance.

For more information about the next Speak Out! seminar or to get involved phone Prof Robert at x99 1610 or Jacques at x99 1595.

** Prof Robert is the dean of Educational Sciences and Jacques is a senior lecturer in Social Sciences. Both are from the Potchefstroom Campus.*



Emails: Follow these guidelines

Every day NWU staff spend a lot of time sending email to each other and to people outside the university, as well as reading incoming mail.

No wonder that the Institutional Management recently approved guidelines for email communication.

The guidelines were adopted on 27 November 2013 and are part of the project Prof Marlene Verhoef, the newly appointed institutional registrar, implemented to eliminate unnecessary bureaucracy at the NWU.

EMAIL ACTIVITY

Eish! wanted to find out approximately how many emails are being sent to and received by NWU email users.

Having monitored the email usage on 5 December 2013 and 6 January 2014 (two relatively 'quiet' days at the university), the results were as follows:

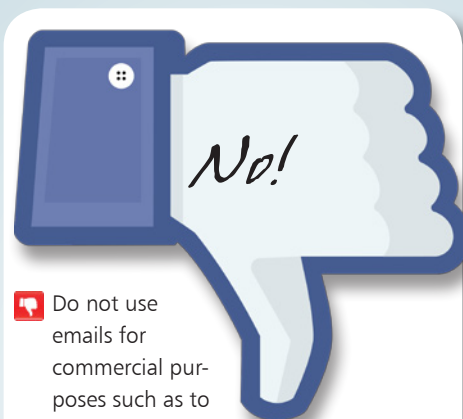
- Emails received in the internal email system, GroupWise, from outside the university and from our other systems (including Oracle, eFundi, Share, SMP and Call IT):

5 December 2013: 100 889 emails
6 January 2014: 79 855 emails

- Emails sent from GroupWise to the outside:

5 December 2013: 17 994 emails
6 January 2014: 17 596 emails

Note: These figures do not include emails sent between GroupWise users.



- ❌ Do not use emails for commercial purposes such as to advertise non-university products for sale.
- ❌ Your email use may not violate the NWU rules and/or policies.
- ❌ Your emails may not cause embarrassment for the NWU or pose a reputational risk.
- ❌ Do not forward emails that are immoral or that intimidate or harass people.
- ❌ Do not download illegal material.
- ❌ Do not send or forward chain mail.
- ❌ Do not send emails to people who do not really need to receive them.
- ❌ Do not respond to email when you are upset.
- ❌ Do not open attachments from unknown sources – beware of viruses!
- ❌ Do not ask for unnecessary replies to your email. Rather say: "If I haven't heard from you by Monday, I will assume that you have no nominations."



- ✅ Think: is it really necessary to send the intended email?
- ✅ If it becomes necessary to send more than three emails in a row, rather phone or convene a meeting.
- ✅ Use reply all, carbon copy and blind copy sparingly.
- ✅ Indicate in the subject line of your email what the email is about.
- ✅ Keep the message simple, short and clear.
- ✅ Only ask people from outside the university environment to acknowledge receipt. (You can see on the system whether or not your NWU colleagues have read your email.)
- ✅ It may be good manners to send an email just to say thank you, but try to avoid it.
- ✅ Use the approved NWU signature that appears at the end of your message when you send external emails.

Please contact Marelize Santana at marelize.santana@nwu.ac.za for any enquiries or assistance.

A portrait of Prof Dan Kgwadi, a Black man with a short haircut and a mustache, wearing round glasses and a maroon shirt with a decorative neckline. He is smiling and looking towards the camera. The background is a solid yellow color.

New NWU

Prof Dan Kgwadi, the new vice-chancellor of the university, says his vision is to see an NWU with diverse and socially intergrated campuses as a prototype of unity and a model of success for institutions across the globe. Eish! asked him about the challenges of his new position and his vision for the university.

Prof Dan is a family man who ranks family values high on his list of priorities. "To me as an African, the definition of family is elastic. I cannot talk about my children and leave out my students," he declares.

When asked about the number of children he has, he smilingly says he first needs to consult with NWU registrars for the latest registration figures. As vice-chancellor of the NWU he is thus a man with many "children".

Family responsibility is to him a divine instruction and it anchors staff wellness.

HE LIKES TO TACKLE CHALLENGES

Prof Dan says that in preparation for the vice-chancellor interviews, he asked his daughter, Ofentse, to describe him. He considers her answer to be spot on.

"She said I am a person who likes to try new things and I am never biased." He believes it is these character traits that will enable him to tackle with enthusiasm all the challenges that await him as the new vice-chancellor.

father to head family

UNITY IN DIVERSITY

"I look forward to strengthening unity among the three campuses of the NWU," he says. Prof Dan wants to create a unified NWU brand and encourage more cooperation and synergy across the campuses. He says he wants to do this while maintaining performance in line with the NWU's current successes.

He would also like to establish greater levels of trust among all at the NWU. "It is important to make sure there is a conducive working environment. The North-West University must be a second home to all personnel and students."

In a recent interview with the daily newspaper *Beeld*, he described himself as a team builder

whose purpose is to bring people together. "The NWU Council will never regret having me as vice-chancellor. We will work hand in hand to take the university to new heights."

CALM AND FOCUSED APPROACH

He believes that a calm and focused approach is key when addressing sensitive issues such as language and transformation.

"On such emotional issues one should always be rational and calm. It is important to make decisions guided by the Constitution at all times," he says.

He learned his calm approach from his role model, Prof Simon Taole, who served as head

of the physics department and later as dean at Mafikeng, when Prof Dan was a young lecturer. "As his physics student, he taught me never to attempt solving a problem before I understand exactly the nature of the problem."

Keeping the advice of his mentor in mind, Prof Dan always resorts to his root-cause analytical skills when addressing conflict situations.

He says he learned from another mentor, his PhD promoter, Prof Jan Smit, never to criticise his competitors openly but rather to focus on what he wants to achieve. "With Noah in the audience, one must always be careful what you say about the flood. He taught me to differ with others respectfully."

Although Prof Dan sees himself as a generally calm person there is one thing that makes him very angry. "Any action or judgement based on stereotypes or prejudices makes me bilious. To quote Mother Teresa, if you judge people, you have no time to love them," he says.

BALANCED PRESENCE ON ALL THREE CAMPUSES

"The NWU is a virtual university with its seat in Potchefstroom. Over and above my visibility and presence in Potchefstroom, it is important to me to be equally visible on our Mafikeng and Vaal Triangle campuses," says Prof Dan.

He says he is looking forward to establishing his presence, as he did in the Mahikeng community, in Potchefstroom and Vanderbijlpark.

Prof Dan says because it is important to live in one's area of work he will be moving. "I am excited about being part of the Potchefstroom community, including Ikageng and the surrounding suburbs."

Other interesting facts about Prof Dan

Favourite book:

Georger Ayittey's *Defeating dictators*.

Favourite films:

I do not have a favourite film.

Favourite music:

I like to listen to Gospel and Reggae.

Favourite food:

Pap and spinach.

Favourite holiday:

Day visits to family members are my favourite getaway.

My family:

I am married to Mabel and we are blessed with a daughter, Ofentse (16).

What I love doing for relaxation:

I like working in my garden.

What type of child I was:

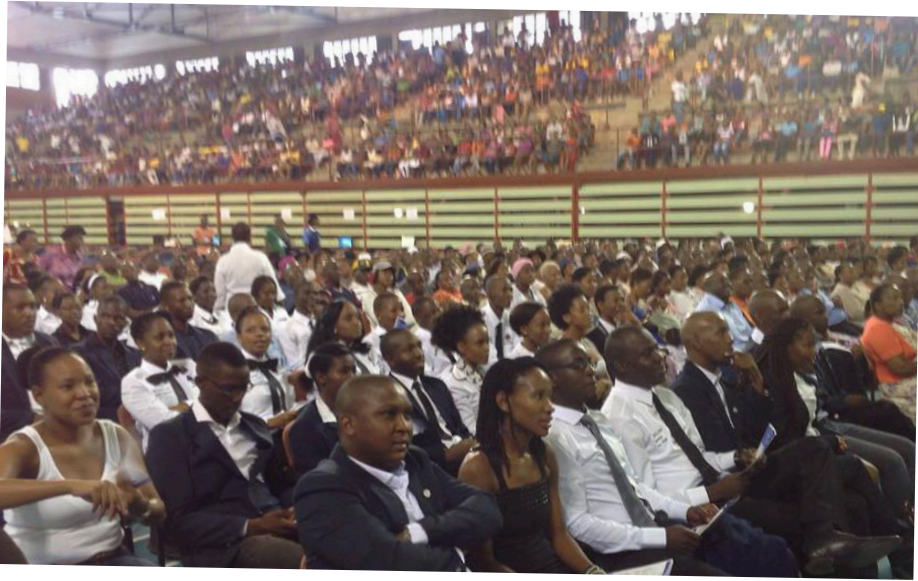
While my mother did her best to provide us with an excellent childhood experience as a single parent (divorcee), I, as the firstborn son, had to act more of a father figure in the absence of my father. I literally took after my name, Ntate, which means father.

I learned to be responsible at a very young age when most other children are more carefree.

What I am passionate about:

I am passionate about serving the less fortunate communities. I want to empower them towards sustainable development.

Our campus is an institution of choice



The Great Hall was packed to the rafters when more than 4 000 parents and first-year students attended the annual parents meeting.

Before students and their parents were taken through the registration process, members of management informed them about residence and financial matters.

Prof Dan Kgwadi, the campus rector, also reassured them about safety and security on campus. "The campus has zero tolerance when it comes to violence, and the safety of every single student on campus is a priority to us."

Students from various walks of life also shared their experiences on campus, thus endorsing the campus rector's words when he said, "Our campus accepts all cultures, all races and all religions. Furthermore, to us, being 'less abled' doesn't mean you are without potential."

On Sunday, 19 January 2014 parents and first-year students from various parts of South Africa and other African countries attended the annual parents meeting.

This event annually serves as a golden opportunity for campus management to personally welcome all enrolling first-year students prior to registration.

Looking into the future of nuclear energy

The future of nuclear energy in South Africa was thoroughly discussed when more than 200 nuclear professionals came together at the South African Young Nuclear Professionals Society (SAYNPS) Nuclear Summit held in December last year.

The campus, in conjunction with SAYNPS, organised the inaugural summit that is in-

tended to be an annual event. Mr Gaopalelwe Santswere, SAYNPS chairperson, says the summit was long overdue. "As SAYNPS, we want to make this gathering an annual thing and I am glad to say we are off to a very good start.

The sector on its own requires an all-hands-on-deck approach in order to achieve a common goal."

The high-profile speakers included Mr Bulelani Magwanishe, deputy minister of public enterprises, Mr Brian Dames, CEO: Eskom, Dr Bismark Tyobeka, CEO: National Nuclear Regulator, and Mr Leslie Sedibe CEO: Proudly South African.

The three-day gathering was also attended by university students and high school learners.



We welcome the first-years of 2014

▲ Soaring temperatures could not dampen the spirits of the class of 2014, which had the campus bursting at the seams.

On Saturday, 11 January 2014, an excited Prof Herman van Schalkwyk, the campus rector, welcomed nearly 4 000 first-year students, their parents and family members.

Prof Herman pointed out that this year's group represents a very special milestone in the history of the country, as well as the campus. "You are a new generation, the so-called 'born frees' – students who were born after 1994," he said.

"This year, 20 years later, we commemorate 20 years of democracy in South Africa.

"1994 not only marked the watershed between the old and the new South Africa; it was the year in which the Potchefstroom Campus of the North-West University celebrated its 125th anniversary. This year we celebrate the 145th anniversary of this campus."

His message of welcome was as much reassuring as it was encouraging. In brief, he wished that each and every first-year would embark on this new chapter in their lives with courage and commitment.

Student gets unique footage of fish catching bird

A tiger fish, slicing through the air to catch a swallow flying above the water, has been caught on video for the first time in world history.

This unique behaviour of the freshwater fish (*Hydrocynus vittatus*) was filmed by a postgraduate student, Francois Jacobs, on the Schroda Dam in the Limpopo River.

Francois was busy with biotelemetry studies in the dam where they tag the tiger fish with radio transmitters in order to monitor their behavioural and swimming patterns.

This study showed that the tiger fish's behaviour changed in the mornings and late afternoons.

"I started to observe this pattern and various times saw how the tiger fish jumps when swallows came to drink water in the dam.

"I decided to take my video camera with and recorded hours and hours of material before I was lucky enough to catch the 'real thing' on video."

According to Francois's study leader, Prof Nico Smit, director of the Unit of Environmental Sciences and Management, the tiger fish is mainly a hunter, but the fact that it catches birds in flight, gives a totally different dimension to it.

"There are documented cases of freshwater fish catching birds, but none of these are birds in flight; rather they are birds standing still alongside the water or on a branch in the water."

The video can be seen at <http://www.youtube.com/watch?v=vqL1aXabUY8> and the link to the article is <http://onlinelibrary.wiley.com/doi/10.1111/jfb.12278/full>.



Francois Jacobs with one of the tiger fish they tagged in the Schroda Dam.

MBA gains international accreditation

The MBA programme of the Potchefstroom Business School (PBS) has been internationally accredited by the prestigious Association of MBAs (AMBA) in London.

The PBS is only the fifth business school in South Africa and one of 200 schools globally to be recognised by AMBA. After receiving this international recognition, the school qualifies to be counted as among Africa's best.

The PBS's MBA programme was intensively assessed according to 150 criteria. Areas of assessment included the institution as a whole, its personnel (both academic and administrative), programme management, research and the curriculum, as well as the programme's mode and duration.

Accreditation by AMBA is given for three years, after which it will be evaluated again.

Campus is bursting at the seams

The official welcoming of the first-year students took place on Saturday, 1 February 2014.

During this event – which is regarded as a highlight of the academic year – students and parents alike had the opportunity to meet not only the members of the campus management, but also the various student bodies.

This year the registration process was stretched over a three-day period after which the new intake of first-year students took part in the Reception and Orientation Week (ROW). ROW gave all first-years the opportunity to learn the ins and outs of student life and to settle in at their respective residences. They also set the academic ball rolling by writing the compulsory academic literacy test and a computer proficiency test.



The campus was bursting at the seams with more than 2 000 first-year students preparing to register for the new academic year.



Photo: Cornél van Heerden

How mines affect communities

Recently, the media have been full of reports about service delivery protests in Bekkersdal, located in the Westonaria Local Municipality.

Even though critics often prefer to either blame the current government or the former apartheid government for the state of communities such as Bekkersdal, it is not quite that simple.

A research group under the leadership of Prof Elize van Eeden from the School of Basic Sciences decided to investigate the multitude of factors that contribute to the problems of the Bekkersdal community.

The researchers followed an integrated, multidisciplinary research approach, and investigated the condition of the Bekkersdal community through themes such as local governance and economic, ecological, social, physical and emotional wellbeing.

They also explored the grassroots realities that community members face regarding employment, housing, family life, social interaction, leisure, health, security, environment, financial security and education.

In 2013 the team developed a questionnaire that covered all the various factors affecting this mining community's wellbeing, and gathered the opinions and attitudes of 500 Bekkersdal residents. The results of these questionnaires are currently being analysed by the team and an academic article is envisaged.

This research project is set to have several spin-offs. The two primary spinoffs are the collection and analysis of data on the total impact of mining activities on surrounding communities, and the gathering of data and experience on the challenges, advantages and disadvantages of using an integrated, multidisciplinary research method.

Campus eagerly awaiting new library

Albert Einstein once said that the only thing a person needs to know to succeed in life is where the library is situated. For the campus community, the answer lies in building 13!

In the weeks leading up to the completion of the R60 million facility, Ms Hendra Pretorius, the library manager, believes it represents much more than just another infrastructure expansion.

"The new library serves as a symbol of the campus's commitment to lifelong learning and future readiness," says Hendra. To be known as the Information Commons,

the new facility will host several units such as Academic Development and Support, Student Counselling and Development and the writing laboratory, as well as the South African Water History Archival Repository. Other additions include a 24-hour study and computer laboratory, a copy shop and a coffee shop.

The Information Commons will have 687 seats (previously 146) and 178 computers (previously 38). It also boasts the following new features: an honours room, a master's and PhD commons, group discussion rooms, individual study cubicles and training and lecture rooms.

These NWU experts know their stuff

Members of the NWU are constantly sharing their expertise with the community on different occasions – be it during speeches or in interviews with the media. In this ongoing series, we would like to share the following quotes with our readers.



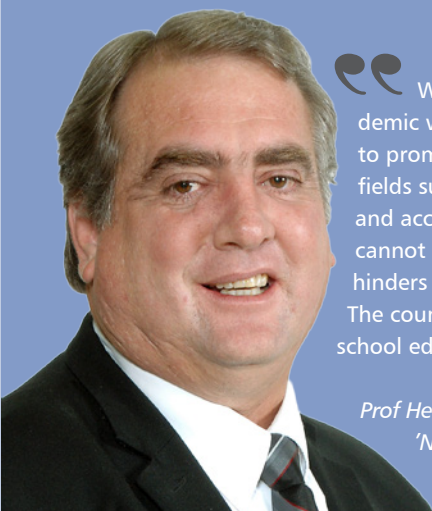
“Every discussion in each other’s mother tongue has the potential to become discussions of the heart... We must be serious about nationhood and reconciliation in South Africa and learn each other’s languages. An understanding for each other’s metaphors and living contexts will help improve our credibility.”

*Prof Marlene Verhoef, institutional registrar
‘Versoening: Ons moet mekaar se taal leer’, Rapport, 4 January 2014*



“...These days everybody has a media voice on the internet (and social media). Remember: libel is the publication in any form of words that are damaging to a person’s reputation. Even if you know that someone is a crook, you may not say or write it in public. You need to be able to prove it, which can be difficult and very expensive.”

*Prof Johannes Froneman, School of Communication Studies, Potchefstroom Campus
‘Potch-sakeman eis na woorde op Facebook’, Beeld, 15 November 2013*



“Without research, South Africa’s economic and academic wealth is doomed. South Africa needs to do more to promote the level of expertise, particularly in specialised fields such as engineering, health sciences, natural sciences and accounting, without which a country’s economy simply cannot function properly. However, there is something that hinders the realisation of South Africa’s research potential. The country cannot develop researchers while the quality of school education is problematic.”

*Prof Herman van Schalkwyk, rector, Potchefstroom Campus
‘Navorsing die sleutel’, Volksblad, 26 December 2013*

“The increasing pass rate (of matrics) is misleading and we view the growing success rate with scepticism. If it’s true that it is increasing because the level of education is improving, that’s a good thing, but there are many indications that this is not the case.”

*Dr Theuns Eloff, vice-chancellor
‘Matrics will pass in record numbers’, City Press, 5 January 2014*



“Society has no interest in the use of African Languages. This not only endangers the languages but also African heritage and culture. Families are more interested in their children speaking English rather than their own languages. They are discouraged from speaking African languages and by so doing we are also discouraging them from reading anything written in our own languages.”

*Mr William (Pappie) Mashike, School for Teacher Education and Training, Mafikeng Campus
‘Apathy towards African language discourages writers’, SABC News, 24 November 2013*





Nutritious meals feed academic success

The NWU's people are not only hard workers, they also live life to the fullest and are involved in charity and voluntary work. In our series on interesting NWU staff, we visit a staff member who tries to make sure that needy students get a nutritious meal each day.

Ms Marina Louw, administrative officer at Financial Support Services on the Potchefstroom Campus, deals daily with needy students who would go hungry without a helping hand.

She realised that there were many talented and dedicated students who not only lack the resources for tuition fees but also for nutritious meals.

This inspired her to start an independent project, Meal Buddy, to collect donations from outside the NWU in order to ensure that needy students get enough to eat.

Marina says every contribution makes a difference. She encourages the Potchefstroom community and students to make financial contributions towards groceries for food parcels.

PARTNERSHIP FOR MEALS

"The need is great and I know that I cannot tackle this project on my own. That is why Meal Buddy is cooperating very closely with the NWU's InGryp Centre."

Marina gives all the funds raised to Ms Lenie Kotze, social worker at the NWU's InGryp Centre.

With the help of a dietician, Lenie planned a daily nutritious meal. This healthy meal ensures that students can focus on their studies. The cost per student amounts to R1 200 per month, of which R500 is subsidised from NSFAS loans. The rest has to come from donations.

Students are evaluated and everybody receives the same food parcel. The students also receive instructions on how to prepare meals so that the parcel can last a whole month. The food parcels are made up according to a list to make sure that all needy students can prepare the same nutritious meal. The food parcels also include essential toiletries.

Marina also refers students in need to the InGryp Centre for clothes and furniture such as desks and mattresses.

FINANCIAL CONTRIBUTIONS REMAIN A CHALLENGE

The Meal Buddy project's greatest priority is to collect enough money to make a significant difference, as the need is ever increasing.

◀ Ms Lenie Kotze with the groceries in the InGryp Centre storeroom where monthly parcels are made up for students. Lenie retired at the end of January, but her good work is being continued by Ms Petro Boshoff.



▲ Ms Marina Louw from the NWU's Financial Support Services says she wants to make a difference by ensuring that needy students can enjoy a healthy meal every day.

This is why Marina tries to involve local churches, businesses and residents in the Meal Buddy project. "Anybody can make a difference by getting involved," she says.

The project has been around for six years and donations can be deposited into the Meal Buddy bank account.

Meal Buddy is not an NWU project, but is managed by university employees as a not-for-profit project. For more information about the Meal Buddy project, call Marina at x99 2050 or the NWU's InGryp Centre at x99 1919.

* An official NWU project meeting the nutritional needs of less-privileged students across the NWU, is the Meal a Day project, managed by Institutional Advancement and Alumni Affairs.

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





MY VERY SPECIAL REQUEST...

In our ongoing series of articles in which we pose interesting questions to staff members, we find out what their special request or suggestion would be, if they could have one, to the new vice-chancellor, Prof Dan Kgwadi.

Ms Roslyn Lodewyk, senior human capital officer, Institutional Office: "I think it will be important for the new vice-chancellor to ensure that there will be fairness and transparency. It is also important to look at the wellness and development of personnel on all levels. I would request that the NWU invest more in personnel."

Mr Rudi van der Merwe, Community Engagement, Institutional Office: "My request is that the new vice-chancellor will continue to build towards a united NWU. Every staff member's voice must be heard."

"I would like to see that community involvement will be acknowledged as a way of life for the NWU. In this manner the university's image can be enhanced and a mutual relationship with the community can be established."

"Lastly I would like to see that the vice-chancellor always asks for God's guidance in his leadership."

Ms Tebelelo Maseng, lecturer in Nursing Sciences, Mafikeng Campus: "I join many voices that welcome the new vice-chancellor. Your achievement is a motivation for many people from humble beginnings."

"Please find time in your busy schedule to consider more parking spaces on the Mafikeng Campus. There has been an increase in private

vehicles on campus. Covered parking facilities benefit both vehicle owners and the campus. Vehicles are protected and income is generated from letting out these facilities."

Mr Pheny Mokgothu, communication officer, Marketing and Communication, Mafikeng Campus: "I would like Prof Dan Kgwadi to take the university to levels where it will favourably compete with standards of reputable higher learning institutions. I would like him to retain and sustain the current level of stability on all three campuses of the NWU in order to enhance and facilitate the core business of the university which is teaching, learning, research and community development."

Dr Jaco Bezuidenhout, lecturer at the School for Environmental Sciences and Development (Microbiology), Potchefstroom Campus: "I believe that our postgraduate students mean just as much to the university as our undergraduate students, especially if we consider their research outputs."

"There seem to be administrative difficulties when it comes to bursaries for postgraduates. Furthermore, computers in the lecture halls on campus seem to be better equipped than those that are typically available for use by postgraduate students. I would request the new vice-chancellor to help find a way to more effectively support our postgraduate students."

Ms Jennifer Phelu, administrative assistant, Logistics, Potchefstroom Campus: "I would like to know where Prof Kgwadi sees himself in five years."

"I would also like to have the opportunity to talk to him about operational concerns involving staff benefits."

Ms Madeleine Groenewald, lecturer at the School for Information Technology, Vaal Triangle Campus: "Prof Kgwadi, you are known as a man with deep commitment to excellence in the workplace and the empowerment of people. I believe that in living out excellence to the fullest there must be continued self-evaluation. Unfortunately we do not see this attitude from all students and personnel. Will you please motivate them to strive towards excellence?"

Mr Morena Tsotetsi, senior marketer, Marketing and Communication, Vaal Triangle Campus: "Firstly, congratulations Prof Kgwadi, Motlokwa, Leana nkwe (clan praise). Will you ensure that our campus caters for the regional community through courses that will benefit them?"

"I would like to see, for example, nursing courses presented to people in regions where the NWU is not currently offering these. Other fields in which we need more community-orientated courses include engineering and hospitality."

Cultivate **enquiring** students

The 21st century belongs to people who dare to dream and imagine new possibilities that break free of conventional stereotypical patterns of thought.

These were the words of Prof Martin Oosthuizen, the NWU's deputy vice-chancellor for

teaching-learning. He addressed the audience at the third conference on the Scholarship of Teaching and Learning (SOTL), held at the Quest Conference Estate in Vanderbijlpark in November 2013. The conference had the theme, "The University in the 21st century – cultivating inquiry-driven students", and was attended by delegates

from various higher education institutions. Professor Clifton Conrad from the University of Wisconsin-Madison in the United States was the keynote speaker.

During his presentation he elaborated on ways in which higher education can rise to the challenge of developing inquiry-driven learners.

These learners should be able to respond innovatively and thoughtfully to the complex challenges facing 21st century society.

At the NWU, Scholarship of Teaching and Learning aims to improve the quality of teaching-learning through, amongst others, reflection, discussion and research on teaching-learning.



◀ Staff members from the NWU and other South African higher education institutions attend the Scholarship of Teaching and Learning conference held from 19 to 21 November 2013 in Vanderbijlpark.



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 appointed new vice-chancellor of the NWU and when will he take over the reins from Dr Theuns Eloff?
7. How many Rapport Awards were made to inspiring lecturers at the NWU during 2013?
8. What is the name of the project started by Ms Marina Louw on the Potchefstroom Campus?
9. Describe one of the ways in which the NWU will celebrate its tenth birthday.
10. Two staff members of the NWU have been chosen as members of the National Research Foundation's Astronomy Advisory Council. Who are they?

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!



▲ Prof Johan Westerhuis (left) with Prof Du Toit Loots from Biochemistry in the laboratory of the School of Physical and Chemical Sciences.

Dutch scientist shares his expertise

Staff members at the Faculty of Natural Sciences' School of Physical and Chemical Sciences are excited about the arrival of an expert in bioinformatics who will be involved in research projects at the school.

Prof Johan Westerhuis is an award-winning scientist from the Netherlands. In 2013, at the International Metabolomics conference held in Glasgow, Scotland, he received the prize for

the most outstanding subject publication of the previous year.

At present the NWU does not have a senior expert in the field of bioinformatics, which is essential for unlocking metabolomics information.

This is where Prof Johan will make his contribution as extraordinary professor.

"My goal is to develop and prove methods for the design of biological research on human systems," he told Eish!.

"I visualise and summarise the complex data through the integration of bioinformatics and biostatistics."

Prof Johan is not a stranger to the NWU. He is already a collaborator in several research programmes.

He is also promoter of a doctoral student who is doing a study on the effect of alcohol use on metabolic systems.

Prof Johan and his wife, Mirriam, are the proud parents of two children, Bente and Maryn.

** Metabolomics is the scientific study of all metabolites, meaning the products of metabolism that exist in an organism, cell or tissue.*

It is one of the latest biotechnological fields, used primarily to study the mechanisms of a variety of lifestyle diseases such as diabetes and infectious diseases including tuberculosis and HIV.



Dr Theuns Eloff, outgoing vice-chancellor, passes the baton to Prof Dan Kgwadi, his successor. Prof Marlene Verhoef, the new institutional registrar, and Prof Herman van Schalkwyk, the new vice-principal (and still rector of the Potchefstroom Campus), support them enthusiastically.



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