

King appointed as new Chancellor of the North-West University

Kgosi Leruo Tshekedi Molotlegi, King of the Royal Bafokeng Nation, is the newly appointed Chancellor of the NWU. Eish! found out more about the King, the Royal Bafokeng Nation, and how the University will benefit from this appointment.

Kgosi Molotlegi was elected as second Chancellor of the NWU at a Council meeting on 19 June 2009 and accepted his appointment on 14 July.

The King expressed his appreciation of his appointment as Chancellor. "I am eager to work with the management of the NWU and to make a positive contribution," he said.

He succeeds Dr Popo Molefe whose term as Chancellor of the NWU expired on 31 May this year. Dr Molefe was the first Chancellor after the merger in 2004.

The Chancellor is the titular head of the University and confers all degrees in the name of the University.

King Kgosi Molotlegi will be inaugurated as Chancellor during a prestigious event planned for later this year.



Kgosi Leruo Tshekedi Molotlegi, new Chancellor of the NWU.

NWU third year in a row best governed university

The NWU has done it again! For the third year in a row, the University won the PricewaterhouseCoopers Higher Education Excellence Award for Corporate Governance.

This was announced on 25 August 2009 at PricewaterhouseCoopers' annual Conference on Higher Education in Port Elizabeth. For more information, look out for the articles on the NWU's website and staff intranet.

A worthy Chancellor

Dr Theuns Eloff, Vice-Chancellor of the NWU, is very excited about the appointment of King Kgosi Molotlegi as Chancellor of the University.

Having met Kgosi Molotlegi on a number of occasions in the past, Dr Eloff believes that this

energetic man will be a worthy Chancellor.

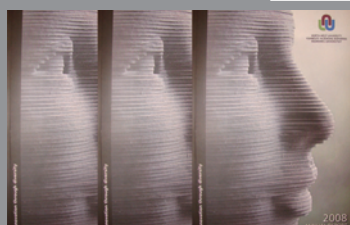
He added that the high stature of Kgosi Molotlegi will in turn enhance the stature of the NWU. "Even though the role of a Chancellor is of a ceremonial nature, his appointment will

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undoubtedly add value, for instance through his visibility at graduation ceremonies and official opening or closing ceremonies of the University."

Dr Eloff said that the NWU has a good, longstanding relationship with the Bafokeng Nation.

"We have given them professional advice on several occasions in the past, especially regarding the development of a new sport centre near Phokeng. In addition, they are involved in Luiperd Rugby, and therefore indirectly also in the Rugby Institute on the Potchefstroom Campus. We are also holding discussions about their future involvement in the Soccer Institute on the Mafikeng Campus," Dr Eloff said.

The Royal Bafokeng Nation has sponsored several academic matters and sport events during the past, for instance the NWU 54 Classic



Kgosi Molotlegi was crowned in 2003 as the ruler of the Bafokeng Nation.

Golf Day, the proceeds of which go to the Meal a Day project running on all three campuses.

In another strategic first for the NWU there are currently 15 students from the Bafokeng Nation studying at the Faculty of Education on the Potchefstroom Campus. Some of the programmes are offered to them in Setswana,

while others are interpreted to Setswana or English with the aid of the NWU's classroom interpreting services. The students are set to become teachers who will one day teach in Setswana, thereby promoting mother tongue education.

An exceptional nation

The 41-year-old Kgosi Leruo Molotlegi was crowned in August 2003 as the 36th paramount ruler of the 800-year-old Bafokeng kingdom. The third of six children, His Majesty's ascendance to the throne is by birth and the Bafokeng laws of succession.

Kgosi Molotlegi is an alumnus of Hilton College in Natal, and holds a degree in Architecture and Urban Planning from Natal University. He is also a fixed wing and rotorcraft pilot and has been appointed as an honorary member of the South African Air Force.

The approximately 300 000 members of the Bafokeng nation live in the Phokeng area near Rustenburg, and it is probably the wealthiest nation in Africa, with some of the richest platinum deposits in the world on the 2 000 square kilometres of land owned by the nation.

A burst of spring energy for the last lap

With spring in the air and a short recess in store, one experiences a burst of energy and enthusiasm to deal with the last few months of 2009. This renewed energy will come in handy, for now is the time to make sure targets for 2009 are met, projects concluded and new goals set for 2010.

At the forefront globally

During the past few months, several important appointments have featured on the NWU's agenda. Firstly, our Vice-Chancellor, Dr Theuns Eloff, was appointed Chairperson of the Association of Commonwealth Universities, after serving as its Vice-Chairperson for the previous two years.

As Dr Eloff is also the Chairperson of Higher Education South Africa, higher education in South Africa will again be at the forefront globally, creating valuable opportunities for internationalisation at the NWU. (You can read more about this in the article on page three.)

Another important appointment was that of Kgosi Leruo Tshekedi Molotlegi, King of the Royal Bafokeng as the NWU's new Chancellor. The stature of Kgosi Molotlegi will undoubtedly enhance the standing of the University. (For more detail, read the article on pages one and two.)

New rectors

Two other future appointments that have been receiving attention are those of the new rectors for the Potchefstroom and Vaal Triangle

Campuses. It is expected that these appointments will be made at the November meeting of the NWU Council. This will coincide with the expiry of the terms of office of the current rectors, Prof Annette Combrink (Potchefstroom) and Prof Piet Prinsloo (Vaal Triangle) later this year. Although it is beneficial for any organisation to add new blood to its staff contingent, it is also a fact that these two rectors' experience and expertise will be greatly missed.

Part of reality

Also included in this issue of Eish! are articles demonstrating that the NWU is part of the bigger picture in South Africa. For example, we have a social responsibility to use our expertise to uplift the community. The NWU's Forum for Continuous Collaboration in Development is not only an effective entry point for accessing the vast expertise within the NWU, but also an excellent networking place for all stakeholders interested in community development (page six).

Finding solutions

The NWU further demonstrated its commitment to finding solutions for the problems faced by the community by hosting courses for Sign Language interpreters (page seven). Two courses, an introductory course and an advanced South African Sign Language (SASL) interpreting course, were presented in Potchefstroom in August 2009.

Joining the fight

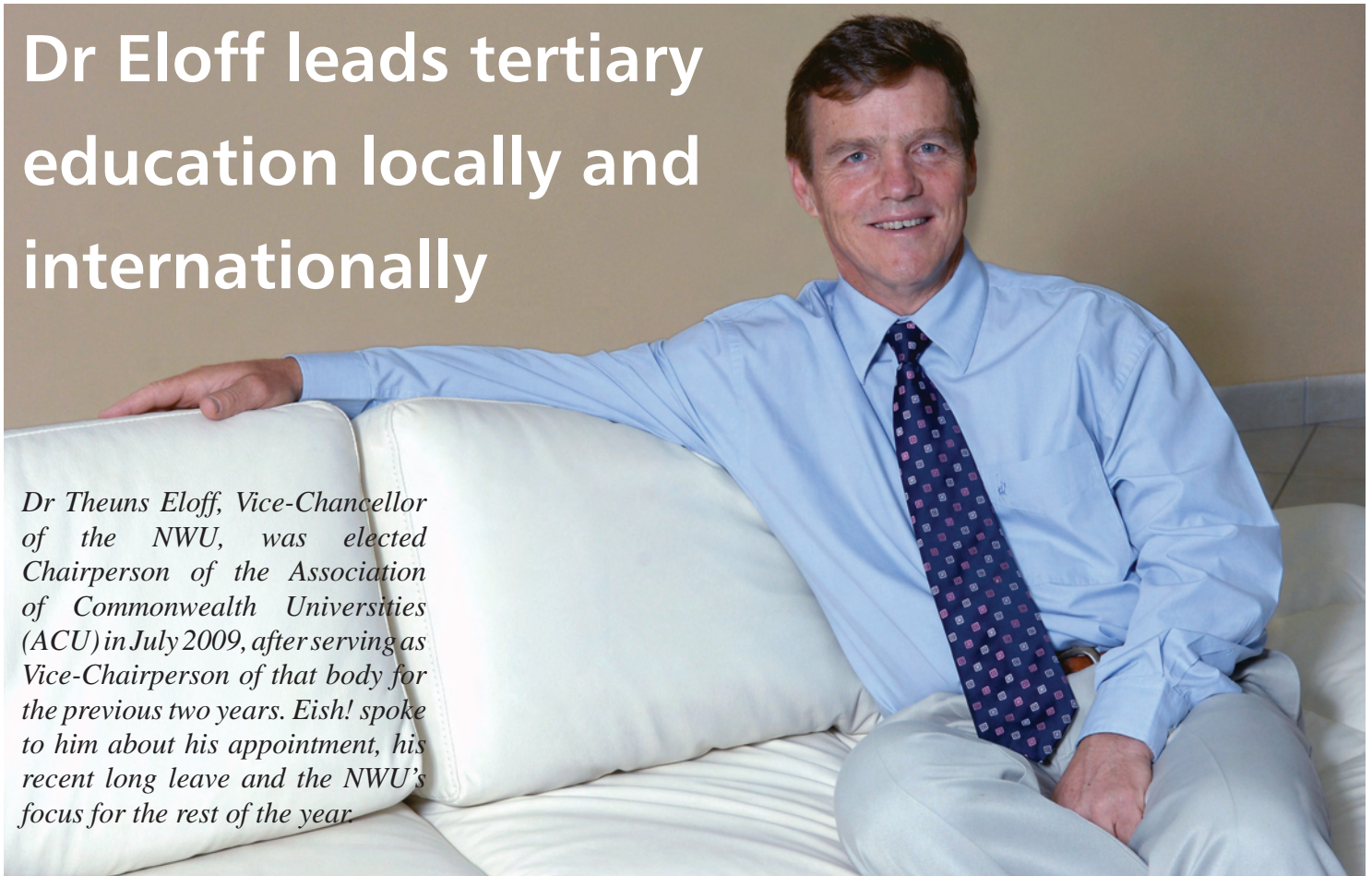
The University is also set on joining the fight against HIV/AIDS by giving a consortium the green light to help us develop a HIV/AIDS workplace programme and allocate appropriate human and monetary resources to this project. Read more about this important endeavour on page 15.

With only a few months left of 2009, we should all work diligently to reach the goals that we set ourselves at the beginning of the year. Eish! wishes everybody a relaxed and revitalising recess.

Kind regards,
Nelia Engelbrecht



Dr Eloff leads tertiary education locally and internationally



Dr Theuns Eloff, Vice-Chancellor of the NWU, was elected Chairperson of the Association of Commonwealth Universities (ACU) in July 2009, after serving as Vice-Chairperson of that body for the previous two years. Eish! spoke to him about his appointment, his recent long leave and the NWU's focus for the rest of the year.

Thanks to his election as Chairperson at the ACU's annual meeting in Kuala Lumpur in Malaysia, Dr Eloff now heads the tertiary education fraternity in the Commonwealth countries, as well as in South Africa, as he is also the current Chairperson of Higher Education South Africa (HESA).

Dr Eloff, who came back to the NWU in July after three months of long leave, said he felt grateful and honoured about being appointed ACU Chairperson and believes that his appointment holds several strategic advantages for the country and the NWU.

"There are about 500 member institutions in the ACU and this affords me the opportunity to build and maintain precious networks and to promote the NWU," he said in an interview. "For instance, during the meeting in Kuala Lumpur, several rectors asked me about the NWU and I was able to inform them about our university and forge valuable new ties."

The NWU compares very well with the other member institutions, Dr Eloff said. "Our mission to be a balanced teaching-learning and research university sets us apart, as many other universities focus on either the one or the other element."

Time out

During his long leave, Dr Eloff spent time on the family bushveld farm, a week at the coast, and many pleasant hours on the golf course. He also read a lot and conducted research for an article

on the role of the South African business sector, 15 years after democracy.

"I was invited to write this chapter for a book compiled by academics from the universities of Yale, Cape Town and KwaZulu-Natal," he said. This will be published later this year in the USA.

During his long leave, he also visited local universities such as the universities of Stellenbosch and the Western Cape, and overseas institutions such as the Free University of Amsterdam, the University of Utrecht, the University of Oxford and the Open University in the United Kingdom.

However, the NWU was never far from his thoughts. "I came to the conclusion that we have done really well during the five years since the merger. Some of the best news that I received during my long leave was that the research output had increased to 510 and that in 2008 we obtained the best undergraduate pass rate ever, namely 81,2%."

Maintain focus

It is important to Dr Eloff that the NWU continues to focus on teaching-learning and research during the last months of 2009, trying to reach even greater heights. Another priority for the remainder of the year will be for line managers to continue filling the gaps identified earlier this year during the institutional audit by the Higher Education Quality Committee.

"We must also make sure that we maintain healthy financial practices and stay within our

budget. As we all know, the world economy is in dire straits and the NWU will not be able to escape this reality," Dr Eloff said.

Another challenge facing the NWU during the last months of 2009 is the successful filling of the positions of two campus rectors, Prof Annette Combrink of the Potchefstroom Campus and Prof Piet Prinsloo of the Vaal Triangle Campus. Another key position to be filled is that of Prof Daan van Wyk, Vice-Rector: Quality and Planning on the Potchefstroom Campus. (For more information, read the article on page four)

The future

According to Dr Eloff his long leave also served as an incubating period for new ideas about the strategic direction of the NWU during the next five years. "These new strategic thoughts will be further explored and discussed with management during the remainder of this year. However, throughout this process, we will continue to protect and expand our core business, while focusing on sustainable transformation."

In addition, the future holds a totally new dimension for Dr Eloff, as during his long leave he became a grandfather for the first time. The twin girls, Chrizette and Emmerie, are now nearly five months old. "It is a wonderful experience to be a grandfather," Dr Eloff said proudly, confessing that he finds himself displaying typical grandfather behaviour whenever the two are near ...

New rectors for two campuses in 2010

The NWU will start 2010 with two brand-new rectors on its Potchefstroom and Vaal Triangle Campuses.

It is expected that these new rectors will be appointed at the meeting of the NWU Council in November 2009, following the retirement of the two current rectors, Prof Annette Combrink (Potchefstroom) and Prof Piet Prinsloo (Vaal Triangle).



Prof Piet Prinsloo, Rector of the Vaal Triangle Campus.



Prof Annette Combrink, Rector of the Potchefstroom Campus.

Prof Combrink retires formally at the end of 2009, and Prof Prinsloo's second term comes to an end on 30 September 2009. The processes for filling these two important positions will run concurrently and both appointments will be made by the Council at its November 2008 meeting. For this reason, Prof Prinsloo has been appointed acting Campus Rector from 1 October to 31 December 2009.

As part of the process prescribed in the NWU Statute and Rules, a Council Search Committee drew up an advertisement that was placed

in several newspapers in August 2009. This Committee consists of external members of Council, the Vice-Chancellor, Dr Theuns Eloff, and the Institutional Registrar, Prof Themba Mosia. The Council Search Committee is also finalising a short list for consultation with the various structures, including campus senate committees, the Senate and the Institutional Forum (IF).

Interviews with the prospective candidates will take place in early November and the interviewing committee, which includes a member of both the Senate and the IF, will make a recommendation to the Council meeting of 20 November.

Dr Eloff urges staff members to trust and, where appropriate, participate in the process, while concentrating on their core day-to-day tasks. "The best way to honour our two colleagues who have given the greatest part of their lives to this University is to ensure that their last year in office will be concluded as a successful one regarding teaching-learning, research and implementation of expertise," he says.

Farewell ceremonies for the retiring rectors will be held at both campus and institutional levels.

As mentioned in the first Eish! of 2009, after his retirement, Prof Piet Prinsloo will be involved in the establishment of a community development network for the Vaal Triangle Campus and region. Look out for the last Eish! of 2009 to read more about Prof Annette Combrink's plans for the future.

NWU receives big boost for research

The NWU recently signed an agreement with the company Sasol Technology which stands out as the first of its kind country-wide.

The unique research agreement sets the framework for greater cooperation in several fields. It entails, on the one hand, that the University itself can identify projects for research and, on the other hand, that the company can identify projects as the need arises.

The comprehensive agreement was preceded by two years of negotiations during which a variety of aspects were placed under the magnifying glass and tread through.

The research agreement is applicable to all three the campuses and includes researchers of these campuses simultaneously.

Some of the most important projects currently are mainly based in the Faculties of Engineering and Natural Sciences.



In front from left are Prof Annette Combrink, Rector of the Potchefstroom Campus of the NWU, and Mr Johan Nel and Dr Sven Godorr, Sasol Technology's Manager of Technology and Manager of Research and Development respectively, during the signing of the agreement. In the back are Ms Elani Engelbrecht from the NWU's Legal Office, and Potchefstroom Campus academics: Prof Albert Helberg, Acting Dean of Engineering, Prof Christien Strydom of Physical and Chemical Sciences, Prof Kobus Pienaar, Dean of Natural Sciences and Prof Mariëtte Lowes, Vice-Rector: Academic.

2008 Annual Report celebrates innovation through diversity

The NWU's pay-off line "Innovation through diversity" was the theme of the 2008 Annual Report. It accurately reflects how the diverse and unique talents at the University were harnessed during the year to overcome challenges, take the core business to new heights and sweep up one award after the other.

The Annual Report, submitted to the Department of Education on 30 June 2009, demonstrates that although the NWU faced its share of challenges during 2008, the year was one of its best to date. The University exceeded many of its own performance targets and won some of the most prestigious awards in the higher education environment.

These awards include the 2008 PricewaterhouseCoopers Higher Education Excellence Award for Corporate Governance, the award as the Most Technologically Innovative Higher Education Institution in the National Innovation Fund Competition, and a special recognition award for the NWU's decade-long contribution to multilingualism and nation building from the Pan South African Language Board (PanSALB).

This strong performance went hand in hand with ongoing improvements in the University's core business of teaching-learning, research and implementation of expertise, as well as in its financial position. For instance, at the end of 2008, for the fifth successive year, the NWU produced a net surplus, this time amounting to R71 million.

The right choices

"Comparing the 2008 results as outlined in the 2008 Annual Report with those of 2004 (the first year of the new institution), it can be stated unequivocally that the NWU has made the right

strategic choices during the past five years," said Dr Theuns Eloff, Vice-Chancellor.

A case in point is teaching-learning at the NWU, which remained healthy and robust. The undergraduate pass rate (contact and distance) improved from 75,2% in 2004 to 81,2% in 2008. In addition, a record number of 12 337 degrees were awarded in 2008, an increase of 21,7% (9 657) since 2004.

Research also reached a number of high notes. The total research output units increased by 24% from 798 in 2004 to 1 089 in 2008, while the number of NRF-rated scientists increased by 29% from 73 in 2004 to 103 in 2008.

The 2008 Annual Report also underlines the implementation of expertise as a distinguishing feature of the NWU. The number of registered patents increased by 61% from 18 in 2004 to 29 in 2008 and third-stream income grew by 108,7% from R311m in 2004 to R649m in 2008.

Effective management

Effective management and sustainable transformation are two other noteworthy elements portrayed in the Annual Report. Highlights include the following:

- The second phase of the brand roll-out plan gained momentum with the acceptance of the new pay-off line "Innovation through diversity".

- The Career Centre made good progress and a presence was established on each campus.
- A new Leadership Academy was launched with a view to providing comprehensive training for managers.
- The NWU's self-evaluation portfolio for the 2009 HEQC audit was finalised and submitted to the HEQC early in December 2008.
- Regular employment equity reporting was done to Council and its committees. This resulted in the recalculation of targets to ensure these were realistic and achievable within the prescribed timeframes.
- Much was done during 2008 to develop an institutional ethos that supports intercultural tolerance and respect for human rights and dignity. These endeavours included inviting recognised experts in the field of human rights to deliver lectures aimed at students and staff, and the completion of a Diversity Charter which will be binding on all members of the University community.

"From this annual report it is clear that our six mission elements resemble the NWU's philosophy: we focus on our core business; we do it because we are value driven; we support it with good and effective management; and all the while we are transforming and adapting to changing circumstances," Dr Eloff said.

The 2008 Annual Report is available on the NWU's website.

It is clear that the NWU's strategy to ensure stability in its core-business whilst transforming the institution in a planned and sustainable manner in accordance with the goals as outlined in the Institutional Plan, is bearing fruit. The following table from the 2008 Annual Report demonstrates this graphically:

	2004	2005	2006	2007	2008
Total student enrolment	40 145	38 596	38 709	44 726	47 008
Undergraduate pass rate (contact and distance)	75,2%	78,8%	78,4%	79,5%	81,2%
Graduation rate (number of degrees as % of total heads)	24%	20%	25%	25%	26%
Total degrees and diplomas awarded	9 657	7 746	9 825	11 345	12 337
Masters' degrees awarded	626	700	765	618	583
PhDs awarded	87	85	110	124	100
Article equivalents published (total)	275	326	361	376	510
Total research output*	798	865	1 074	1061	1089
NRF rated researchers	73	85	82	95	103
Total budget	R953m	R1,080m	R1,253m	R1,420m	R1,650m
% income from government	45,1%	43,2%	42,8%	39,8%	40,0%
Self-generated income	R311m	R371m	R441m	R578m	R649m
Financial surplus/shortfall	R14,7m	R68,7m	R71m	R85m	R71m
Infrastructure: macro maintenance	R20,9m	R17,8m	R32,1m	R54,1m	R50,3m
Capital expenditure on new buildings	R5,9m	R29,3m	R44,5m	R46,8m	R46,2m

* Includes research master's, PhDs times three and publications (including an estimation of books, conference proceedings and articles)

Government explores partnerships for uplifting communities

Already involved in more than 200 community development projects, the NWU is sought after for its expertise in the field. Most recently, representatives from the national Department of Social Development visited the University to explore potential future collaboration with the Forum for Continuous Collaboration in Development (FCCD). Eish! asked Ms Bibi Bouwman, Manager: Community Engagement, to tell us more about the visit and about FCCD's role in community upliftment.

Two senior representatives from the Department of Social Development visited the NWU, and specifically the FCCD, to share departmental strategy and explore areas of common interest. The two officials were Mr Peter Netshipale, Chief Director: Non-profit Organisations, and Mr Mbulaheni Mulaudzi, Director: Community Development.

"Key issues that need to be addressed are integrated development for the poor and vulnerable in our society, social cohesion, civil society support, compliance and governance in the non-profit sector," said Ms Bouwman during the visit.

But why would the Department be interested in potentially joining forces with the FCCD? Because it provides an effective entry point for accessing the vast expertise within the NWU and its associated stakeholders, she said.

The FCCD was formed in 2008 as a joint initiative of the NWU's Institutional Advancement and Business Development Office, the Community Engagement Office and other internal stakeholders. It is an open networking

place for all stakeholders, especially within the NWU and in the vicinity, who are interested in community upliftment and development.

"Stakeholders include the non-profit sector, churches, welfare societies, local and provincial government departments, and the corporate and private sector," said Ms Bouwman.

The Forum aims to match prospective private partners with appropriate community outreach projects that use the University's expertise to address socio-economic challenges. By doing so, everybody benefits, including community development groups, the community itself and business.

Lending a helping hand

"Making use of the vast expertise that our University offers, we want to deliver optimal services to empower the people so that they can continue after our exit," Ms Bouwman said. "In other words, we would like to ensure a long-term impact with an emphasis on the development of social entrepreneurs who would

make an economic and social difference in our community."

A partner of choice

The activities of the Forum also benefit the business sector. "As a potential partner of choice we can facilitate the maximum return on investment for companies that are spending their corporate social investment funds in social development and comply with broad based black economic empowerment (BBBEE) scorecard requirements," she said.

How to organise

In addition, the Forum also aims to advise large and small community development groups on how to organise themselves for fund raising, draw up sound socio-economic investment strategies, write proposals and implement them in practice, share best practices, monitor progress, draw up financial reports and compile presentations.

Contact details

For more information, please contact Ms Bibi Bouwman at 018 299 4935; e-mail: Bibi.Bouwman@nwu.ac.za, or Ms Maria Mopelong at 018 299 4967; e-mail: Maria.Mopelong@nwu.ac.za.



A large contingent of NWU staff and members from the Forum for Continuous Collaboration in Development (FCCD) met with the visitors. In the back are Mr Glenn Hocking, Mr Peter Netshipale (Chief Director: Non-profit Organisations, Department of Social Development), Ms Mari Nienaber, Ms Pertunia Thulo, Mr Maribe Mamabolo, Mr Mbulaheni Mulaudzi (Director: Community Development, Department of Social Development), Mr Izak Hlungu, Ms Nontobeko Mbhele, Ms Lucia Mandlane and Ms Corrie Engelbrecht. In front from left are Ms Bibi Bouwman, Ms Maria Mopelong, Mr Simon Afrika, Mr Junior Kwena and Mr Hendri Coetzee.

Sign Language interpreting course another first for NWU

In a mutually beneficial partnership, the NWU's Language Directorate and the Deaf Federation of South Africa (DeafSA) recently collaborated in hosting two courses for Sign Language interpreters. This is a first for the NWU.

The first course, an advanced South African Sign Language (SASL) interpreting course, was presented in Potchefstroom from 3 to 7 August 2009, and the second one, an introductory course, from 10 to 14 August 2009, also in Potchefstroom.

One of the presenters, Mr Francois Deysel, is a familiar face as he often acts as an interpreter on television. He interprets for a Deaf member of Parliament and is also employed by DeafSA.

Mr Johan Blaauw and Ms Ananda van der Walt of the NWU's Language Directorate were co-presenters and were also involved in compiling the course curriculum. Ms Van der Walt is a qualified SASL interpreter. Ms Trudie Visser, who initiated the working relationship between DeafSA and the NWU, is the National Interpreter of DeafSA and was also a co-presenter.

These credit-bearing short courses have been approved by the NWU's Institutional Committee for Academic Standards.

Both DeafSA and the NWU benefit from this venture, says Prof Marlene Verhoef, Director: Language Directorate. "DeafSA's training is now accredited, while we are given an opportunity to get involved in Sign Language interpreting, in addition to our extended spoken language interpreting services. We also earn valuable third stream income for the University."

The Language Directorate has already started informal, exploratory discussions with the School of Languages on the Potchefstroom Campus, with a view to including SASL as another language option offered by the School. The

possibility of offering an academic programme that is accessible to Deaf students is also being investigated. The NWU would then recruit Deaf students for such programmes and would make classroom interpreting available to them.

The 14 advanced and 24 beginner interpreters who attended the recent courses are all registered with DeafSA and hail from several provinces, including Limpopo, North West, Western Cape, Free State and Gauteng.



One of the presenters, Mr Francois Deysel, signing to the participants in the advanced SASL course.



Ms Ananda van der Walt, an interpreter from the NWU's Language Directorate and co-presenter of the course for SASL interpreters, in discussion with fellow presenter, Mr Francois Deysel, from DeafSA.

Did you know?

- SA Sign Language is a recognised language in addition to South Africa's 11 official languages.
- For Deaf people, Sign Language is their first language.
- We do not have any Deaf students at the NWU at the moment, but there are a few students who are hard of hearing and rely on lip-reading.
- Sign Language interpreters must adhere to strict ethical codes put in place for their profession.
- Light-skinned Sign Language interpreters wear single-coloured, dark clothes, preferably black, or else dark brown or navy blue, to create contrast and enhance the visibility of their hands. Dark-skinned Sign Language interpreters wear light colours such as white, yellow or beige.

Judy's steady hands hold the reins

As one of the busiest offices at the NWU, the Office of the Vice-Chancellor, Dr Theuns Eloff, is run by Ms Judy Heymans, his secretary. Eish! interviewed her to find out what it takes to run such a high-profile office.

Q: What do you enjoy the most about your job?

A: I like to play a meaningful role in the day-to-day activities. With Dr Eloff's hectic schedule, every minute counts and good planning is critical.

Q: What are your biggest challenges?

A: Dr Eloff is a very popular speaker and able to address any kind of group. I am in control of his diary and find it difficult to say no to people when he is not able to attend their functions.

Another challenge is that every minute of every day is carefully planned and involves meetings, documentation and travel arrangements. Dr Eloff attends up to six high-profile meetings per week, his diary is fully booked for two months ahead and his appointments start as early as 07:30 in the mornings, up to 17:00 in the afternoons.

Q: If you were to appoint a secretary, what characteristics would you want to see?

A: A secretary should be willing to learn, have a positive attitude and a passion for people, and be professional at all times. In addition, she should be competent and dependable.

Q: How did your previous working experience prepare you for this position?

A: I was lucky enough to have always worked for hard-working and responsible managers. Over

the years I have also equipped myself with the necessary skills and knowledge to enable me to pull my weight.

Q: How does your job contribute to your personal growth?

A: I have found out that measuring up to a manager's high expectations is beneficial to you as a person too. I have learned to act responsibly, to face the consequences of my actions and to remember that there is always a plan B!

Q: What wisdom have you gained in this position?

A: To listen ... two meaningful words can form a whole sentence!

Q: How do you balance home life with work life?

A: I try to stay in control. I raised my children to be independent and supportive. This makes life much easier for all of us.

Q: In your opinion, what are the characteristics of a good manager?

A: He or she must have strong values, be hard working and have a good sense of humor. A manager should also be able to see the bigger picture and realise that even the smallest action can make a difference on the way to realising the goal.

Q: Is there anything without which Dr Eloff can't manage?

A: Dr Eloff works nonstop and his cell phone and computer are invaluable to him because he makes and receives telephone calls while travelling between meetings and appointments.

Q: What are his favourite office snacks?

A: He has a very healthy lifestyle - he likes health rusks and peanuts and drinks a lot of water.



Ms Judy Heymans

When in Potchefstroom, he tries to have lunch with his wife, Suzette.

After talking to Ms Heymans it is clear that she has what it takes to ensure the smooth functioning of the Vice-Chancellor's office: a steady hand to hold the reins and a cool head to keep everything on track.

Some interesting facts about Judy

My favourite books: I don't like fiction - I prefer inspirational books that provide answers to my questions. And I simply love recipe books!

Being stranded on a lonely island: I would not mind being stranded with Jamie Oliver, the Naked Chef. I am sure the meals will be just as interesting as his company.

My biggest fear: Bats

My favourite food: Pasta

My favourite holiday destination: Any place where the sun shines and the wind does not blow!

My motto for bringing up children: Be an example to them and shower them with love.

My children: I have four children: Carla (28), Berenice (26), Magna (20) and Aubrey (17).

This is what Mr Frans du Preez, Director in the Office of the Vice-Chancellor, has to say about Judy:

"Amidst a very busy schedule and an information overload aimed at the Vice-Chancellor, Judy manages to create a restful atmosphere. She is conscientious and once you have given her a task, you can rest assured that she will take full responsibility for it. She is also extremely tidy - her desk is so neat, it sometimes seems as if she does not have any work to do!"

Industrial theatre a big hit

A total of 899 NWU employees attended the 12 industrial theatre shows held on all three campuses during August 2009. Eish! was there to gauge their impressions of the production.

Ms Boitumelo Motlhala of Admissions on the Mafikeng Campus said the show was informative and dynamic because it was all about change. **Ms Baitse Makolomakwa** of the Marketing and Communications Department on that campus believes the event was one of a kind. "It demonstrated how positive change has brought staff members together, and it reminded us to respect other people's cultures and accept those who are physically challenged".

For **Mr Willie van der Walt** of the Klipoog Cafeteria on the Potchefstroom Campus, the show was a very positive experience. "It is a pity that everybody at the University did not see it - perhaps we should make something like this compulsory," he suggested.

Ms Christinah Motswene of the Institutional Museum and Archive believes that we are making good progress toward intercultural understanding at the NWU. "The show reminded me that we should care about each other, particularly taking disabled people into consideration."

Her colleagues, **Ms Johanna Bornman** and **Ms Annette Kellner**, also found the show educational. "It taught me that we should accept each other as we are, notwithstanding race, sex or age," Ms Bornman said. Ms Kellner believes that it was high time that such a show was staged and would like to see everybody attending it.

Ms Elize Jacobs of the Registrar's Office at the Potchefstroom Campus and **Ms Marianne de Kock** of the Institutional Office's Diversity, Equity and Human Rights Department also

appreciated the show. "The actors were very good - and they demonstrated how people who differ can work together," said Ms Jacobs. Ms de Kock added that the production reminded her that we should not be judgmental and should respect each other.

Ms Kelebogile Oompie of Human Resources at the Institutional Office said she did not only enjoy the show, but also learned a lot from it. "The show was fantastic! I learned that diversity should be celebrated and that we should always try to understand other people's needs and not only think of our own needs."

Prof Roy Dhurup, Dean of the Faculty of Economic Sciences and Information Technology on the Vaal Triangle Campus, would like to thank the organisers of the show. "I thought the production was very good and the message adequately portrayed."

For another Vaal Triangle colleague, **Ms Conny Mohapi**, Secretary to the Director Student Affairs, it was great fun. "The message was brought across in a very creative way, which really appealed to me. My favourite character was Tina Turner".

Mozart with his big hairdo was **Ms Ronel Strydom's** favourite. Ms Strydom, Secretary to the Chief Director: Finances and Facilities on the Vaal Triangle Campus, described the show as "cool". "The fact that Mozart had to use a pin to keep his hairdo in place, made him even funnier," she said.

An outside company, CheHan Ideaneers, produced and directed the production, using music as metaphor for diversity.



Ms Boitumelo Motlhala



Mr Willie van der Walt



Ms Christinah Motswene



Prof Roy Dhurup



From left are Stevie Wonder (played by Duke Motlanthe), Tina Turner (played by Eloise Cupido), Mr Victor Mothobi, Executive Director: Human Capital Development, and Mozart (played by Jonathan Roxmouth).

Medical researchers receive assistance

The Medical Research Council (MRC) of South Africa recently held a workshop at the Mafikeng Campus where researchers in the health profession honed their proposal and scientific writing skills.

The workshop was coordinated by Dr David Katerer, an expert in proposal development and specialist at the MRC's PROMEC unit, which focuses on cancerous disease research.

At the two-day workshop, funding opportunities were also highlighted and processes for the accessing of available funds explained.

The MRC has provided funding to several NWU staff members, some of whom will attend the annual world conference in Durban this year.



Staff members of the Mafikeng Campus who recently attended the Medical Research Council workshop.

New Setswana dictionary on the shelves

Two staff members of the Mafikeng Campus have launched a new Setswana Monolingual Dictionary, the first of its kind since 1994.

Mr Godfrey Mareme was the chief editor of the dictionary and Mr Ogodiseng Mokakale the assistant editor. Both are from the Setswana Department in the School of Human Sciences in the Faculty of Human and Social Sciences.

"Producing work of this calibre has been an exciting process and it has been a pleasure working with dedicated, motivated and enthusiastic people who are passionate about

their language, their culture and their heritage," said Mr Mareme.

Mr Mareme is an experienced writer and has produced two collections of short stories, a play and a study guide for grade 12 learners.

The new Setswana dictionary was launched at a function where one of the guests of honour was Mmemogolo Dr Semane Molotlegi, Queen Mother of the Bafokeng Nation and mother of the current NWU Chancellor and King of the Bafokeng, Kgosi Leruo Tshakedi Molotlegi. Here, she receives the dictionary from the publishers.



Implementing expertise to benefit the community



Taking the implementation of its expertise yet another step further, the NWU and Mafikeng Industrial Development Zone (MIDZ) have signed a memorandum of agreement.

According to the agreement, the Mafikeng Campus and MIDZ will jointly design research programmes in areas such as beef beneficiation, transport economics, veterinary sciences, mineral beneficiation, environmental law, skills development, agriculture and community development.

A delegation of the two parties under the leadership of Campus Rector, Prof Dan Kgwadi, and the Chief Executive Officer of MIDZ, Mr Tebogo Kebothhale, signed the agreement at the Mafikeng Campus.

Mr Tebogo Kebothhale (left), CEO of MIDZ and Dr Mosime, Chairperson of the MIDZ Board with Prof Dan Kgwadi, Rector of the Mafikeng Campus, signing the memorandum.

Alumnus shines behind the cameras

It is clear that directing comes naturally for Ms Sanet Olivier, alumnus of the Potchefstroom Campus and currently director of Homebrew Films, maker of the television programme, Shoreline, for SABC2.

Besides directing Shoreline, she also presents her own cooking programme, ROER!, for kykNET and has also started filming a programme, Jou show met Emo. Three weekly programmes of this show will be shown on kykNET and SABC 2.

After her matric year, Ms Olivier did a photography course in Stellenbosch where she was introduced to video directing for the first time. Then she heard about Prof Attie Gerber at Communication Studies on the NWU's Potchefstroom Campus. The word was that he gives his students "hands-on" training and that when they leave, they not only receive their degrees but can also physically put together a programme. "This is what convinced me and I do not for one moment regret it," she says.

Ms Olivier was a final-year student in 2003 and two years later she was awarded the ATKV prize for the best programme in the magazine or life style category.



Ms Sanet Olivier with the rest of the crew during the filming of Shoreline.

Carstens new Vice-Chairperson of SA Academy

Prof Wannie Carstens, seasoned linguist and Director of the School of Languages on the Potchefstroom Campus, is the new Vice-Chairperson of the SA Academy for Science and Art.

Only two other academics from Potchefstroom have shared this honour before: Prof SPE Boshoff was Chairperson from 1949 to 1951 and Prof TH le Roux from 1951 to 1952. Both were once associated with the former Potchefstroom University for Christian Higher Education, but were no longer staff members of the University when they chaired the Academy.



Prof Wannie Carstens

Prof Carstens has been a member of the Academy since 1992 and has served on its board since 2001. He will serve as Chairperson from 2009 to 2011.

High-level positions filled

The Potchefstroom Campus recently saw the appointment of the first black Director of the School of Education and the first black Vice-Rector of the School of Theology.

Prof Connie Moloï, an expert academic and researcher in education management, was appointed Director at the School of Education. Prof Rantoa Letšosa, a lecturer in the subject group Practical Theology and an ardent student of the liturgy within the Africa context, was appointed the new Vice-Rector at the School of Theology.

Prof Jorrie Jordaan, who was the previous Vice-Rector at the School of Theology, has been nominated Rector of the School. The term of the current Rector, Prof Ben de Klerk, expires at the end of the year.

For more information about these appointments, read the articles published on the NWU's web site and staff intranet.



Prof Connie Moloï



Prof Rantoa Letšosa



Prof Jorrie Jordaan

Lecturer attended prestigious Summer School

Two Phd-students from the Vaal Triangle Campus, one of them a lecturer at that campus, were part of a group of only 24 students worldwide who attended a prestigious summer school in Belgium during August 2009.

Ms Elize Küng, a lecturer at the School of Education Science, and Ms Wendy Batterbee attended the annual European Association for Education Law and Policy (ELA) Summer School.

The Summer School is a rigorous two-week academic program organised by the University of Antwerp. The academic offerings consist of guest lectures by prominent educational law and European law experts, roundtable discussions and research presentations.



Ms Wendy Batterbee (left) and Ms Elize Küng (right), attended a prestigious Summer School in Belgium. Their study leader, Prof Elda de Waal, is seated in front.



From left to right are Ms Charlotte Bresser, Ms Anna-Marie Müller and Ms Cecile Muller.

Former lecturer exhibits at the Staircase Art Gallery

Ms Charlotte Bresser, a former lecturer at the Vaal Triangle Campus, recently exhibited her artwork together with those of Ms Cecile Muller at the unique Staircase Art Gallery on the Campus.

During an 'Art Café' the staff of the campus could meet the artists themselves and find out more about the artworks being displayed.

Ms Bresser is not only well-known in local art circles, but also boasts group and solo exhibitions as far away as New York.

The Staircase Art Gallery is a special area at the steel stairs of the revamped three-storey library on the Campus. In collaboration with An-Mari's Art Gallery in Vanderbijlpark it plays an important role in the promotion of local talent in the Vaal Triangle.

This project involves one artist's work being displayed in the campus library for one month.

Campus welcomes new Student Affairs Director

The Vaal Triangle Campus recently welcomed Mr Jacob Simango as the Director: Student Affairs.

Mr Simango was previously employed by the University of the North, UNISA, the former Technicon Pretoria and a Non-governmental Organisation (NGO) called Postnet Polokwane Group.

He holds several qualifications, including a Bachelor of Arts, Higher Diploma in Library and Information Science, a certificate programme

in Human Resources Management, and a B-Tech in Education Management. He is presently completing his M-Tech in Educational Management.

"I am passionate about developing young people into responsible citizens," Mr Simango says. He believes that the multicultural student environment on the Campus should be nurtured and celebrated at all cost.

Mr Jacob Simango.



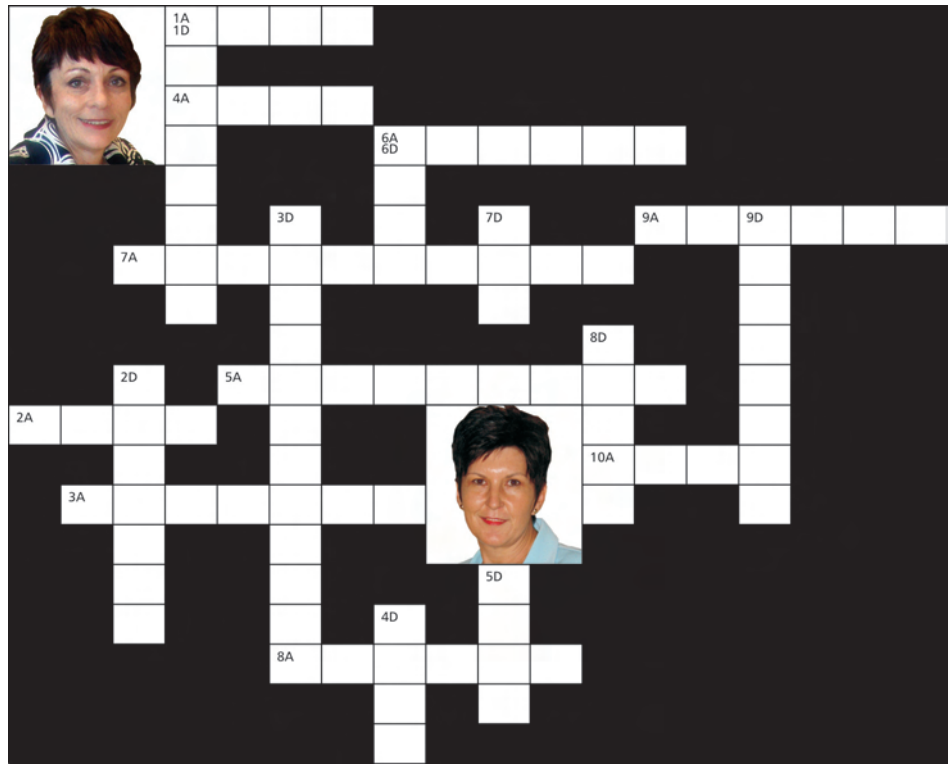
Enter and win!

Eish! readers are once again invited to apply their problem-solving skills and stand a chance of winning a corporate gift in our lucky draw.

Use the articles in this edition of Eish! to complete the crossword puzzle and send your completed entry 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 that we draw from each business unit will earn the sender a prize.

Down:

1. From which nation is the newly appointed Chancellor of the NWU?
2. The NWU has 29 of these registered.
3. Dr Theuns Eloff was appointed as Chairperson of the Association of which universities?
4. Dr Eloff is a co-writer of a book compiled by, amongst other, academics from this university.
5. First name of the secretary in an important office at the NWU.
6. Dr Eloff's term at this higher education organisation will expire in December.
7. The newly appointed Chancellor is one of how many children?
8. Setsana word for King.
9. Surname of the Rector who will retire at the end of 2009.



Across:

1. First name of the Manager: Community Engagement at the Institutional Office.
2. This campus will have a new rector in 2010.
3. During 2008, the NWU awarded 12 337 of these.
4. The Department of Social Development visited this NWU forum to explore potential collaboration.
5. Surname of the new Chancellor.
6. The new Chancellor is an alumnus of this college.
7. One word from the theme of the 2008 Annual Report.
8. Abbreviation for Higher Education HIV/AIDS.
9. Discussions are ongoing to get the Royal Bafokeng involved in this institute.
10. This language is a recognised language in addition to South Africa's 11 official languages.



Ms Keitmetse Hlathi



Mr Patrick Nice



Ms Tumi Mokoena



Ms Alta van Zyl

They are the winners

Judging by the stacks of entries received from our Eish! readers, our crossword puzzle is becoming very popular. Here are the winners of the competition featured in the June 2009 edition of Eish! These NWU staff

members each won a corporate gift.

- Mafikeng Campus: Ms Keitmetse Hlathi
- Potchefstroom Campus: Mr Patrick Nice
- Vaal Triangle Campus: Ms Tumi Mokoena
- Institutional Office: Ms Alta van Zyl

Still ready to go the extra mile

As in previous editions, *Eish!* once again wishes to acknowledge those NWU employees who are willing to go the extra mile while performing their daily tasks. Here are another few, nominated by their appreciative colleagues.

Ms Sharlene Botha, secretary to the Director: Resident and Catering Services on the Potchefstroom Campus, is someone who never hesitates to help people with their requests. "She is always friendly and does more than what is expected of her. If she does not know something, she finds out and goes to great lengths to give feedback, no matter what the priority of the issue is," says Mr Willie van der Walt, General Manager of the Klipoog Cafeteria and Drakenstein Restaurant on the same campus.



Ms Sharlene Botha

Another NWU employee who deserves acknowledgement for her diligence is **Ms Dine du Preez** at Academic Development and Support Services on the Vaal Triangle Campus.



Ms Dine du Preez

Ms Jackie Slabbert-Redpath of the same division believes that Dine is one of the most positive people she knows. "If the phrase 'second mile' comes to mind, I immediately think of Dine. Her distinctive and inspiring laugh in our corridors always makes us smile. She is not only willing to go the first or second extra mile, but even the eighth one for students and staff members alike," says Ms Slabbert-Redpath.

Ms Anne Freeke of Employee Wellness at the Institutional Office would like to nominate **Mr Arno van Tonder** and **Ms Anne-Marie Snyman** of the car park on the Potchefstroom Campus as paragons of devotion. Going that extra mile with a smile, these two are often at the car park at the break of dawn for people to collect cars.



Mr Arno van Tonder and Ms Anne-Marie Snyman

We are all acquainted with the principle of how front-line staff can make

of any organisation. According to Mr Louis Jacobs, Director: Corporate Communication,



Ms Ronel Bolton

Ms Ronel Bolton from Protection Services at the Potchefstroom Campus has not only mastered this, but has taken service delivery to a whole new level.

He says that her friendly and professional approach at the main gate to the Institutional Office had attracted many positive comments from staff and visitors. "She is surely living out the NWU's do-values of integrity, commitment, accountability and respect. Thank you, Ronel. Your spontaneous smile has on many occasions lightened up an otherwise dreary day."



Ms Louise Jansen van Rensburg

Ms Mariana Kleynhans, from the WorkWell Research Unit for Economic and Management Sciences at the Potchefstroom Campus, would like to see **Ms Louise Jansen van Rensburg**, also from WorkWell, being recognised for her dedication.

"She is always ready to help and to find an answer for you - nobody is sent away with a 'Sorry, I can't help you' attitude," says Ms Kleynhans.

Mr Koos Degenaar, Director: Communication and Marketing on the Mafikeng Campus, believes that **Mr Pheny Mokgothu** (alias Walter, alias Dede) is a very loyal and dependable person who never complains or asks for time off when he has to work overtime.



Mr Pheny Mokgothu

"Although he is appointed for internal communication, he is always prepared to help out wherever he is needed. Together with the recruitment officer, he has sometimes worked until 22:00 to prepare for the Winter School. He also helps the students with their quarterly newspaper and is involved at

the Soccer Institute during weekends. He really takes his work very seriously."

Ms Manini Kganakga from Academic Development and Support at the Institutional Office is another 'extra miler'. She was nominated by Ms Yolandi Cloete on behalf of that division. Manini's colleagues experience her as sup-



Ms Manini Kganakga

portive, professional, well organised and very knowledgeable about short courses, which is her field of expertise.

"She is very thorough: before she compiles a document she goes to the library to research that specific topic, to make sure that her facts are correct," says Ms Cloete.

Prof Lovejoy Malambo of the Department of Agricultural Economics and Extension on the Mafikeng Campus would like to nominate **Ms Karabo Mabe** of the same department. She went out of her way to assist them with the admission processes, even though it was not part of her job description.



Ms Karabo Mabe

"Our messenger,

Mr Samuel Sithole, is by far the friendliest and most helpful colleague on campus!" says Ms Annette Willemsse of the Communication and Marketing Department on the Vaal Triangle Cam-



Mr Samuel Sithole

pus. "Our campus has a 'ghost' system whereby we give presents anonymously when it is someone's birthday - Samuel delivers these packages without ever revealing the identity of the 'ghosts'!"

If you would like to nominate a colleague for going the extra mile when performing their daily tasks, send an email to nelia.engelbrecht@nwu.ac.za or a fax to (018) 299 4938. Remember, they deserve our appreciation!

NWU gives consortium the green light to help with AIDS

The Institutional Management (IM) of the NWU has mandated a consulting consortium commissioned by Higher Education HIV/AIDS (HEAIDS*) to support the institution to develop a strategic HIV/AIDS workplace programme.

This came after a presentation by Dr Mark Colvin at the IM meeting on 29 July 2009 during which the key findings of a situation analysis conducted at the NWU in September 2008 were made known.

In his presentation Dr Colvin, who is a project leader at the consortium led by the socio-economic and technical consultancy, WYG International, pointed out several negative and positive findings.

"Overall it was found that the NWU has not implemented a strategic response to HIV and AIDS within the workplace. As is the case with most

higher education institutions in South Africa, some elements of a workplace programme are in place, but it is not comprehensive enough," he said.

Positive findings

On the positive side, the NWU does have a budget and an executive-level champion and full-time coordinator, namely Ms Elana Olivier.

The NWU was commended for its HIV/AIDS induction programme for new staff, but the findings showed that training is generally student and not staff focused. A human resources (HR) management guide to assist managers in handling HIV and AIDS in the workplace should also be developed.

Prevention

Regarding prevention, it was found that condoms were distributed from the health clinics and campuses, but not in staff areas. Although Voluntary Counselling and Testing for HIV is available to staff in the clinics, uptake is low.

An Employee Assistance programme exists and treatment and care programmes are available through medical aid schemes, but membership of the latter is not compulsory. Staff

members who are not on medical aid are referred to government programmes for treatment.

Recommendation accepted

The IM accepted the recommendation made by Dr Colvin that the NWU take advantage of this project, which offers support to all higher education institutions in South Africa to develop their own strategic HIV/AIDS workplace programmes.

This decision holds the following implications for the NWU:

- The Director: Equity, Diversity and Human Rights will be mandated to develop the HIV/AIDS Workplace Programme for the University.
- Appropriate human and monetary resources will be allocated to the project.
- A task team will be appointed to implement the HIV/AIDS Workplace Programme at the NWU.
- The project committee will monitor and review the progress of the HIV/AIDS Workplace Programme.

* HEAIDS is an initiative of the Department of Education (DoE) undertaken by Higher Education South Africa (HESA) and is funded by the European Union.



ILLUSTRATION:
WILSON MGOBHOZI

Judging from the comments of NWU employees who attended the industrial theatre show on diversity during August, it is clear that the show hit the target, namely to sensitise employees to diversity and human rights across the institution.

NWU

- A leading university

The North-West University's unique character consists of diverse and innovative dimensions spanning across all our activities and operations.

Leading innovatively

- Vice-Chancellor, Dr Theuns Eloff is the chairperson of Higher Education South Africa, as well as the Association of Commonwealth Universities.
- 2008 winner of the PricewaterhouseCoopers Higher Education Excellence award for Corporate Governance.
- Most Technologically Innovative Higher Education Institution.
- Award by the Pan South African Language Board for contributing the most towards multilingualism and nation building in the South African higher education sector during the past ten years.

Academically stable and successful

- More than 47 000 students on the Mafikeng, Potchefstroom and Vaal Triangle campuses in 2008.
- An undergraduate pass rate (contact and distance) of 81,2% in 2008.
- A record number of 12 337 degrees were conferred in 2008.
- Awarded the sixth most master's degrees and the fifth most PhD's in the country in 2007, totalling 742.

Quality research and implementation of expertise

- 1 089 Research output units in 2008, with 103 National Research Foundation rated researchers, totalling 11% of academic staff.
- In 2008, the University produced an estimated 510 publication output units, an increase of more than 100 since 2007.
- The NWU holds 29 RSA patents, six of which are also registered in the USA.
- Community engagement is a strategic priority, with more than 200 projects currently running.

Developing well-rounded students

- Among the top universities in South Africa for the past five years in the major sports codes.
- A successful FNB High Performance Institute for Sports, a Rugby and a Soccer Institute and a Cricket and a Hockey Academy.
- Choirs and cultural groups have made their mark nationally and internationally.
- A strong human rights culture with a wide range of counselling and well-being activities in which students are encouraged to participate.

Leading the way

www.nwu.ac.za



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