

eish!



NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
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The quarterly staff newsletter for the people of the NWU

Tina, Stevie and Mozart together on NWU stage

Tina Turner, Stevie Wonder and Amadeus Mozart will visit the North-West University later this year. Eish! went backstage to find out more about these exotic visitors.

An industrial theatre show, featuring Tina Turner, Stevie Wonder and Mozart lookalikes, will be staged later this year on all three campuses as an intervention to create awareness of diversity.

Mr Victor Mothobi, Executive Director:

Human Capital Development, came up with the idea which was endorsed by the Institutional Management, in consultation with the Vice-Chancellor, Dr Theuns Eloff. The purpose is to address in a proactive manner all diversity challenges that are experienced institution-wide.

Diversity issues were highlighted in the Ministerial Task Team report received in December 2008, as well as in the preliminary feedback from the panel of the Higher Education Quality Committee at the end of the quality audit in March 2009.

An outside company, CheHan Ideaneers, will produce and direct the industrial theatre production, which has the full support of Prof Madoda Zibi, Director: Diversity, Equity and Human Rights, and Dr Edward Sedibe, Director: Student Affairs and Sport. They say this show will build on the results of the diversity workshops presented on the campuses last year.

Dr Eloff has urged every member of staff to see the production. "Diversity is a fact of life. Existing since the beginning of time, diversity should be accepted, even celebrated, or at the very least, be respected," he says. "It is therefore imperative that all staff members make provision in their busy schedules to attend one of the shows."

Look out for Tina, Stevie and Mozart - they will soon communicate the dates, venues and show schedules to staff members awaiting more details. Information will also be made available on your June and July salary advices.

Prof Madoda Zibi, Institutional Director: Diversity, Equity and Human Rights, are surrounded by the characters that will be featured in the industrial theatre show.



If you attend the show, you stand a chance to win an exciting prize in our lucky draw. See you there!

Read this!

HEQC gives preliminary feedback

3



Chancellor says goodbye

7



New custodian for NWU brand

5



Greetings from “the new kid on the block”

The first quarter of 2009 has come and gone like lightning. The second quarter, with its three long weekends and South Africans going to the polls on 22 April, proved to be quite a challenge for productivity and concentration. However, the NWU community remained determined to focus on and reach its goals.

As the Vice-Chancellor, Dr Theuns Eloff, mentioned in the last issue of Eish! our University went through a rigorous institutional audit by the Higher Education Quality Committee (HEQC). Even after almost two years of dedicated preparation, the NWU’s audit team still strived for further perfection, right until 16 February 2009 dawned and the audit finally started.

The majority of our people who attended the preliminary feedback session regarded the verbal feedback from the HEQC audit panel as objective and positive, with the panel commending us on the logistics of the audit, together with several other matters.

I’d like to congratulate each and everyone who participated in the audit, in whichever capacity, at whatever time. It only shows that teams, and not only individuals, win. We now need to maintain the same momentum in dealing with the gaps register and the subsequent reports that will follow.

Smooth sailing so far

The first part of 2009 proved to be stable so far. The beginning of the year saw student registration at our various campuses gone smoothly, and the core business, namely teaching-learning, research and the implementation of expertise, appears to be healthy and robust.

A teaching highlight

One of the highlights of the year was the Institutional Teaching Excellence Awards ceremony where all-in-all 35 awards have been issued. In addition, quite a number of graduation ceremonies have been held at our different



Dr Ngoato Takalo

campuses and in centres outside South Africa, such as in Namibia. I’d like to congratulate all those who succeeded, as well as all the people behind the success.

We have now reached the half-way mark of the 2009 academic year and students have probably completed those very critical tests and examinations by now and are looking forward to some rest and warmth during the recess.

Tremendous improvement

Regarding research, I am glad to learn that our subsidised research publication output has improved tremendously during the past few years. It has increased from 326,19 in 2005 to an estimated 509,19 in 2008. In terms of percentage we have grown from 10,63% in 2006 to an estimated 35,34% in 2008.

In closure, let me re-assure you that Dr Theuns Eloff is enjoying his long leave. He now has some time to take care of the business that is on some of his other plates. We wish him all of the best and are looking forward to his return.

Kind regards
Dr Ngoato Takalo
 Officiating Vice-Chancellor



Tackling transformation

This issue of Eish! is packed with news ranging from the announcement of a forthcoming industrial theatre show and the preliminary feedback from the Higher Education Quality Committee panel after the audit to the Institutional Teaching Excellence Awards.

Running like a silver thread through all these articles is the message that, although the NWU is a diverse community overall, social cohesion and true diversity on specific campuses still leave a lot to be desired.

On the Potchefstroom Campus, white students and staff members are in the majority by far. The picture is reversed on the Mafikeng Campus, where black students and staff are the biggest groups. It is only on the Vaal Triangle Campus – as the HEQC panel mentioned in their feedback – that the student profile is genuinely diverse, reflecting the demographics of the country.

No simple solutions

When looking at the HEQC audit panel’s preliminary comments and recommendations - including the possibility of co-teaching and block teaching across campuses - it is clear that there

are no quick and easy solutions to this problem.

Fortunately, as the outgoing Chancellor of the NWU, Dr Popo Molefe, notes in his message on page five, the NWU Council and Management have not hesitated to tackle the pricklier aspects of South Africa’s socio-political heritage during the past few years. It can be expected that this particular issue will be handled with the same boldness and commitment.

Taking yet another step

Indeed, the University has already taken various steps. After receiving the report from the Ministerial Task Team at the end of last year, the NWU acknowledged that transformation should remain high on its agenda. Yet another way in which this issue will be addressed is by staging the industrial theatre show highlighting the importance of social cohesion, acceptance and respect within a diverse community.

What you and I can do

Let us celebrate the contribution of everyone in our university community, and use every opportunity to learn from each other’s rich backgrounds. In this way, we will be able to

live out our pay-off line, Innovation through diversity, and thereby serve our communities and our country with unique ideas and solutions.

May all our Eish! readers enjoy a well-deserved winter recess and return with renewed energy and enthusiasm to make the second half of 2009 another successful chapter in the NWU story.

Happy reading,
Nelia Engelbrecht



Nelia Engelbrecht

NWU cautiously optimistic about HEQC audit

The week of 16 to 20 March 2009 was a historic period for the NWU when almost four years of preparation culminated in the first audit by the Higher Education Quality Committee (HEQC) panel since the establishment of the University in 2004. Here is a summary of the **preliminary verbal** feedback given by the Chairperson of the panel, Prof Nic Grove of the University of Pretoria, on Friday 20 March 2009.

From the preliminary findings of the HEQC panel it is clear that the NWU has reason to be cautiously optimistic about the results of the audit. Several practices and activities at the NWU, including its financial management, distance education and research entities model, were commended, but - at the same time - several serious challenges were pointed out, such as transformation and language issues and postgraduate supervision.

With regard to the audit process itself, the NWU was commended for the "remarkable energy and focus" during the audit. The panel highlighted the University's efficient preparation for the audit, its cooperation and hospitality during the panel visit and the well-planned and well-displayed audit documentation.

In addition, the panel expressed its appreciation for the insight of the institution in determining almost 300 documented gaps that emanated from the University's self-evaluation process and portfolio, some of which the institution had already begun addressing.

Biggest challenges

One of the biggest challenges identified by the panel is the lack of diversity of the staff and student profiles on the Mafikeng and Potchefstroom Campuses. The panel was of the opinion that the current situation might not adequately prepare students for the reality of workplace diversity.

Transformation should be regarded as a matter of strategic urgency and co-teaching and block teaching across campuses should

Interesting facts

The logistical arrangements for the HEQC audit were no mean feat. Here are some of the figures:

- Number of individuals interviewed: 408
- Number of interviews: 478
- Number of meals prepared: 950
- External academic interviewees came from the Universities of Limpopo, Botswana, Cape Town, Johannesburg, KwaZulu-Natal, Western Cape and Witwatersrand, as well as the Tshwane University of Technology.

be actively investigated in support of deeper transformation.

The Vaal Triangle, on the other hand, was commended for the way in which the student profile already reflected the demography of the province and the country.

Another management issue of concern was that administration and management at the Mafikeng Campus still seemed to be under-capacitated and under-resourced.

The panel was convinced that, although the unitary, multi-campus business model had served its purpose in creating stability up to now, attention should be given to promoting buy-in of the business model among internal stakeholders.

Sound management systems

The panel congratulated the University on its sound financial management and infrastructural practices, particularly its long-term maintenance plans for buildings and the high quality of its residences.

The efficiency of systems such as the performance management system and the Information Technology (IT) system was also mentioned, along with the close collaboration between support services on the different campuses.

⚡ Continued on page 4

High-level involvement appreciated

Eish! spoke to Dr Jannie Jacobz, Director: Institutional Quality Office, about his impressions of the audit process and the preliminary feedback received from the panel. These are his comments:

"I am convinced that the involvement of the Project Office and the Director in the Office of the Vice Chancellor, Dr Maarten Venter, in the planning and execution of the audit, proved invaluable to the process. The fact that Dr Venter also serves as advisor to the Vice-Chancellor, Dr Theuns Eloff, ensured an open door to the Vice-Chancellor at all times. This high-level involvement was recognised and appreciated by the HEQC panel.

Something else that stood out for me was the appreciation expressed by the interviewees for the remarkably high standard of organisational skills applied by the team responsible for the audit preparations and logistical arrangements. I agree with them: the team members surpassed themselves!"



Dr Theuns Eloff, Vice-Chancellor (far right) in discussion with Council member Mr Simon Mohapi (left) and the Chairperson of Council, Mr Peet van der Walt (centre) before being interviewed by the HEQC panel.

NWU cautiously optimistic about HEQC audit

From page 3

Teaching-learning: a mixed response

With regard to teaching-learning, a mixed response was received.

According to the panel members, the model followed in the implementation of distance education programmes could possibly serve as an example for other higher education institutions in South Africa, while the University's high-quality study guides were found to be a model of good practice.

Other teaching-learning practices that were commended included the supplemental instruction system for students, the planned forums for deans and school directors, the programme submission processes followed by the Institutional Committee for Academic Standards and the roles played by Senate and the Academic Development and Support Department.

However, there were also various teaching-learning matters that were of concern to the panel.

They were for instance of the opinion that "strategic intervention was needed to improve the academic quality on the Mafikeng Campus" and that the language policy "should be critically assessed to improve access on the Potchefstroom Campus, as it currently seems to favour Afrikaans on that campus."

Although acknowledging the challenges faced in the implementation of the academic programme alignment process, the panel made the following comments about the process:

- The process should be speeded up in the interest of unity among all campuses.
- Caution should be taken "not to impose the Potchefstroom Campus's curricula on the Mafikeng Campus".
- The development of study guides should not be allowed to slow down the process.
- Difficulties experienced with assessment should be addressed as part of the programme alignment process.

Growing research profile

The panel acknowledged the increase in research output and commended the



Interviewees enjoying refreshments before they are interviewed by the HEQC panel.

implementation of the new research entities model. However, they believed that staff qualifications needed to be improved in support of the research strategy.

The interventions for improving research quality were noted with approval, as were the role of the Innovation Office, the University's innovative approach to community service and the corporate engagement with regard to the NWU's implementation of expertise.

On the other hand, the panel indicated that the lengthy processes followed by the Research Ethics Committee needed to be compared with those of other institutions and streamlined. Furthermore, the inconsistencies between the quality of postgraduate supervision and examination on the different campuses should be addressed.

A pivotal role

In conclusion, the panel expressed a sense of optimism about the institution and its future and pointed out that the NWU has the potential to play an even more pivotal role in the North West Province. To reach its full potential, the University should embrace diversity and transformation, promote a sense of belonging and social cohesion across the institution, and improve management and other capacity on all campuses.

The final HEQC report will only be available towards the end of the year.



The NWU's audit team are in front from left: Dr Maarten Venter, Director: Office of the Vice-Chancellor, and Project Manager, Ms Karen Hurn and Ms Ria Nel from the Project Office, Ms Antoinette Vermeulen from the Quality Office, and Mr Cobus Steenkamp from the Project Office. In the back are from left: Mr Chris Conradie from the Project Office and Dr Jannie Jacobsz, Director: Quality Office.



Interviewees were briefed in the Council Chambers in the Institutional Office building before each session.





Chancellor says good-bye

The term of Dr Popo Molefe, Chancellor of the NWU, expired at the end of May this year. With the process of appointing a new Chancellor already well under way, Dr Molefe looks back at the years that have passed since the merger in 2004 and his inauguration in 2005.

At his inauguration as the first Chancellor of the NWU on 14 April 2005, Dr Popo Molefe referred to the merger of the former University of the North West and the Potchefstroom University for Christian Higher Education and the incorporation of the Sebokeng Campus of the Vista University as a symbolic act of reconciliation and nation building.

Dr Molefe believes that, despite their contrasting cultures, these institutions were indeed able to shrug off their differences and prejudices and come together as one.

"While the NWU of today is no paragon of perfection, it is certainly one of the most compelling success stories in South African higher education," he said shortly before the

expiry of his term. "Not only has the University succeeded in being ranked as the best-governed in South Africa, it has also earned the accolade of having contributed more to multilingualism and nation building over the past 10 years than any other university in the country.

"On top of that, the NWU has twice – first in 2005 and again in 2008 – been named as South Africa's most technologically innovative higher education institution," he says.

Dr Molefe commends the fact that, throughout the five years that he served as Chancellor, it had been obvious that neither Council nor Management was afraid to take the bull by the horns when dealing with the prickly aspects of South Africa's socio-political heritage. "This quality, together with the NWU's core values of integrity, commitment, accountability and respect, give me hope for its future as a model institution of higher learning and a prototype of how communities can live, work and prosper together."

Dr Molefe intends to keep track of the University reaching even greater heights in future. "I believe that it would be just as great an honour for my successor to serve this institution as it has been for me," he says.

Following a nomination process, Council is expected to appoint the new Chancellor at their meeting on 19 June.

Other high-profile appointments that will be overseen by Council are the succession of the two new campus rectors later in the year. The term of Prof Piet Prinsloo, Rector of the Vaal Triangle Campus will come to an end on 31 August 2009 and that of Prof Annette Combrink, Rector of the Potchefstroom Campus, on 31 December 2009.

NWU awards honorary doctorates



This year, three honorary doctorates were awarded by the NWU at the Potchefstroom Campus' autumn graduation ceremony on 15 May 2009. The recipients were Prof Fritz Ponelis, an Afrikaans linguist, and Profs John Cummings and Barrie Margetts from the UK, who are both international experts in nutrition and have contributed significantly to the establishment of the NWU's well-known research unit, Africa Unit for Transdisciplinary Health Research (AUTHeR). At the same ceremony, Mr Unré Visagie, one of South Africa's top entrepreneurs, received the NWU Chancellor's Medal. In front from left are Prof John Cummings, Prof Barrie Margetts, Dr Ngoato Takalo (Executive Director: Teaching-Learning and Vice-Principal of the NWU), Prof Annette Combrink (Rector: Potchefstroom Campus) and Ms Dorothy August (Registrar: Potchefstroom Campus). In the back are Prof Mariëtte Lowes (Vice-Rector: Academic), Prof Daan van Wyk (Vice-Rector: Quality and Planning), Mr Unré Visagie and Prof Fritz Ponelis.

Top lecturers stand out for teaching excellence

The annual awards for teaching excellence have been presented to 35 lecturers from the Potchefstroom and Vaal Triangle campuses, including their top lecturers overall.

Prof Nico van der Merwe from the School of Accounting Sciences on the Potchefstroom Campus and Ms Hayley Williams from the School of Behavioural Sciences on the Vaal Triangle Campus were announced best lecturers on their respective campuses at a recent gala dinner in Potchefstroom.

A special award for creative output went to Ms Haidee Kruger from the School of Languages in the Faculty of Humanities on the Vaal Triangle Campus. She published her first volume of poems, "Lush: poems for four voices" in 2007 and is seen as one of the most promising new voices in poetry in South Africa.

In addition, Institutional Teaching Excellence Awards (ITEA) were presented to 32 other lecturers, 27 from the Potchefstroom Campus and five from the Vaal Triangle Campus.

Several academics from the Mafikeng Campus also participated in the ITEA process, but due to unforeseen circumstances such as the student unrest on that campus, were not able to complete the programme in time. They will complete it during the course of 2009.

The ITEA awards presented to the Potchefstroom and Vaal Triangle Campus lecturers consisted of three categories: 13 awards were made in the category Institutional Prestige Teaching Excellence Awards, 10 in the category Institutional Teaching Excellence Awards and nine in the category Development Programme for Teaching Excellence.

Dr Ngoato Takalo, NWU Vice-Principal and Executive Director: Teaching-Learning, congratulated the award winners not only on



Five lecturers from the Vaal Triangle Campus received awards for teaching excellence during a recent gala event. From left are Ms Fatima Raymakers, award winner from the School of Education Sciences, Dr Leon Moolman, award winner from the School of Behavioural Sciences, Prof Linda du Plessis, Vice-Rector: Academic and Planning, Prof Piet Prinsloo, Rector: Vaal Triangle Campus, Ms Hayley Williams, award winner from the School of Behavioural Sciences and best lecturer on the Vaal Triangle Campus, Prof Tinie Theron, Dean: Faculty of Humanities and Dr Mirna Nel, award winner from the School of Education Sciences. Another award winner, Dr Ike Xaba from the School of Education Sciences, was absent when the photograph was taken.

behalf of the Institutional Management, but also on behalf of all their past and future students. "We commend you for your continuous dedication to teaching excellence," she said.

Participants were evaluated by a panel of peers in terms of innovation and excellence in contact sessions, student feedback and a portfolio that was submitted.

ITEA is aimed at encouraging full-time academic members of staff involved in contact teaching at the NWU to develop their teaching skills and demonstrate that their teaching practices adhere to sound outcomes-based teaching principles.

What makes a good lecturer?

Prof Nico van der Merwe and Ms Hayley Williams were announced as best lecturers on the Potchefstroom and the Vaal Triangle Campuses respectively. Eish! asked them what distinguishes a good lecturer from the rest. This is what they had to say:

"It is extremely important to lead students to become creative and independent thinkers. Should they have only a good theoretical and technical knowledge without being able to think and act independently when they are working in a continually changing business environment one day, I believe that I would have failed in my task as lecturer. I have a great passion for my subject area and I think students notice that and get excited about the knowledge they acquire."

- Prof Nico van der Merwe, School of Accounting Sciences, Potchefstroom Campus.

"A competent lecturer should realise the importance of preparation, structure, detail and fair assessment practices. You should also be flexible inside and outside the lecture room, in order to recognise and address diversity. In addition, self introspection and most importantly dedication to above-average teaching practices are essential."

- Ms Hayley Williams, School of Behavioural Sciences, Vaal Triangle Campus



Potchefstroom ITEA winners are from left: Ms Hesta Vosloo from the School of Physics, Ms Karen Puren from the School of Environmental Sciences and Development, Mr Duane Aslett from the School of Accounting Sciences, Prof Annette Combrink, Rector: Potchefstroom Campus, Prof Nico van der Merwe from the School of Accounting Sciences and best lecturer on the Potchefstroom Campus, Ms Karin Botha from the School of Business Management, and Dr Cara Jonker from the School of Human Resource Sciences.

Brand-new brand custodian ready for challenges

Ms Lindi Cameron, previously from the Potchefstroom Campus, has been appointed as Brand Manager in the Institutional Office. Eish! asked her about the challenges lying ahead and the contribution that she would like to make.

This is the first time that the University has had a dedicated Brand Manager to manage the NWU brand and corporate identity across the organisation. Ms Cameron, who previously managed Graphikos, the graphic design studio on the Potchefstroom Campus, moved into this newly established position at the beginning of May.

She is realistic about the challenges facing her and says that one of the biggest will be to get everyone's buy-in and involvement in executing the brand strategy at all levels "We have to convince everybody of the importance of applying the brand consistently on all campuses and at the Institutional Office, at the same time taking into account the sensitivities surrounding this issue."

Her management, teaching and industry experience stands her in good stead when meeting these challenges. "My design-based background will help me sort out visual issues, while my management experience has given me an understanding of financial and human resources and my involvement with the Institutional Corporate Brand Identity has given me insight into the issues connected with the brand."

From her enthusiasm for the brand and her understanding of the NWU environment, it is clear that the NWU community can expect to see the NWU brand brought alive consistently across the whole University in an innovative and - above all - sensitive way.



Ms Lindi Cameron

Career background

Lecturer: Former Vaal Triangle Technikon (now Vaal University of Technology), and AAA School of Advertising

Graphic designer/Art director: Creative Resources Unlimited, McCann Erickson, Trilogy Advertising and Design

Retail design: Spitz head office

Interesting facts

Personal philosophy: I like the concept of always learning and improving. Living authentically and keeping a balance are also things to strive for.

Most important value in relationships: I admire strength of character, a good sense of humour and stimulating conversation.

What I enjoy: My family, friends, beauty, and music.



A first for Senate

10 March 2009 turned out to be a historic day in the history of the NWU when its Institutional Senate for the very first time gathered in the Institutional Building's new Council Chambers. Senate comprises 33 academic staff members from all faculties, two non-academic staff members, as well as other representatives from the Institutional Management, the three campuses, the Institutional Student Representative Council, and the NWU Council.

Lotto award is music to our ears

Culture on all three campuses hit a high note when the University was granted more than R3 million from the Lotto fund for brass band equipment, a radio station, studio equipment and an outdoor arena with a stage, among others.

The Mafikeng Campus has been awarded R1 060 000 in Lotto money to build an outdoor arena with a stage, to buy sound equipment and to soundproof two rehearsal rooms. This

campus boasts numerous talented students who are members of the campus choir, drama society, poetry club, drumming society and dance clubs for traditional, Latin and ballroom dancing.

The Potchefstroom Campus's Artéma Recording Studio has been awarded a total of R966 986 to establish and maintain a financially self-sustaining music recording theatre. R445 000 of the total amount will be spent on soundproofing a studio and R521 986 on buying

equipment for the studio. Artéma Recording Studio's mission is to promote and popularise the musical talent of students and other young and upcoming artists in South Africa.

The Vaal Triangle Campus has been awarded R1 014 615 to realise their dream of starting a radio station on campus. A further R156 141 has been awarded to buy instruments for a brass band. This band will entertain groups in the Vaal Triangle area at various gatherings. The Director: Student Affairs, Mr Jacob Simango will be responsible for the establishment of the band and, in cooperation with the School of Languages, also the campus radio.

Striving for excellence (while keeping an eye on the weather...)

For our ongoing series on the activities of the Institutional Management team, Eish! spoke to Prof Dan Kgwadi, Rector of the Mafikeng Campus, about change management, academic excellence and his vision for the future.

In the light of last year's student unrest at the Mafikeng Campus, one can assume that as its Rector, Prof Kgwadi is probably sitting in the hottest seat at the NWU right now. Eish! asked him a few questions about the current situation, the challenges facing the Campus and the importance of keeping an eye on the weather ...

Q: How do you feel about the current situation at the Campus, given the unrest experienced last year?

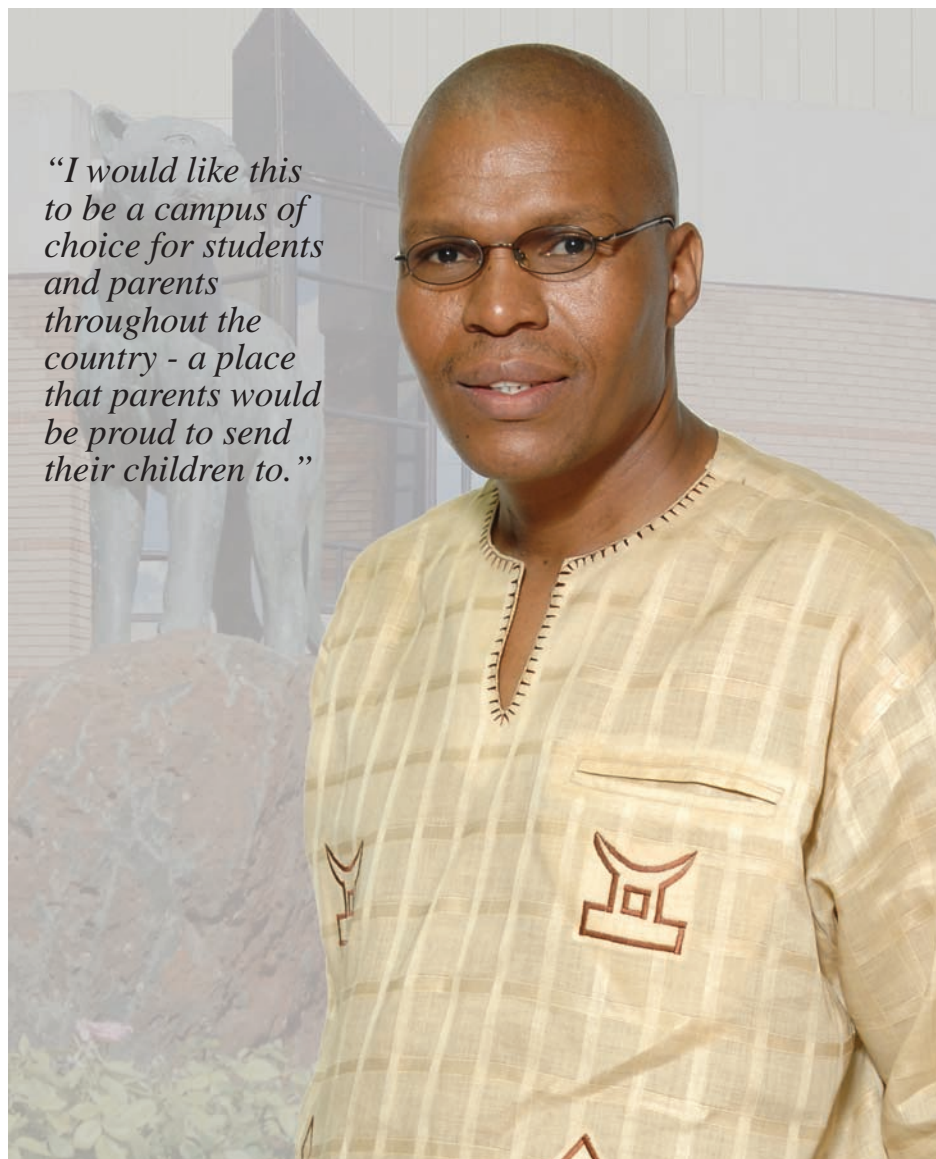
A: While the Campus community is optimistic about the current stability, I believe defining the mood on Campus is like forecasting the weather for the day: one should be careful not to confirm it at sunrise. It reminds me of a popular Setswana caution that I learned from my grandmother, namely that one should never gossip about the weather in the morning lest it changes.

Q: What do you think is the wisest way of handling difficult situations such as student unrest?

A: I believe one should always remain calm and focused. As a scientist I believe in focusing on the goal and understanding the problem before you start looking for a solution. In other words, a thorough and accurate analysis is invaluable. When speaking in medical terms, one can say that a correct diagnosis leads to an appropriate remedy or cure. In a social context one should also listen carefully and keep an ear to the ground at all times.

Q: What were the biggest challenges that your Campus experienced after the merger and how did you overcome them?

A: One of the biggest challenges after the merger was - and still remains to some extent - addressing the ill-informed perceptions about the Campus. We also had to manage the change process by encouraging acceptance and adjustment among all role players. This challenge saw the Campus through a continuum of protests and unrest. In addressing these challenges, Management engaged different stakeholders (students, parents and the community) through Campus tours and information sessions to ensure buy-in on the Campus plans and developments. I believe that this engagement is slowly but surely correcting the misperceptions.



“I would like this to be a campus of choice for students and parents throughout the country - a place that parents would be proud to send their children to.”

Prof Dan Kgwadi

Q: What do you see as the greatest achievements on the Mafikeng Campus since the merger?

A: As part of the alignment process for the newly merged institution, various infrastructures and systems had to be established. We have since achieved great success in doing so. We have not only established new infrastructure but have also done some important maintenance and renovation work on existing structures and buildings to the benefit of students and staff. Another great accomplishment was the



“My wish is that the Campus stays focused on its core business and that we will continue to deliver according to the Campus Strategic Plan.”



establishment of the Soccer Institute in March 2007.

Q: What are the current challenges facing the Campus?

A: We are currently concentrating on building a new culture of commitment to academic excellence. We have put several processes in place to accomplish this, for instance giving awards to cum laude graduates and to the best undergraduate performers in each faculty at every level of study. We are also making sure that staff members are rewarded for excellence in teaching and research. In addition, we are focusing on damage control and enhancing the image of the Campus.

Q: What are your Campus's strong points?

A: In spite of uninformed misperceptions, the academic structure of the Campus remains intact – we are producing quality students and offering quality programmes. The Campus also boasts alumni of high stature in government and industry. The fact that the Campus is attracting international students and staff members from across Africa, also adds value.



We are currently concentrating on building a new culture of commitment to academic excellence.

Q: What do you like about your job?

A: It is a challenging and interesting job with enormous responsibility. Managing the change process and redirecting the Campus towards a culture of excellence is really fulfilling.

Q: Looking ahead, what are your wishes for the last half of 2009?

A: My wish is that the Campus stays focused on its core business and that we will continue to deliver according to the Campus Strategic Plan.

Q: How do you see the Campus in ten years' time?

His likes and dislikes

Favourite food: Anything fresh from the earth – I am a vegetarian.

Favourite book/film: The Great Controversy by Ellen G White.

What makes me happy: Going places with my kids and spending time with my family.

What I like to see in people: Gratitude.

My hopes for SA society: Willpower to make it against all odds.

Famous person I would like to have a conversation with: "Batho Caba" Cadaboy DJ at Lesedi FM Radio - I am impressed by the passion he has for his job and the way he inspires the youth.

What I do for relaxation: Domestic chores, renovations and cooking.

My best vacation ever: The time I spent with my family and friends at Mofufutso 2.

My family: My wife's name is Mabel and my daughter's name is Ofentse. Other extended family members are Sello and Oageng.

A: I see a transformed Mafikeng Campus with ever-improving quality in the core business, having excellent systems and structures in place. I would like this to be a campus of choice for students and parents throughout the country - a place that parents would be proud to send their children to.

Q: When you leave the NWU some day, what would you like to leave as your legacy?

A: I want to leave a campus that is committed to excellence and rooted in the values of the institution and the constitutional values of the country.

Background

Education

Secondary School: Kebalepile High School, Mafikeng

BSc degree: University of Bophuthatswana, 1990

MSc degree: Ball State University, USA, 1992

PhD in Physics: Potchefstroom University for Christian Higher Education, 2002 (With a sub-specialisation in Teacher Education)

MPhil: University of the North (Specialising in Environmental Law and Management)

Career

Physics teacher: Phatsima High School

Lecturer and Head of Physics Department: University of North West

External examiner: Radmaste Centre, Wits University

Senior Manager/Assessment Coordinator: National Nuclear Regulator, South Africa.

Students with distinctions rewarded

For the first time ever, students who attained their qualifications with distinction received special prizes during the recent graduation ceremonies held at the Mafikeng Campus.

Seven students received awards from the Rector's office: those obtaining their degrees received R5 000 each, while diploma holders received R2 000 and certificate holders R1 000.

A total of 1 371 degrees, including 41 master's degrees and three doctorates, were conferred during the six graduation ceremonies held between 15 and 17 April 2009 in Mafikeng.

Participating in the graduation ceremony are, from left, Prof Mogege Mosimege, Vice-Rector: Academic, Prof Dan Kgwadi, Rector: Mafikeng Campus and Prof Sevid Mashego, Vice-Rector: Quality and Planning.



Dr Kgomotso Masemola from the Faculty of Human and Social Sciences.



Mr Gideon Rossouw, a Senate member from the Faculty of Law.

New members for the Institutional Senate

Dr Kgomotso Masemola from the Faculty of Human and Social Sciences and Mr Gideon Rossouw from the Faculty of Law have been elected as members of the Institutional Senate.

They will also become members of the Mafikeng Campus Senate Committee.

Dr Masemola and Mr Rossouw were elected to fill the vacancies left by Ms Sarah Niemand from the Faculty of Social Sciences and Mr Steve Monye of the Faculty of Law respectively.

Nguni cattle farmers benefit from NWU's involvement

This year another 10 livestock farmers in the North West Province will each receive a herd of 24 Nguni cattle from the Nguni Cattle Development Trust of which the University is part.

The project started in 2006 as a three-way partnership between the Industrial Development Corporation (IDC), the Department of Agriculture, Conservation and Environment (DACE), and the NWU. Since the trust was formed to develop and empower livestock farmers, 20 farmers have benefited from the project.

The role of the NWU, and in particular the School of Agriculture in the Faculty of Agriculture, Science and Technology at the Mafikeng Campus, is to provide additional technical and scientific expertise and training to enable the beneficiaries to become successful Nguni farmers.

The University is represented on the Nguni Board of Trustees by Prof Sevid Mashego (Vice-Rector: Quality and Planning) and Prof Moses Mbewe (Director: School of Agricultural Sciences).



Some of the Nguni cattle that were handed over to the beneficiaries.



Prof Henk Bouwman

Researcher warns against dangers of DDT

Prof Henk Bouwman of the School of Environmental Sciences has added his voice to those of an international panel of health and toxicological scientists who expressed concern about the use of DDT in the fight against malaria.

The panel believes that the current practice of spraying DDT indoors is leading to unprecedented – and insufficiently monitored – levels of exposure to it. This consensus statement

emerged from a March 2008 conference held in S. Louis, Michigan in the USA.

Prof Bouwman’s research has shown that DDT in breast milk is most likely derived from contact with the chemical inside and around the sprayed houses, rather than through food as was previously assumed.

“We should not look at DDT alone, but also at the presence of the alternative malaria control insecticides and other pollutants that can complicate and add to health and environmental impacts,” he says.

The researchers emphasised the need to look at better, safer ways of controlling malaria, without compromising the health of people and the environment.

Sailplane expert receives gold medal

Mr Attie Jonker, aeronautical expert and lecturer at the School of Mechanical Engineering, has received the Neels van Niekerk Gold Medal Award for Outstanding Achievement in Aerospace Engineering from the Aeronautical Society of South Africa (RAeS). The award is for the JS1 Revelation, the revolutionary glider made by Jonker Sailplanes, which is co-owned by brothers Attie and Uys Jonker and Johan Bosman, a former student of Attie.

This highly acclaimed award has only been made twice before in the last two decades, the previous recipients being the Rooivalk and Celstar.

Jonker Sailplanes also received a bronze Medal at the Royal Aeronautical Society of Europe last October.

The Jonker brothers, Uys and Attie, with their JS1 Revelation sailplane.



Six academics honoured by Academy for Science and Art

Six academics of the Potchefstroom Campus were honoured by the SA Academy for Science and Art this year for outstanding research.

Prof Daan Wissing, senior researcher in speech technology at the Centre for Text Technology (CTeXT), received the CJ Langenhoven prize for linguistic science, while Prof Petra Engelbrecht, Dean of the Faculty of Education Sciences, received a medal of honour for scientific

subject promotion in the educational field.

The Havenga prize for mathematical, chemical or physical sciences was awarded to Prof Jan Swanepoel of the Department of Statistics and the FARMOVS prize for pharmacology and drug development was awarded to Prof Theo Dekker of the School of Pharmacy.

Two commemorative medals were also awarded to members of staff in the School of Environmental Sciences and Development. Prof

Gert Krüger received the senior Captain Scott medal for the outstanding work he has done as a biologist in Southern Africa. The junior Captain Scott medal was presented to Ms Elmiën Heyneke for the best MSc dissertation in botanical sciences at a South African university.

The prize winners will receive their awards on 27 June during the centenary festival of the Academy in Bloemfontein.



Prof Daan Wissing



Prof Petra Engelbrecht



Prof Jan Swanepoel



Prof Gert Krüger



Ms Elmiën Heyneke

Research trio to enhance research output



Prof Susan Coetzee van Rooy and her husband, Prof Bertus van Rooy.

The recent appointment of three new full-time, specialist researchers is expected to improve the research output of the Campus.

The Faculty of Humanities welcomed Prof Susan Coetzee van Rooy as a research leader while her husband, Prof Bertus van Rooy, was appointed as a research professor in the School of Languages. Before her appointment at this campus, Susan was Institutional Director: Academic Development and Support and Bertus was a lecturer at the School of Languages on the Potchefstroom Campus.

The Faculty of Economic Sciences and Information Technology welcomed Prof Jan Kroeze as a full-time research professor in the School of Information Technology. Boasting two doctoral degrees, one in Hebrew and one in Information Technology, Prof Kroeze specialises in the field of text mining.



Prof Jan Kroeze, full-time research professor in the School of Information Technology.



Prof Thapelo Selepe

Professor's love of language and soccer to benefit 2010

Prof Thapelo Selepe, a soccer lover and lecturer from the Vaal Triangle Campus, has been chosen to assist in the development and eventual testing of Sesotho terminology for the coming soccer world cup.

This is part of the 2010 Soccer Terminology Project that the Department of Arts and Culture has launched to add significance to the 2010 FIFA Soccer World Cup and enhance the appeal of the game for all South African supporters. The

project is aimed at developing soccer terminology in all official and indigenous languages.

According to Prof Selepe, different project groups will discuss what terminology is available and develop new terminology where gaps exist.

Since his appointment on the Campus in 1998, Prof Selepe has been involved in several regional and national terminology projects. And yes, he is a great soccer supporter – especially of the club Kaizer Chiefs.

NWU Vaal Night Series benefits young players

The recent NWU Vaal Night Series has again confirmed this campus's commitment to the community.

This event, which the Campus co-hosted for the 13th time in conjunction with Vanderbijlpark High School, attracted more than 5 800 spectators and nearly 6 000 participating high school learners from a total of 19 schools. The series took place over a period of four weeks and saw participating schools compete in rugby, netball and hockey.

During the closing ceremony at the Isak Steyl Stadium in Vanderbijlpark, Mr Piet van Wyk, a senior marketer on the Campus, reiterated its support for the series. He added that the Campus offers a platform from which talented young sportspeople can equip themselves – on the sports field and academically – for a successful future.

The Campus proudly acted as main sponsor of the event for the fifth consecutive year. The series is decided over a period of four weeks and participating schools compete in rugby, netball and hockey.



Action on the rugby field during the recent NWU Vaal Night Series.

You can be a winner too!

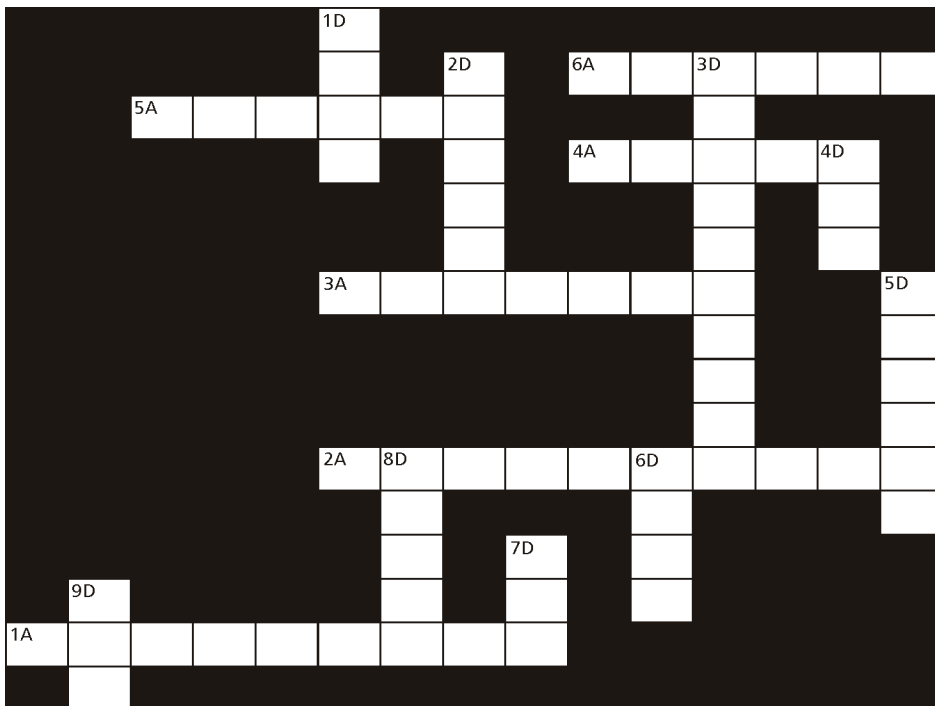
In this edition of Eish! we give you another opportunity to win a corporate gift hamper.

Be warned, though: This crossword puzzle is more challenging than the last one. Instead of referring to only one article, you will have to read all the articles in Eish! to complete this puzzle.

Send your completed crossword puzzle with your name and contact details on it to nelia.engelbrecht@nwu.ac.za or fax it to (018) 299 4938. The first correct entry from each business unit will earn the sender a prize.

Down:

1. These awards are annually presented for teaching excellence.
2. At the end of the HEQC's visit they gave _____ feedback.
3. The term of which position at the University expired at the end of May 2009?
4. Concern about the use of this pesticide was expressed by Prof Henk Bouwman.
5. Surname of the person who is officiating as Vice-Chancellor.
6. One of the characters who will feature in a show on diversity later this year.
7. Surname of one of the lucky winners of a gift voucher during the Inter-campus Social Day.
8. The breed of cattle involved in the project to benefit farmers.
9. How many times does Mozart appear in Eish?



Across:

1. One of the biggest challenges identified by the HEQC panel is the lack of _____ on some capuses.
2. The kind of theatre show which will be staged to address the concerns about social cohesion.
3. What will benefit as a result of the Lotto grant?
4. The new _____ manager was recently appointed at the Institutional Office.
5. Surname of the person who was Chancellor of the NWU.
6. You have to walk this mile to be nominated for excellent service.

They are the winners

Congratulations to the winners of the crossword puzzle competition featured in the March edition of Eish! The following NWU staff members each won a corporate gift hamper:

- Mr Bethuel Ngakane (Mafikeng Campus)
- Mr Billy Lodewyk (Potchefstroom Campus)
- Prof Heleen Janse van Vuuren (Vaal Triangle Campus)
- Mr Penrose Diphoko (Institutional Office)



Mr Bethuel Ngakane



Mr Billy Lodewyk



Prof Heleen Janse van Vuuren



Mr Penrose Diphoko

They run the extra mile with a smile

In the last Eish! we featured a number of NWU colleagues who go the second mile when carrying out their daily tasks. For this issue, a few more 'extra-milers' were nominated by their appreciative colleagues.

At any institution there are employees who stand out – not only for their excellent service but also for the positive attitude they show while providing it. Here are a few of these NWU employees who give new meaning to the concept of going beyond the call of duty.



Prof Damian Garside

Prof Damian Garside, Director of the School of Human Sciences on the Mafikeng Campus, is someone who is always prepared to go the second mile. This is according to Mr Kiran Odhav, a senior lecturer in the Sociology Department on the Mafikeng Campus,

who says that Prof Garside does much more than is expected of him. "He is a totally committed academic, has a good rapport with students and communicates well with them. He is always ready to serve, even when his plate is too full already."



Ms Hunadi Rakhudu

Ms Kgomoitso Direko of the Nursing Department on the Mafikeng Campus believes that **Ms Hunadi Rakhudu**, the Programme Director in that department, displays excellent administrative skills. "She goes out of her way to prepare official forms and documents for meetings, spending a lot of time beyond official office hours to ensure that her work is always done professionally," Ms Direko says.

In performing her daily tasks, Ms Martie van der Merwe, secretary to the Rector of the Potchefstroom Campus, deals with numerous colleagues. One of the many dedicated colleagues is **Mr Bertus le Roux**, head of Logistics on that Campus. "We often work together, especially



Mr Bertus le Roux

for graduation ceremonies. Helpful, friendly and patient at all times, he goes out of his way to keep the Campus' wheels well-oiled so that everything runs smoothly."

Mr Louis Jacobs, Director: Communication at the Institutional Office, says that graphic designer **Mr William Scott**, of Graphikos on the Potchefstroom Campus, also deserves to be nominated as a dedicated NWU employee. He believes that William's ability to carefully evaluate a client's brief ensures



Mr William Scott

a spot-on end product. "On many occasions we have had to contact William for major designs needed as a matter of urgency. He is never too busy to assist, and quite often - even after the client is satisfied with the end product - he continues to perfect minor details. Especially when dealing with the brand of the NWU, he is focused on ensuring that all guidelines of the Corporate Identity Manual are carried out to the letter."

At the Vaal Triangle Campus, **Ms Annette Willemse** of the Department of Marketing and Communication goes (and sometimes even runs!) that extra mile. Ms Helei Jooste commends her for her creativity and exceptional talent with words. "Staff and students enjoy talking to her and she gladly shares her time, talents, advice and anecdotes with them. For Annette, no favour or task is too big – she assists clients right up to the finishing line."



Ms Annette Willemse



Ms Elsabe de Wet

Ms Sindy Pieterse, a secretary in the School of Behavioural Sciences at the Vaal Triangle Campus says that **Ms Elsabe de Wet**, a lecturer in

that school, should also be singled out. "Besides being very popular with her students, she is also a spontaneous, strong person who is not easily ruffled. Everybody in this division agree that, since her first day here, she has made a real difference."

The Institutional Office also boasts numerous first-rate employees. Ms Lynette Ferreira, secretary to the Executive Director: Human Capitas Development, considers **Mr Christé de Wit**, Director: Human Resources, as a pillar of strength – someone who has never let her down. "His extensive experience, ability to maintain good relationships and willingness to help make him exceptional. He usually starts work as early as 06:10 in the morning, often staying at the office until early evening. He also takes an interest in his colleagues' joys and woes, and is always ready to support them."



Mr Christé de Wit

Another very dependable colleague who Ms Ferreira would like to nominate is **Ms Judy Heymans**, secretary to the Vice-Chancellor. "As Dr Theuns Eloff's right and left hand, she renders administrative assistance to the whole Vice-Chancellor's office. Although she works under great pressure, she is never too busy to help – I think she passes with flying colours," says Ms Ferreira.



Ms Judy Heymans

If you would like to express your appreciation for the way in which your NWU colleagues are willing to go that extra mile when performing their everyday tasks, you are welcome to send an email to nelia.engelbrecht@nwu.ac.za or a fax to (018) 299 4938.



Record attendance at Inter-campus Social Day

Attended by a record number of NWU staff, the latest Inter-campus Social Day was a happy ending to the week-long visit by the Higher Education Quality Committee (HEQC).

After a grueling week of interviews, the activities of the HEQC panel were wrapped up and a record number of 529 staff members could finally relax and enjoy themselves at the Inter-campus Social Day held on Friday, 20 March 2009 on the Potchefstroom Campus.

Under white, billowing clouds against a blue sky, staff members gathered in front of the main building of the Potchefstroom Campus where Dr Theuns Eloff, Vice-Chancellor, officially opened the day.

He expressed his gratitude that the HEQC audit had gone well and that the University had achieved good academic results at the end of 2008, despite various challenges experienced last year.

After the opening, staff members took off on a fun walk from the Campus to the Fanie du Toit sport grounds, where they participated in events such as a line dance demonstration, wheelbarrow race, egg run, volley ball and tug-of-war.

A lucky draw spiced up the day even more, resulting in eight staff members each receiving a R1000 gift voucher from a supermarket chain. The recipients were Ms Fransinah Mthembu and



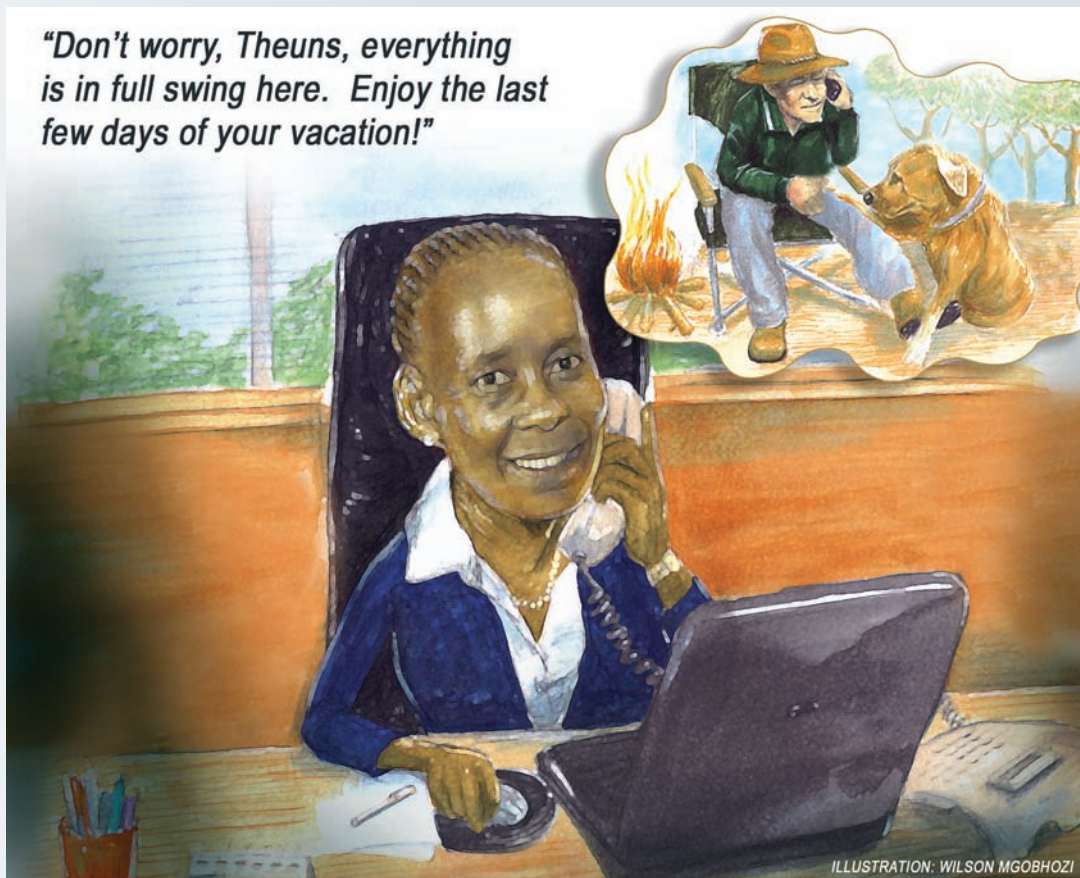
Ms Sophie Thaga from the Mafikeng Campus, Ms Sannah Seroalo and Ms Eurica Jansen van Rensburg from the Potchefstroom Campus, and Ms Tembi Mosabala and Mr Christopher May from the Vaal Triangle Campus. Ms Coréne van der Merwe and Ms Jacobie Fourie were the lucky winners from the Institutional Office.

"From the positive feedback received, it is clear that staff members enjoyed the day

Staff members from the three campuses and the Institutional Office wait eagerly for the fun walk to start.

tremendously," says Ms Ina van der Watt, NWU Wellness facilitator whose team coordinated and oversaw the event.

The next social day will take place on 28 August 2009 at the Vaal Triangle Campus.



While Dr Theuns Eloff, Vice-Chancellor, is on long leave, Dr Ngaoto Takalo, Executive Director: Teaching-Learning and Vice-Principal, is officiating as Vice-Chancellor.

COMING SOON



JOEL ZUMA AS STEVIE WONDER
ELOISE CUPIDO AS TINA TURNER
JONATHAN ROXMOUTH AS MOZART

STAFF ONLY