

eish!



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



Saving
sunlight
for supper

Changing
the face of
finances

NWU acts on
initiation allegations



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Front page: These NWU colleagues are ensuring that the switch from the Oracle financial system to Quali Financial System runs smoothly. Read more about this on p 9.

PLEASE NOTE:

In order to decrease our carbon footprint, the Eish! will now be distributed electronically to all NWU staff members. Only those without access to computers will receive printed copies. You are welcome to contact our Eish! journalist, Willie du Plessis, should you have any news tips or enquiries. You can contact him at X99 4915 or willie.duplessis@nwu.ac.za



Meet your campus web coordinators

In the previous issue of Eish!, we introduced the Institutional Web Office. This issue features a team who is already very familiar with campus online content owners and publishers, namely the campus web coordinators.

Apart from being responsible for web development endeavours (such as marketing and communication pages) on their respective campuses, Mr Koos Degenaar (Mafikeng Campus), Ms Pertunia Thulo and Ms Ilse Beyers (both from the Potchefstroom Campus) and Mr Jeremy Mooi (Vaal Triangle Campus) also provide important support to their campus colleagues. Moreover, they serve as an important contact point between these online role players and the Institutional Web Office.

The Institutional Web Office would like to encourage campus online publishers and online content owners to liaise with their campus web coordinators with any ideas or queries they may have, or with any web-related challenges they come across.

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EDITORIAL

MESSAGE FROM THE VICE-CHANCELLOR

to expect. I trust that all of you have taken a well-deserved break and that you have returned with renewed energy to the challenges that remain.

One important matter that I would wish to bring to your attention is that the Council of the university has now received and considered the report of the independent investigation task team, whose mandate, amongst others, was to investigate the issues around alleged instances of initiation and the use of salutes during the reception and introduction programme.

Council, while noting shortcomings in the report relating to the *audi alteram partem* rule (giving all parties a hearing) and the fact that not all aspects of the mandate were completed, has resolved to use the report as a resource document to ensure that the reception and introduction programme at the university is reconceptualised.

The leadership of the university must ensure that the programme is in all respects compati-

ble with respect for human rights. Best practice must be determined through benchmarking; multicultural diversity must be embraced in an integrative manner; and education around human rights must be increased.

Much work needs to be done before the next cohort of first years arrives at the university next year, to comply with the directives of Council.

All of us must interrogate and clarify those values which underpin the behaviour of staff and students during orientation and make sure that all behaviour is informed by the values which we have adopted as a university.

I wish you all well for the second semester of 2014.

Best regards

Prof Dan Kgwadi
Vice-Chancellor

Dear colleagues,

I would like to thank all staff for their continued dedicated service to the university during the first semester.

All your hard work has surely been repaid with the kind of excellent results that we have come

Eish!, perseverance bears fruit!

There is a saying that Rome wasn't built in a day.

What a universal truth – creating something of value and raising it to excellence takes time – sometimes as much as 50 years. The Potchefstroom Business School is such a story (read more on p 7).

This business school admitted its first students in 1964. This year they celebrate their 50th anniversary, as well as their recently awarded international accreditation.

Along with time, perseverance has a huge role to play in achieving success. People who refuse to give up and are willing to put shoulder to the wheel to get things done are valuable assets for any institution.

Go to p 9 to read about the core team who is at the forefront of the transition from the Oracle financial system to the new Kuali financial system. Every effort is being made to ensure the change

is as smooth and uneventful as possible. With perseverance by the team and cooperation from the NWU community this system will be fully operational when the university opens its doors in 2015.

Perseverance is especially indispensable when challenges occur along the way. In the past couple of months, the NWU has often made the news for alleged initiation practices on the Potchefstroom Campus.

P 4 and 5 tell of an independent task team's investigation into the allegations and the report they presented to the NWU Council, who compiled a report of their own and submitted it to Dr Blade Nzimande, minister of Higher Education and Training.

The article mentions a number of the steps that will be taken to prevent future human rights violations on any of the campuses. In this situation also, perseverance and the desire to change for the better will be inval-

able. A winning solution to any problem is made up of perseverance and the conviction that you are on the right track.

Happy reading,

Nelia and the Eish! team



Alleged initiation practices illicit widespread reaction

The NWU has made headlines several times in recent months due to alleged initiation practices on the Potchefstroom Campus.

Eish! takes stock of events and offers a simple schematic representation of how and when it all started, the reaction of the NWU Council, and where we stand at present. In closing, we share some of the remarks made by our vice-chancellor, Prof Dan Kgwadi, at a press conference on 26 June 2014, as well as the opinion of Ms Itumeleng Poee, deputy chairperson of Council.

FEBRUARY 2014

The media publishes reports and photos of alleged "Nazi activities" and inappropriate initiation practices at the Potchefstroom Campus. Prior to this, strategies were already instituted at the campus to address the issue.

25 FEBRUARY 2014

Mr Gwebs Qonde, director-general of the Department of Higher Education and Training, releases a media statement about the alleged incidents at the Potchefstroom Campus.

4 MARCH 2014

Dr Blade Nzimande, minister of Higher Education and Training, requests that the Council launch an investigation into the allegations and report back to him.

5 MARCH 2014

The Council appoints an independent investigative task team, consisting of Dr Leon Wessels, Dr Somadoda Fikeni, Adv Rehana Rawat and Dr Bismark Tyobeka.

22 APRIL TO 6 MAY 2014

NWU stakeholders can make submissions to the task team.

27 MAY 2014

The task team presents their report to Mr Peet van der Walt, chairperson of Council.

29 MAY 2014

The executive committee of Council peruses the report and communicates its recommendations to the full NWU Council.

4 JUNE 2014

Council decides that it needs more time to study the task team's report, and requests that the submission date for their report to the minister be postponed.

19 AND 20 JUNE 2014

Council has a robust discussion about the task team's report. A core team from Council undertakes the task of transforming the content and recommendations of the task team's report into input for the report to the minister.

26 JUNE 2014

The core team from Council presents the report from Council to the minister, with the report from the task team attached.

Vice-chancellor takes a firm stand

During a press conference held after handing over the NWU's report to the minister on 26 June, Prof Dan Kgwadi, vice-chancellor, said (amongst other things) the following:

"We are going to move very strongly against all demeaning actions where people's rights are violated.

"Let us have a culture of mutual respect... Let us be sensitive to human rights and careful of all demeaning activities... We will have an awareness campaign about human rights so that there can be no ignorance about induction practices in future."

Why was the report by the task team not made public?

The decision was based on legal advice. The content of the report could lead to legal action against the university were it made public.

Some of the recommendations and conclusions in the report may also be based on untested evidence and anonymous witnesses.



Ms Itumeleng Poe, deputy chairperson of the NWU Council (centre) and Prof Dan Kgwadi, vice-chancellor, represented the university at a press conference in Johannesburg on 26 June 2014. With them is Ms Doreen Gough from the National Press Club, who chaired the conference.

Deputy chairperson gives her opinion

Ms Itumeleng Poe, deputy chairperson of the Council, chaired the Council meeting where the report of the task team was discussed in detail, and formed part of the delegation that presented Council's report to the minister. Eish! asked her a few questions:

How do you as deputy chairperson of Council see the NWU moving forward from here?

This is an exciting period as it provides us with the opportunity to become one of the most outstanding institutions in the country, on the continent and indeed in the world.

We recognise that there is an urgency to attend to matters of introspection that might have gone unnoticed or been deemed less important.

Some real wealth came out of the task team's report in terms of its recommendations that – once implemented – will make us deal with issues so that they are, where necessary, corrected through meaningful dialogue and actions.

Can you share your impressions of the minister's reaction to the meeting you had?

Our deliberations with the minister of Higher Education and Training were positive and there seems to be a partnership focused on growth at the NWU. The report was well received and the minister promised to study it and give us any feedback that he may deem necessary.

He also invited us to engage him regularly as a stakeholder – not only when there are issues. We are receptive to this invitation, as it will ensure a cordial relationship between the NWU and the minister's office. The existence of constructive relationships amongst important stakeholders is undoubtedly key in advancing optimal growth.

The media and some stakeholders are making this a language issue (Afrikaans). Your comment on this?

There seems to be a perception that when we talk transformation at the NWU, there is an implied attack on the Afrikaans language. This is absolutely not true. We want Afrikaans at the NWU, and we want to protect it at all costs.

However, the only issue that should not be allowed is that Afrikaans – or any language for that matter – is used as a means to exclude non-speakers.

As we embark on a sharp trajectory to becoming one of the best institutions and strive towards multiculturalism, we have to be mindful that we do not erode some of the things that make us special, including language. We should rather build on being a multilingual institution to make sure that we are an inclusive and welcoming university.

What is being done?

In its report to the minister, the NWU committed to introducing various measures:

- ▣ The vice-chancellor and management will implement measures to prevent future occurrences of human rights violations.
- ▣ A standing committee of Council, the Student Oversight Committee, will supervise the following:
 - A ban on all initiation rituals and degrading practices.
 - The development of a suitable reception and introduction programme for all three campuses. (This will be the only permissible programme.)
 - Marketing and communication that is effective and aligned to eliminate any supposed exclusivity without losing existing niche markets.
 - The improved functioning of the existing Human Rights Committee for more effective protection of human rights.
 - An investigation into allegations of degrading practices being met with tacit approval. Corrective measures should be taken if necessary.
 - An investigation to determine whether there is a "culture of intimidation, harassment, fear and purging" against staff and students who take a stand against practices that violate human rights, and the consequent elimination of such a culture if necessary.

These processes will be managed by the vice-chancellor and NWU management.

More information about the report submitted by Council to Dr Blade Nzimande, minister of Higher Education and Training, is available here. ▼



Domestic cooking has a place in the sun

About three billion people around the world, including South Africa, still cook and heat their homes by burning wood, animal dung, crop waste and the like. The consequences for human health and the environment are grim.

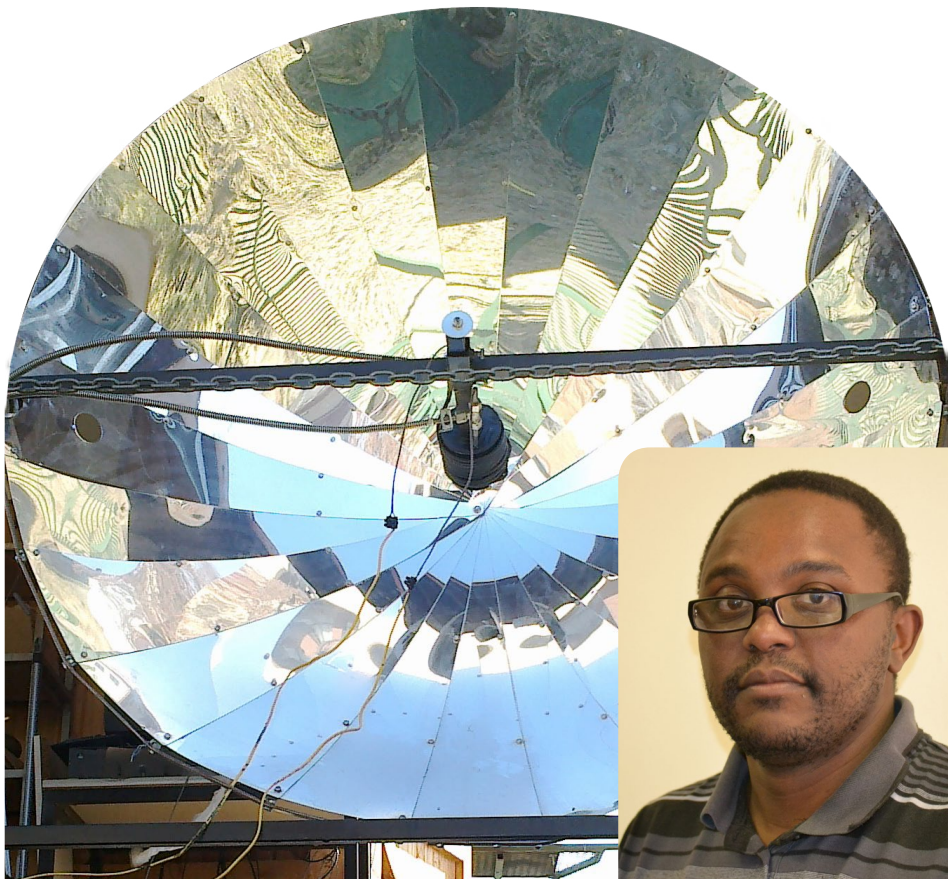
Every year, an estimated four million people die prematurely from illnesses related to air pollution from cooking with solid fuels, according to the World Health Organisation (WHO).

Furthermore, half of all premature deaths among children under the age of five are due to pneumonia caused by inhaling particulate matter from household pollution, the WHO says.

Imagine the positive impact of using a clean, free and renewable energy source such as the sun for domestic cooking. This is the vision of the Solar Thermal Energy research group at the Mafikeng Campus's Faculty of Agriculture, Science and Technology.

Solar cookers are already available on the market but these tend to be too expensive for the people who really need them, the rural poor. They also tend to be inefficient in capturing the sun's rays, complicated to operate and can lose heat too quickly.

"Our aim is to optimise the three components of solar cooking, with the ultimate aim of developing a cooker for rural and lower-income people," says Dr Ashmore Mawire, research leader. The three key elements of a solar cooker are a component for capturing solar energy, a component for storing that energy and a component for utilising it.



Using a clean, free and renewable energy source such as the sun for domestic cooking is the vision of the Solar Thermal Energy research group at the Mafikeng Campus. This group is part of the Faculty of Agriculture, Science and Technology, and is led by Dr Ashmore Mawire.

Ashmore and his four-person team of physics researchers and postgraduate students use a combination of simulation studies and small-scale experimentation to conduct their research.

"Simulation is based on mathematical modelling and is invaluable because it reduces expenses and experimentation time," he says.

"We do the modelling and then try to validate it with physical results in small experiments." So far, their greatest success has probably been with the energy storage component of solar thermal cooking. "Currently, we are using an

oil or an oil-pebble-bed thermal energy storage system to enhance the performance of a solar cooker."

In the future, they will venture into enhancing the performance of the thermal energy storage (TES) component by including a suitable phase change material capable of storing and releasing large amounts of energy.

"We will also be investigating the optimisation of cooking devices for solar cookers without TES to make them cheaper, efficient and more user-friendly to rural communities currently using non-renewable forms of energy for cooking."



GOLDEN YEARS for PBS

The Potchefstroom Business School (PBS) celebrates its 50th anniversary this year.

The year 2014 is very special to the Potchefstroom Business School. They not only celebrate half a century of growth, but also a very special achievement, namely the international accreditation of the business school by the Association of MBAs (AMBA).

Part of the festivities is a reunion that will take place on 5 November. For this event, the PBS will attempt to bring together everyone who has contributed to the success of the school.

This success is impressive. The school, which has been offering its MBA course for nearly 50 years, is ranked as one of the top five business schools in South Africa by the leading finance publication, the *Financial Mail*.

THE CREAM OF THE CROP

A place at the business school is much sought after, which has compelled the PBS to limit the number of MBA entries to 200. This implies that the PBS can afford to select the cream of the crop for the course.

Prof Tommy du Plessis, director of the PBS, says that the business school produces some of the best research outputs in the country despite a small staff corps.

"The standards of minor dissertations and staff research are high. We are also one of only two business schools in the country that present MBA classes in English and Afrikaans."

He says that the staff of the PBS worked very hard for three years to obtain the AMBA accreditation. This is the cherry on top for a world-class business school. "Now we are looking forward to exciting new developments for the PBS," Tommy continues.

One of the most eagerly awaited glimmers on the horizon is the brand-new facilities being built especially for the PBS.

AN EVENTFUL PAST

However, no vision of the future is complete without reflecting on an eventful past. According to Tommy, the first business school intakes took place in 1964. Initially, the school offered only an honours degree in business administration (HBA), but this was soon followed by an MBA in 1966.

The school formed part of the economics faculty before becoming an independent entity in 1979.



The first director and dean of the business school was Prof Klaas Havenga.

Some of the highlights in the history of the business school include the implementation of the new MBA qualification in 1986, the first management development programme in 1987, and the name change in 1992 when the Graduate School of Business became the Potchefstroom Business School.

For more information on the celebrations, contact Marilize Minne at X99 1412 or marilize.minne@nwu.ac.za.



The assessor panel of the Association of MBAs (AMBA) visited the NWU in October last year after which full accreditation was granted to the Potchefstroom Business School. From left are Prof Tommy du Plessis, director of the Potchefstroom Business School, Mr Mark Stoddard of AMBA, Prof Ronald Tuninga, director of the Copenhagen Business School, Dr Leila Triki, associate dean of the Mediterranean School of Business, Prof Anet Smit of PBS Management Accounting and Prof Ronnie Lotriet of PBS Strategic Formulation and Implementation.



Vaal empowers students with disabilities

Student Counselling and Development on the Vaal Triangle Campus uses technology to make a meaningful difference in the lives of students with disabilities.

Mr Hendrik Steyn from the Disability Unit is visually impaired himself, but that does not prevent him from making life easier for students with disabilities.

"I am responsible for the IT aspects of the Disability Unit. It is my work to train visually impaired students to use computers and the university's software."

These students cannot attend ordinary IT training because it is visual. "It's no use telling a blind person to press a blue or a yellow button. Our task is to empower students with disabilities to make optimal use of the technology that is available to them."

HIS PASSION

The section for visual impairment within the Disability Unit is Hendrik's passion. "We offer students the opportunity to have an experience similar to that of their fellow students without disabilities. We do this through academic and emotional support."

Hendrik says that part of his job is to create awareness among lecturers and the Vaal Triangle community in general. "Through our awareness campaigns, we ensure that people without disabilities know how to approach and assist people with disabilities."

Hendrik says in the 10 years since the establishment of the NWU there have been many positive changes on the Vaal Triangle Campus. "People have become more tolerant towards people with disabilities. The newer buildings on campus are also built in such a way that the campus is more accessible to them."

Mr Hendrik Steyn says the Vaal Triangle Campus's Disability Unit supports students in all possible ways so that they can have a successful and happy academic career.

He says things were definitely much more difficult when he was a student. "It was a struggle and I had to record many classes on tape. It was incredibly difficult to get electronic access to books and other texts. It was more expensive than my tuition, so it was not economically feasible for the university."

SAVING MONEY

According to Hendrik, the establishment of the Disability Unit was a way to assist people with disabilities and save the university money. "We focus on the individual needs of a student, but simultaneously also on the interests of the student community with disabilities in general." Hendrik is responsible for upgrading and maintaining the website of the Disability Unit and for other IT-related problems in his section.

"I also help with career advice and with converting hard copy texts into more accessible formats." In addition to using computer-driven technology, the unit provides assistance in the form of wheelchairs, telephones and hearing aids.

Hendrik himself is an accomplished user of technology. "I cannot do my work without technology. I have access almost everywhere to most of the systems that I use through my cellphone. I use email, internet and social networks such as Twitter and Facebook. My computer uses so-called 'screen reader' software. It speaks to me so that I can do web development, email and other administrative work."

"The same goes for my cellphone. We also have a Braille printer and a scanner, which helps to make the texts more accessible."

Hendrik is very modest about his work. "I am an ordinary person trying to make a difference in the lives of others who have it more difficult than me."



Focus on



Change is in the air on the finance front

The transition from the Oracle financial system to the Kuali Financial System (KFS) has now reached the implementation phase. This means that training, integration, data migration and reporting will start in all earnest before the actual switch-over in January 2015.

Q: *Who will take responsibility for the training opportunities?*

A: Ms Elmarie de Beer, chief director of finance, says the onus now rests squarely on the end users of KFS to ensure that they make optimal use of the training opportunities. "They must feel ready to take ownership by the beginning of 2015 and to play their roles to make the transition a success. This is their opportunity to familiarise themselves with the system," she says.

Q: *When does the official training start?*

A: Mr Johan Schoeman, a KFS trainer, says the official training for all users will start on 1 September this year. The change champions appointed earlier to ensure that the NWU will be ready for a smooth transition will contact users to schedule training sessions. "We will identify people's specific training needs," he says.

Q: *Who will conduct the training?*

A: Johan says the change champions appointed by the financial directors of each campus have been in training since April. They will handle most of the user training.

Q: *When will the process be finalised?*

A: Official emails have already been sent out confirming that the NWU will be closed from 19 December 2014 to 5 January 2015. The KFS team will be replacing Oracle during this period. By the time the university's doors open in the new year, the transition will have been finalised and users will be able to work on the new system.

Q: *What resources are available to users?*

A: On 1 September the KFS website will be



The core implementation team is working hard to ensure that the KFS switch-over will run smoothly. At the back are Mr Riaan Prinsloo, Mr Frikkie Venter and Mr Carl Minne. In the second row (from the back) are Mr Dylan Viljoen, Mr Armando Homann, Mr Johan Schoeman and Mr Bertie Vorster, while Mr Francois Steyn is in the third row. In the fourth row are Ms Helein Cato, Mr Erik Marx and Mr Johan Olivier, and Ms Hanlie Venter and Ms Antonet Muller are in the fifth row. In the front row are Ms Anna-Marie Bell and Ms Elizna Jacobs.

made available to all users. This website will contain useful information, as well as videos and user manuals. The next edition of Eish! will

contain a Kuali list so that users can make sure they have made all the necessary arrangements for the switch-over.

Campus is precious

In this edition Eish! talks to Mr Frans du Preez, the new registrar of the Potchefstroom Campus. Frans tells us more about his outlook on life, the challenges of his new position and his family.

Mr Frans du Preez's philosophy on life is that nothing happens without a reason. "Every little thing has its purpose. If one looks at each aspect of life from a position of faith, you can face any challenge."

Lonely dreamer, surprising opportunities and significant impact are six words that Mr Frans du Preez, the newly appointed registrar of the Potchefstroom Campus, would use to describe his life. His goal is to make a real difference in people's lives – a difference with a positive impact.

Frans became the registrar of the Potchefstroom Campus on 1 June and believes that his ability to get to the heart of a matter, to unpack the problem and to suggest practical solutions enables him to do this important job to the best of his ability.

CHALLENGES WILL BE OVERCOME

He says the biggest challenge of his new position is to take a fresh look at existing systems and procedures. "These systems and procedures grow over the course of years at an

institution like the NWU. The result is that certain conventions and practices sometimes get elevated to rules and policy.

"This is precisely where I want to make a difference. The challenge, given the present context, is to provide guidance in an innovative manner."

He plans to do this by asking the right questions and taking a new look at the processes in the different departments so that these can become better, easier and faster. "I want to challenge the system to think differently for greater effectiveness so that we can optimally serve the NWU's clients, the students and the academic staff."

WHAT WE HAVE HERE IS PRECIOUS

One of the things that excite Frans about his position is being involved in the drive to improve the effectiveness



of the university's processes. He is also looking forward to making a difference in the broader positioning of the campus.

He says judging by output, the NWU has mushroomed in the past six years. "The growth in the number of students, graduates and staff puts pressure on the system. That is why processes should be adapted and renewed so that we can function more effectively with our limited resources."

He is also looking forward to making a difference in the broader positioning of the campus. "This positioning needs an emphasis on compliance with rules, but it will be a huge mistake if we forget to account for the human factor... I think it is very important to empower people to establish a positive, constructive client-service environment."

Frans's big dream for the Potchefstroom Campus is that the outside world will also come to see what is precious on the campus.

"It is important that the campus must have a significant impact on society. I would like to help develop and position the campus so that the outside world will look at us with respect."

FAMILY LIFE

One of the things that make Frans happiest in life is spending time with his family. He says his wife, Sarita, is a wonderful mother. "She is an IT systems analyst for a company in Pretoria. She works on a part-time basis (mornings only), so she can be at home for much of the afternoon to help the children."

Frans and Sarita have three children. Franco is a second-year BCom Business Management student and a very talented rugby player and golfer. He represented the province at school level in athletics and sevens rugby.

Elani is in grade 11 in Gimnasium Hoër and is passionate about art and rhythmic gymnastics and has won several medals at national events. Marthinus is in grade seven at Laerskool Mooirivier and excels in athletics, especially hurdles, and cricket; he also plays provincial hockey.

RIGHT PROCESS, RIGHT OUTCOME

According to Frans, the best advice that he has ever received was the following: "If the process is right, the outcome will also be right. You cannot always know what will be the eventual

Interesting facts:

My favourite book: I prefer magazines and newspapers. I usually read newspapers from back to front, and I especially enjoy columns by Dana Snyman.

My favourite films: A little of everything, but I prefer spy films; something with an intricate plot.

My favourite music: My taste in music is very wide. My favourites range from Vivaldi's 'Four Seasons' to the music of Nana Mouskouri, Frank Duvall and the Welsh choirs.

My favourite dish: What can be better than braaivleis?

My favourite holiday destination: The North or South Coast. We love the ocean.

The kind of child that I was: I was a farm child and I loved the great outdoors. As an only child, I had to create my own entertainment. That is where I learned to be a dreamer.

Something that nobody knows about me: I once had to arrange an Imbizo between President Mandela and the Zulu King, King Goodwill Zwelithini... That was quite an experience.



The Du Preez clan work hard but they also play hard. That is why the children are passionate about sports. Frans and his wife, Sarita, with Elani, Marthinus and Franco.

or 'right' decision, but if the building blocks of a process are right, a decision will always be applicable within a particular context..."

He considers it a privilege to have been involved with the establishment of the NWU in his capacity as director in the office of the vice-chancellor during the merger phase. "I was involved with all the discussions and

negotiations from the very beginning. It was a privilege to work closely with Dr Theuns Eloff, the former vice-chancellor. I have a lot of respect for his integrity and visionary leadership." And because he knows the bigger picture, he feels that he will be able to make a significant difference on the Potchefstroom Campus so that this campus can earn the respect it deserves.



During the recent Techno Youth Programme at the Science Centre, learners took part in practical educational science quizzes.

Science Centre invests in rural schools

The Science Centre, a beacon of hope to many rural schools around Mafikeng, held a three-day Techno Youth Programme during the first week of the winter school holidays. This year Letlano Secondary School was fortunate to attend.

The goal of the programme is to spark grade eight and nine learners' interest in mathematics and science.

According to Ms Lerato Molebatsi, the manager of the centre, this annual project aims to enrich

the curriculum of rural schools and equip learners with valuable hands-on learning experience.

During the programme, world-class exhibits and experiments are used to increase the learners' skills and understanding of science, technology and mathematics.

The Science Centre is an excellent platform to stimulate the future generation's curiosity, develop inquiring minds and expose them to positive new experiences and different presentation and communication skills.

Law students debate transformation in legal education

Scores of law students from nine universities in South Africa attended the national general meeting of the Black Lawyers Association Student Chapter (BLAsc).

Chaired by the BLAsc's deputy president, Mr Ziyanda Sibeko, the theme was "The transformation and dynamics of the legal education system and absorption of law graduates".

Among the dignitaries were Prof Lumkile Lalendle, vice-rector for teaching-learning and quality assurance, Mr Busani Mabunda, BLA president (mother body), Mr Tutu Kgobane, the newly appointed president of the student representative council, Ms Charlene Labuschagne, the campus's BLAsc branch executive committee patron and Ms Modiehi Nchochoba, deputy secretary of the national executive committee, Mafikeng branch.

The Black Lawyers Association is a voluntary association of black lawyers in South Africa that co-exists with statutory bodies governing the legal profession. The BLA was formed in the 1970s with the purpose of resisting prosecution of black lawyers who practised law in the central business districts of the so-called white towns.

Although the organisation focuses on empowering black lawyers, it is non-racial and membership is open to all those who believe in what it stands for.



IKS Centre signs ethno-medicine MoU

The Indigenous Knowledge Systems (IKS) Centre has signed a Memorandum of Understanding (MoU) with various external partners to cooperate in the field of ethno-medicine. The MoU provides a framework for the NWU and its partners to collaborate on funding and other forms of support.

Through this agreement and in accordance with traditional health law in South Africa, the parties will attempt to establish and develop cooperation in the field of ethno-medicine based on African traditional herbal plants, public health and medical sciences based on equality and mutual interest.

The MoU was signed by Prof Mashudu Davhana-Maselesele, campus rector, Prof Eno Ebenso, dean of the Faculty of Agriculture, Science and Technology, Dr Isaac Kekana from the South African National Traditional Healers

Forum (SANTHF) and VOEM Publishing, Mr Keith Harvey from Harvey Cattle Ranches and Dr Gerhardus Joubert from Cili Health SA.

Isaac is a qualified medical doctor, naturopath, iridologist and a practitioner and educationist in ethno-medicine. He is the co-founder of the Ethno-medicine Practitioners Association of South Africa (EPASA) and chairperson of the SANTHF.

Keith is a commercial farmer and CEO of Harvey Cattle Ranches. He developed the Kalahari-Veld-beef brand and the first and only fully fledged holistic organic abattoir in South Africa.

Gerhardus has extensive research, product development and marketing experience. He was involved in the introduction of the Cili Bao product range (essential natural wholefoods) to more than 10 countries.

NWU and Pfizer take drug research to new heights

Pharmaceutical company Pfizer and the NWU have signed a Memorandum of Understanding (MoU) outlining the basis for potential scientific and technical collaborations, fostering innovative research in South Africa and beyond.

The partnership may include the potential use of Pfizer's genetically modified animal models. These are used to evaluate the safety and efficacy profile

of therapeutic molecules in oncology, inflammation, immunology, central nervous system and cardiovascular system disorders.

"We hope that this partnership with the NWU will produce scientific and medical advances for patients in South Africa and beyond," says Dr Mikael Dolsten, president of worldwide research and development at Pfizer.

Prof Anne Grobler of the Preclinical Drug Development Platform says they are grateful for Pfizer's investment and willingness to partner with the NWU in pre-clinical research.

"We are particularly enthusiastic about the milestones we may be able to reach in the areas of infectious and chronic diseases that are so relevant to our South African society," she says.

Hydrogen fuelling station design internationally praised

Five students from different faculties recently took part in an international hydrogen science competition and showed the world that the NWU is a university to be reckoned with.

Since 2004, the American-based Hydrogen Education Foundation (HEF) student design contest has challenged multi-disciplinary teams of university students around the world to apply their creativity and academic skills to the hydrogen and fuel cell industries.

According to Dr Dmitri Bessarabov, the students' advisor from the Faculty of Engineering, the contest challenged students to design a hydrogen fuelling module that will provide all hydrogen fuel cell vehicle customers with a reliable, convenient and reasonably priced refuelling experience.

What makes this award even more exceptional is that, according to Dmitri, South Africa does not have full educational curricula on the subject, and only a few students at the NWU are capable of competing with well-established and experienced institutions.

Researcher wins "Grammy" for drug research

Outstanding contributions to scientific research, technological innovation, management, capacity building and science communication were recently celebrated in Gauteng at the 16th annual National Science and Technology Forum (NSTF)-BHP Billiton Awards gala dinner.

These prestigious awards, meant only for the cream of the crop, are also described as the "Grammy" awards for researchers.

Prof Anne Grobler, the director of the Preclinical Drug Development Platform, received this award for an outstanding contribution to science, engineering and technology through

management and related activities over the past five to 10 years. The research that is central to her award involves expanding and optimising Pheroid delivery technology to improve the delivery and effectiveness of pharmaceutical drugs.

Dr Xolani Mkhwanazi, chairperson of BHP Billiton SA, said research talent is essential for South Africa's long-term development.

"It is this talent that will drive the scientific, technological and engineering development of our country and help South Africa achieve its goal of long-term economic and environmental sustainability."

Prof Anne Grobler (centre) receives her BHP Billiton Award from Ms Naledi Pandor, minister of the Department of Science and Technology. With them is Dr Philemon Mjwara, director-general of Science and Technology.



Mamma Maggie believes charity begins at home

Ms Maggie Matsaneng – or ‘Mamma Maggie’ as the students call her – is a woman of heart. As the campus’s first full-time social worker and member of the Directorate of Student Counselling and Development (SCD), she plays an important role in the wellbeing of students.

With more than 30 years’ experience and a master’s degree in clinical psychology, Maggie is thoroughly aware of the challenges that young adults have to face and therefore considers herself as a bearer of hope and love.

“Poverty is a reality for all South Africans and the increasing costs of living and prevalence of unemployment, illness and broken family structures have an impact on all of us. Poverty is no longer something that happens only to others.”

In a concerted effort to address these problems, Maggie came up with the “Charity Begins at Home” project.

The project, consisting of several initiatives, aims to involve the entire campus community in developing a sustainable food and clothing bank on campus.

Ms Maggie Matsaneng believes charity begins at home and embraces every day with the knowledge that she will make a difference in someone’s life.



One of the delegates at the colloquium, Mr Maurice Jackson (front row, second from right) is a student at the Florida Agricultural and Mechanical University (FAMU) in the United States. He is conducting research on Mr Julius Malema’s Economic Freedom Fighters Party. With him are some of the other delegates from FAMU and the NWU.

Colloquium draws parallels between SA and US elections

The School of Basic Sciences recently hosted a colloquium on the effects of election processes on different communities.

A delegation from the Florida Agricultural and Mechanical University (FAMU) in the United States gave an international flavour to the event.

Topics discussed during the colloquium included the importance of well-organised political structures, the value of elections and the American electoral system.

During the presentations a comparison was made between the South African electoral system and that of the US. According to the visiting delegation, the upcoming US mid-term

elections share some of the same characteristics as the recent South African election.

According to Prof Christopher Rabali, the school director, a comparison such as this offers both countries an opportunity to share best practices.

The school of Basic Sciences and FAMU are set to further develop their collaborative relationship by engaging in discussions on disciplines such as law, political science and public governance.

FAMU was founded on 3 October 1887. Located on the highest hill in Florida’s capital city of Tallahassee, FAMU is the only historically black university in the 11-member State University System of Florida.

Leadercast 2014 – campus joins international business community

The campus recently hosted an international leadership initiative, Leadercast 2014.

Each year more than 25 countries take part in this initiative and this year the campus was one of 800 centres across the world and five in South Africa that broadcast the event.

Leadercast 2014 was hosted by the bhive Enterprise Development Centre (EDC) and offered leaders and aspiring leaders from all walks of life the opportunity to see nine top international speakers engage in an interactive discussion on leadership.

This year’s theme was “Beyond You” and focused on the persona and mind set of a leader worth following.

According to Mr Johann Landsberg, manager of bhive EDC, effective leadership is the foundation for success in any company or organisation.

“So much has been said about the quality of leadership in South Africa, but how often do our leaders and future leaders get the opportunity to learn from those who have blazed a trail to success on the global stage?”



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 on-going series we would like to share the following quotations with our readers.

“The inability of local organisations to make use of analytics will have an adverse impact on productivity, competitiveness and ultimately economic development and employment creation. People dealing with analytics need to have not only maths and statistics technical know-how, but also an ability for teamwork in executing analytics projects.”

Prof Machiel Kruger, Centre for Business Mathematics and Informatics, Potchefstroom Campus.

“Businesses ‘can analyse data more productively’”, BDLive, 11 June 2014.

“There is no scientific proof that you can prolong a diesel engine’s life by regularly adding two-stroke oil to the tank. (A growing number of diesel vehicle owners are adding a small amount of two-stroke oil to the new low-sulphur diesel available as lower sulphur levels decreases the lubricity of diesel.) However, the newer 10 ppm diesel fuel would be like poison to older diesel engines, so in certain cases some extra lubrication would be necessary if 500 ppm fuel were to suddenly disappear from the market.”

Prof Sanette Marx, School of Chemical and Minerals Engineering, Potchefstroom Campus.

“Our diesel: In search of answers”, Leisure Wheels, 1 June 2014.

“Deregulation will not necessarily lead to lower prices. Regulation controls the price to ensure that monopolistic powers do not control or manipulate the price at the expense of the users.”

Dr André Mellet, School of Economic Sciences, Vaal Triangle Campus.

“Petroprys: Deregulasie sal jou niks in die sak bring nie”, Rapport Sake24, 6 July 2014.



“Mentally there is no difference between persons with physical disabilities and people without any disabilities, but trying to function in an environment that does not support their physical needs can lead to frustration.”

Thanks to donations and support from the NWU our centre could empower staff and students with disabilities by providing them with modern equipment.”

Sr Myra Mothibi, Health Centre, Mafikeng Campus.

“Student glo in geen beperkings”, Beeld, 30 June 2014.



“While students acquire data analysis and interpretation skills on large-scale experiments like the international Square Kilometre Array (SKA) radio telescope project, we must not forget or neglect smaller-scale astronomical and astrophysical experiments such as our network of neutron monitors in Hermanus, Potchefstroom and at the SA SANAE Antarctic base.

The smaller-scale ones also expose students to hardware, data acquisition and distribution, as well as the self-discipline required to do this successfully. These are important professional skills.”

Prof Harm Moraal, School of Physical and Chemical Sciences, Potchefstroom Campus.

“SA mustn’t neglect smaller astrophysics experiments”, Engineering News, 8 July 2014.



OUR people

Once you've got feathers in your blood...

In our regular Eish! article series we focus on the people who work at the NWU and the things that are important to them in their personal lives. In this edition we visit a staff member who has won many prizes with his show chickens.

Mr Jochemus Taljaard, control officer at Protection Services on the Potchefstroom Campus, is passionate about chickens. Not just any chickens; show chickens, a special species with more than 20 standardised breeds.

His show chickens meet such high standards that they have earned him several first places at chicken breeding shows such as the South African Show Poultry Organisation show.

Jochemus started breeding show chickens in 2002. "My late father, Louis, had pigeons and chickens and I looked after them whenever he was out of town. The chicken bug bit me and I started with a rooster, Philip, and two hens."

Since those early days with just three chickens in the yard, the population has grown to more than 100.

"Breeding show chickens successfully is a meticulous science. You need to do your planning by putting the right rooster with the right hens so that the chicks will be of a high quality, with a chance of becoming champions in their own right."

UNIQUE CHARACTERISTICS AND PERSONALITIES

The standards are different for every breed. The judges normally look at the head, eyes, neck, wings, claws, body form, plumage, weight and condition of the bird when they score show chickens.

He can tell you exactly which chicken is a descendant of which breeding pair because each one is special and has a unique personality.

It is clear that the chickens also have a bond with Jochemus. When they see him they become visibly excited. The chickens trust him and let him handle them. "They know my voice and respond immediately when I call them."

A LOT OF ATTENTION

Show chicken breeding requires close attention to the chickens. Each morning Jochemus gives them food and water and in the afternoon he continues to care for them. During breeding season they have to be monitored closely because some hens develop the habit of pecking at their own eggs.

"I then switch the eggs with 'shop eggs' and put the original eggs back in the coop when the chickens become broody."

Jochemus says he would recommend show chicken breeding for anybody who loves nature. "The chickens are beautiful and strong. Most of the show chicken breeds were originally bred as fighting cocks. It's a privilege to see the pride that they exude."

He says show chicken breeding is an expensive hobby, especially if you want to participate in shows. Money for travel, accommodation and entry fees can leave a hole in your pocket. "However, it is a very satisfactory and relaxing hobby."

Jochemus says anybody who wishes to know more about show chickens is welcome to call him at 082 718 7062.



Each breed has its own impressive characteristics that set it apart in terms of size, colours and temper. Jochemus's favourites are the Aseel, Tuzo and Ko-Shamo breeds that are all originally from Asia.

"Each chicken breed has a unique character and I showed 11 different breeds at one stage," says Jochemus. He says it is easy to become attached to

A dog may be man's best friend but Mr Jochemus Taljaard says his show chickens are the most loyal friends one can hope for. He says his show chicken hobby has outlasted all his other interests. Show chickens have been part of his life for the past 12 years.



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 Willie du Plessis at willie.duplessis@nwu.ac.za.



IF I COULD LIVE ANYWHERE ELSE IT WOULD BE...

If staff members of the NWU could live in any place other than South Africa, where would they choose to live and why would they want to stay in that specific place? Here are some of their choices...

Ms Andrie du Plessis, senior administrative assistant, Internal Audit, Institutional Office: "If I could choose anywhere in the world, I would specifically choose Paris in France. The city is incredibly beautiful and it offers so much to the eye with wonderful art and breathtaking scenery. Vive la France!"

Ms Anita Kruger, occupational health and safety co-ordinator, Institutional Office: "A little wooden house up in the mountains, such as the one in the film *Cold Mountain* would be my ideal home. I would like to live high up in the mountains, far away from the hustle and bustle of city life. I want to be where the air is fresh. I want to enjoy the most awesome view. To me heaven on earth is where I am surrounded by big trees and lush green grass with a waterfall and river nearby."

Ms Ruth Gaebbe, secretary, Faculty of Law, Mafikeng Campus: "I would like to stay in the United States of America. I like the fact that there is a low crime rate in that country. There are economic stability, good education, great job opportunities, affordable living expenses and good medical healthcare for young and old."

"The USA is the world's largest single national economy and has maintained a stable overall Gross Domestic Product (GDP) growth rate, a moderate unemployment rate and high levels of research and capital investment."

Prof Theuns Pelser, director, Graduate School of Business and Government Leadership, Mafikeng Campus: "I would like to live in

Switzerland with my family. It is a remarkably stable and economically strong country. It was recently named the world's most competitive country by the World Economic Forum. Considering the number of Nobel Laureates and the quality of academics, entrepreneurs, artists and authors, Switzerland has long occupied the topmost echelons.

"Switzerland's culture is not defined by a particular ethnicity, language or religion, but an attitude of moderation, mainstream thinking and deliberation, business sense, a no-nonsense attitude and realism."

Ms Karin Martens, lecturer, School of Human and Social Sciences for Education, Potchefstroom Campus: "I would choose to stay high up in the mountains that form the border between Mozambique and Zimbabwe."

"There is a cool breeze that blows every day and the difference between summer and winter disappears in the green of plantation trees and the few natural forests. There is no threat of malaria because the mosquitoes simply can't fly up the mountain. Many bird species, some only found in the Miombo region, entertain you with their beautiful calls on a daily basis."

"Guavas, avocados and lemons are just some of the wonderful fruit you can find in nature there. Vegetables grow easily and fast, almost as one would have expected it to be in the Garden of Eden, and do not seem to be affected by the winter. The people there are also warm and friendly."

Mr Zach Moolman, junior lecturer, School of Business Management, Potchefstroom Campus: "My favourite country is Scotland. The country has a rich history and culture and the people are very friendly. It is a country with beautiful scenery, clean air and a lot of rain. I also love the many golf courses they have to offer."

"The only downside is that I might get tired of the weather conditions in winter time."

Mr Warren Makgowe, director of marketing and communication, Vaal Triangle Campus: "I love South Africa and I will not like to move to any other country no matter what. There is just so much South Africa offers to its residents and so much to explore in a country with such beautiful natural resources."

Mr Werner Ravysse, project leader of the Serious Games Institute of South Africa (SGI-SA), Vaal Triangle Campus: "I would love to stay in Chile."

"With its diversity in geography and climate ranging from the inhospitable Atacama Desert to towering Andes peaks and vast forests of the Lake District, it has all the ingredients that an adventure seeker as myself could revel in."

"With an estimated annual economic growth of 5% to 6% for the past four years, I feel that Chile also offers the opportunity for a stable and fulfilling career. Considering that the University of Chile ranks within the top 500 universities in the world, I know that my children's education will be well-recognised internationally."



ANDRIE



ANITA



RUTH



THEUNS



KARIN



ZACH



WARREN



WERNER

And the **winners** are...

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



Institutional Office:

Ms Christelle Foord,
employee relations practitioner,
Human Capital:
Employee Relations



Mafikeng Campus:

Ms Tlotlo Monakwane,
administrative officer,
Admissions Office



Potchefstroom Campus:

Ms Seugnet du Plessis,
accounting controller,
Residence and Catering Services



Vaal Triangle Campus:

Ms Magdalene Serobane,
research support assistant,
School of Basic Sciences

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

Win! Win! Win!

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



1.

2.

3.

4.

5.

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

6. Name one of the campus web coordinators.
7. How old is the Potchefstroom Business School this year?
8. What is the best advice that Mr Frans du Preez, new registrar of the Potchefstroom Campus, has ever received?
9. What is Leadercast?
10. Name one of the parties who signed a Memorandum of Understanding with the Centre for Indigenous Knowledge Systems.

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!

Book focuses on Faculty of Natural Sciences

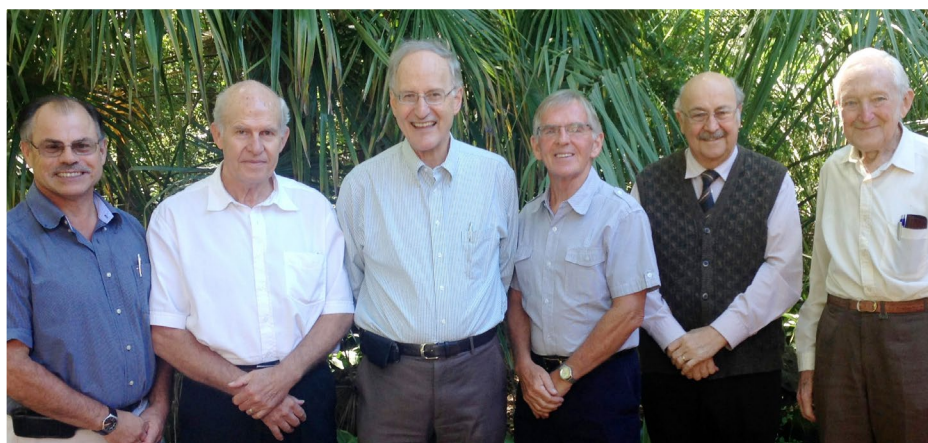
The Faculty of Natural Sciences on the Potchefstroom Campus has asked all former staff members and alumni for contributions for a book about the history of this faculty.

According to Prof Jan Geertsema, project manager, the book will consist of about 300 pages. They're also considering an e-book.

"The emphasis is on academic work, but we want it to be in an engaging, conversational style. There will be plenty of space for reminiscences, anecdotes and interesting photographs."

Jan says the book is a golden opportunity for everybody who wants to contribute towards immortalising the rich history of Natural Sciences in book form.

The book will appear in Afrikaans. It is being compiled under the leadership of an editorial committee consisting of Prof Elize van



Former deans of the Faculty of Natural Sciences had the opportunity to talk about the history of this faculty during a function in April. They are Prof Kobus Pienaar, Prof Daan van Wyk, Prof Jan Geertsema, Prof Peter van Eldik, Prof Carools Reinecke and Prof Pieter Stoker.

Eeden, editor, Prof Piet Prinsloo, advisor and Jan, project manager. Contributions may be e-mailed as soon as possible to Ms Tumi

Letsie, liaison officer of the Faculty of Natural Sciences, at tumi.letsie@nwu.ac.za. For any enquiries, call Tumi at X99 2711.



The NWU's own Mount Rushmore: with 9 August being Women's Day, Eish! shines the spotlight on some of the women who are carving out a bright future for the NWU in the higher education landscape. From left are Prof Marlene Verhoef, institutional registrar, Ms Phumzile Mmope, executive director for institutional advancement, Prof Mariette Löwes, vice-rector for teaching-learning, Potchefstroom Campus, Prof Amanda Lourens, vice-rector for research and planning, Potchefstroom Campus, Prof Mashudu Davhana-Maselesele, rector, Mafikeng Campus, and Prof Linda du Plessis, vice-rector for academic, quality and planning, Vaal Triangle Campus.

SERIOUS GAMING PHENOMENON



Serious Games Institute – South Africa (SGI-SA) on the Vaal Triangle Campus will make history when it hosts the first-ever international conference on serious games 27-29 August this year. The conference – the first of its kind on the African continent – will see researchers, academics, innovators, gaming experts and Joe Public come together to learn more about the serious game phenomena and the role it plays in aspects such as learning and entertainment.

The world-renowned game designer and software engineer, Dr Ernest Adams – who boasts more than 25 years of experience in game design and who holds a PhD in interactive storytelling – will deliver the keynote address at the conference and also host a pre-conference interactive workshop entitled “Design a game with a message”. The workshop will focus on the design aspects of a game with an accompanying message, especially for utilisation in the educational, advertising or political sphere. Participants will be guided on how to convey their messages best with regard to the mechanics and user interface of their respective games.

Previously, Ernest worked as the lead designer at companies such as Electronic Arts and Bullfrog Productions Ltd and worked on projects such as Dungeon Keeper 3, Genesis: The Hand of God, and John Madden Football. As a software engineer he worked on projects such as Earl Weaver Baseball II, Third Degree, and RabbitJack's Casino.

Currently, Ernest works as a “consulting professor” at the University of Uppsala in Sweden. In addition he teaches on an *ad hoc* basis at a number of other institutions of higher learning. Among these are the Dublin Institute of Technology, Ireland; the University of Skövde, Sweden; Instituto Superior Técnico, Portugal; and the Northern College of Leeuwarden in the Netherlands.



NORTH-WEST UNIVERSITY
YUNIBESITHI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT