

## Chancellor and Vice-Chancellor installed at prestigious function

*On 17 September 2009, Kgosi Leruo Molotlegi, King of the Bafokeng Nation was installed as second Chancellor of the NWU. At the same ceremony, Dr Theuns Eloff was installed as Vice-Chancellor for a second five-year term.*

**K**gosi Molotlegi, successor of Dr Popo Molefe, who served as Chancellor since the merger in 2004, assumed his new role as Chancellor with royal dignity.

"Universities should be the intellectual laboratories for world-changing ideas," he said at the inauguration.

In order to achieve that, a university needs to uphold and value academic freedom. He views respect for academic freedom as one of the values that join the NWU together. Two other important values are tolerance and commitment to excellence.

"Even though the history and traditions of the three campuses differ, the NWU is one university, because of these shared values," he said.

### A haven for challenging thinking

Kgosi Molotlegi views academic freedom as an important unifying value. As long as academics discharge their duties, they must be able to do research, publish and teach without any kind of interference or limitations.

"Universities are among society's longest-lived institutions, because of the very fact that they are havens for new, challenging and controversial thought."

It is also important to him that the NWU is place of tolerance, even if the South African society is still struggling with different forms of bias.



*Kgosi Leruo Molotlegi (left) was installed as second Chancellor of the NWU during a ceremony at the Madiba Banquet Halls in Potchefstroom. Dr Theuns Eloff (right) was installed as Vice-Chancellor for a second five-year term.*

! Continues on page 3

Researchers  
acknowledged

6

Premier  
unveils  
artwork

13

NWU gets  
two new  
publications

14

Read this!



# 2009 was a good year

The year is swiftly drawing to a close and I hope that everyone is still able to keep perspective and balance!

To me, the second semester always feels more hectic, faster and busier than the first. This year is no exception.

When you read this edition, the exams will be a thing of the past.

Any retrospection on 2009 will have to be mostly positive. In view of the NWU's excellent performance in terms of our core business in 2008, we can continue to build on that strong foundation. Regarding teaching-learning, it should be said that we are still awaiting the final verdict on the level of the National Senior Certificate, which could impact negatively on our undergraduate pass rate. I will be able to give feedback on this early in 2010.

In terms of research, we will at least match the outputs of 2008 – and that on all three campuses! The only disappointing elements of the 2008 results – fewer master's degrees and PhDs – may also show improvement.

It was a good year for management in general and financial management in particular. The full impact of the economic recession has not yet been felt in our revenues, and we expect a healthy surplus for the end of the year – which will allow us to invest further in our core business. On 20 November, Council considered the proposed budget of

approximately R1,86 billion. As Management, we were more conservative, because we believe that the recession will ultimately result in reduced third income stream revenue and more bad student debt.

The recent conference on the merger has once again shown that the NWU is far ahead of the sector in terms of core business, systems and processes. It is interesting to note that the NWU is the only institution that provided statistics on successes of the merger, including undergraduate pass rates, research outputs, innovation activities and financial stability.

Another important point on the agenda for November's Council meeting was the appointment of campus rectors for both Potchefstroom and the Vaal Triangle. The process went well and several role players (such as the Institutional Forum, campus senate committees, the Senate and the campus SRCs) helped to compile the shortlist.

The three candidates for the Potchefstroom Campus and the four candidates for the Vaal Triangle Campus have already undergone evaluations. The interviews took place on 9 and 10 November and on 20 November Council considered the recommendations of the panel.

With these appointments, the NWU is essentially entering the post-merger phase. We say goodbye to the first senior members of Management who made the merger work and we get two leaders who have not been involved from the outset. It will inevitably lead to new ideas and innovation, something that we as university strongly endorse through our pay-off line "Innovation through diversity".



I take this opportunity to thank all members of staff who will retire at the end of the year – but Profs Annette Combrink and Piet Prinsloo in particular – for the role that they have played to make the NWU one of the best universities in the country. As campus rectors, these two veterans played a major role in placing their respective campuses on a new and better development trajectory. For this, we honour them, and history will prove it.

There are only a couple of weeks left to the end of the year. To all staff: hang in there, we're in the home stretch! Thank you for your contribution and enjoy the well-deserved rest in December and (part of) January. Next year, it is time for the FIFA World Cup with its unique challenges and exciting opportunities...

Regards,  
Theuns Eloff

# Time for taking stock

By November we are seized by an onset of end-of-the-year nostalgia and forced to take stock.

You can't help looking back at what you have



achieved during the year, to what has frayed out along the way or remained undone altogether – and to what needs to be done next year.

The year 2009 was once again a good year for the NWU. For the third year in a row we won the PricewaterhouseCoopers competition for corporate governance in higher education.

The Institutional Audit by the Higher Education Quality Committee (HEQC) also went smoothly, with good preliminary feedback from the panel. We will keep our readers informed about the official written report that the NWU is going to receive.

During the year, Eish! continued to focus on being a source of news for all staff throughout the NWU's business units.

We are also receiving more and more feedback from readers. In the Extra mile article on p16 it is good to see that the number of people who nominated colleagues for their good work has increased considerably.

We also like to include something extra with Eish! such as the corporate profile or the fold-out pamphlet about the trademark earlier in

the year. Or, with this edition, a handy gift for our readers.

As of next year, Eish! will also appear more frequently – we aim for seven editions per year. This will result in fresher news and more frequent contact with our readers.

Remember, your comments and suggestions for the improvement of Eish! are always welcome. Please send your opinions and ideas to [nelia.engelbrecht@nwu.ac.za](mailto:nelia.engelbrecht@nwu.ac.za).

All of a sudden we are almost there: The last working day of 2009.

The Eish! team would like to wish all our readers a blessed festive season. May all of you return after the holidays – safely and with renewed energy.

Together we will build on what we have achieved during 2009, pick up the threads of what has frayed out or remained undone in the course of 2009, and make short work of the challenges of 2010.

Kind regards,  
Nelia Engelbrecht



# Chancellor and Vice-Chancellor installed at prestigious function



The Chairperson of the NWU Council, Mr Peet van der Walt, (left) and Prof Themba Mosia, Institutional Registrar of the NWU (right) with Kgosi Leruo Molotlegi.

From page 1

In addition, the University should be dedicated to excellence with regard to students, research, its position as intellectual beacon, and economic growth.

Kgosi Molotlegi has undertaken to live and promote these values during his term as Chancellor. "I am grateful for the honour to serve the University and to help realise the institution's considerable potential," he said.

Dr Theuns Eloff also pledged his commitment and energy to help the NWU achieve its important goals.

In his speech, he looked back at the past, inward at the present, and forward into the future.

He described the task of merging two very different institutions as a daunting one. However, one of the factors that made the merger possible, was a can-do attitude.

The NWU also focused on the stability of the core business, and parallel to that, initiated a process of sustainable transformation.

A functional and pragmatic approach to

management also contributed to the NWU's success.

## Stronger than before

"In the unlikely event that the Minister of Higher Education and Training should write to Council and offer a demerger, neither Council, nor any of the campuses would accept it," Dr Eloff said. He believes that all have gained from the merger and are now stronger and better than before.

He admitted that the NWU is not always a very politically correct university. "Various aspects of our success were achieved by going against the conventional wisdom in higher education," he said.

For example, the NWU based its decentralised management model of an Institutional Office and three campuses on sound business principles. The University has also taken its management style from best public and private sector practice, for example in utilising benchmarks, performance management and monetary incentives.

"We do not apologise for this approach. We are different and will probably always be

different. But we are fully committed to and in line with the Constitution, we are successful and we make a contribution to the country. In this, we should be accepted and respected."

## Address the challenges

Some of the challenges that await us are to ensure access to all who qualify academically, to improve quality as well as quantity of research, and to continue to implement the NWU's expertise, shifting the focus to development rather than mere community engagement.

Like Kgosi Molotlegi, Dr Eloff also referred to the importance of the NWU staying true to its values. In a period where the country is experiencing polarisation in many respects – especially along racial lines – the NWU must remain a beacon of true diversity and reconciliation.

"We can do it because we have been doing it for the past five years," he said. Dr Eloff and Kgosi Molotlegi's terms of office will expire in 2014. As Chancellor, Kgosi Molotlegi is the titular head of the University and confers all degrees in the name of the University.

# Shoulders longer to the wheel these days

*Prof Annette Combrink and Prof Piet Prinsloo's plans for 2010 are in line with the worldwide trend for people to keep the shoulder to the wheel longer.*

At the end of 2009 Professor Annette will retire as Rector of the Potchefstroom Campus and Prof Piet's term as Rector of the Vaal Triangle Campus will come to an end.

Fortunately for the NWU, they plan to use their collective expertise to the benefit of the University.

As reported in a previous edition of Eish! Prof Piet is going to establish a community development network for the Vaal Triangle Campus and the region. His involvement will entail the implementation of the NWU's expertise, skills training and corporate advancement and sponsorships.

Prof Annette will be responsible for the conceptualisation and establishment of an international office, as well as for high-level fund raising and ad hoc projects. (Read more on pages 10 and 11.) However, Prof Annette and Prof Piet are not alone in their decision to keep working. It is a worldwide trend for people to either postpone their retirement or to re-enter the labour market.

According to the American Association of Retired Persons (AARP), one in every 10 older people were part of the labour market back in 1985. Today's figure is one in six. One of the reasons for this is that the nature of work has changed considerably. Today there are fewer professions requiring muscular strength and more that require social and cognitive skills.

Another reason is that people are living longer than ever before. In 1950, there were approximately 200 million people in the world aged 60 and above. Today there are 580 million, and by 2025 this number will probably reach the 1,2 billion mark.

"While it is true that some elderly people continue to work for the sake of a salary and medical aid benefits, many do it because they enjoy it and want to stay intellectually and physically active for as long as possible," says Deborah Russell, an AARP director.

## They are retiring

- 14 NWU colleagues retired in 2009. Two of them were academics and the others were support staff.
- 31 colleagues will retire at the end of the year (November and December). Of these, nine are academics and the rest are support staff.



*Literally and figuratively one of the highlights of Prof Annette Combrink's career was when she and other NWU colleagues reached Uhuru, the highest peak of Kilimanjaro, which is the highest freestanding mountain in Africa.*



*Prof Piet Prinsloo, Rector of the Vaal Triangle Campus, is taking a HIV test. With this he inspired his staff and students to participate in the Know Your Status, Each One Reach Five Campaign.*



**Levels of computing needs:**

**Personal workstation:**

- The researcher exclusively controls the workstation which is funded by his/her department or other sources. It is suitable for modest computing.

**Departmental computing cluster:**

- This is developed when a research project needs more than a workstation. More expensive and sophisticated equipment and software are used. (A computer cluster is a group of linked computers, working together closely so that in many respects they form a single computer.)

**Institutional computing cluster or grid:**

- The HPC Centre functions on this level.

**National High Performance Computing Centres or Grids:**

- Projects that require more processing than the institutional facility can supply, flows over to this level.



Mr Derek Hanekom, Deputy Minister of Science and Technology (left) unveiled the plaque of the High Performance Computing Centre. In his speech he congratulated the NWU for the way in which it equipped itself to support and extend its research capacity. With him is Dr Theuns Eloff, Vice-Chancellor.

## Researchers use super-smart computer facility

Mr Derek Hanekom, Deputy Minister of Science and Technology, unveiled the plaque of the NWU's High Performance Computing Facility on 26 October 2009 at the Institutional Office in Potchefstroom.

Thanks to this facility, the NWU's researchers have access to a super computer facility for complex and powerful computing and the analysis of large quantities of data.

This high performance computing facility is one of the fastest computers in South-Africa. It consists of a cluster of computers or nodes. There are currently 41 nodes and each node has 10 gigabyte memory and eight processors (CPUs) per node, linked to seven terabyte hard disk space. The total processing power is currently 4,2 teraflops (4,2 x 10<sup>12</sup> operations per second). NWU researchers have already used it to successfully complete more than 20 000 tasks.

At the unveiling ceremony Deputy Minister Hanekom said the ability to use high performance

computing is critical for research in many fields in South Africa. Without it, South African researchers cannot compete internationally.

The NWU's Department of Information Technology, under the leadership of Mr Attie Juyn, developed this facility in cooperation with prominent NWU researchers. The Facility became operational in January 2009, and functions from two different venues on the Potchefstroom Campus.

### Part of other networks

Besides enabling NWU researchers to do powerful and complex computing, it also links them to national and international grids.

On national level the NWU is for instance part of the South African High Computing Grid. Together with other leading national facilities, the University also forms part of the Joint Research Unit that manages the SA HPC Grid.

Because the Facility has been linked to the international grid since May 2009, NWU

researchers can also establish virtual research groups. In these groups they collaborate with researchers all over the world, sharing information and working on the same research projects.

Eight researchers or research groups within the Schools of Chemistry, Physics, Mechanical Engineering and Languages on the Potchefstroom Campus are currently using the HPC Facility.

However, the utilisation of the HPC Facility is not limited to that campus, as it is available to researchers from all three campuses.

"We purposely unveiled the plaque of the HPC Facility at the Institutional Office. Thereby we confirmed that the Centre was meant for all our researchers, even if it was located on the Potchefstroom Campus," said Dr Theuns Eloff, Vice-Chancellor of the NWU at the unveiling ceremony.

Institutional Information Technology maintains the HPC Facility in collaboration with a group of research managers.

## Top researchers acknowledged

For the second consecutive year, Prof Ian Rothmann, previously of the Faculty of Economic Sciences on the Potchefstroom Campus, was crowned most productive researcher of the NWU.

Last year he walked away with the 2007 Senior Researcher of the Year award and this year he was named the Most Productive Senior Researcher of the Year for 2008. Since 2009 he has been at the Vaal Triangle Campus.

Prof Werner Scholtz of the Faculty of Law on the Potchefstroom Campus was named Most Productive Junior Researcher of 2008. The Most Productive Research Entity for 2008 is the Unit for Reformed Theology and the Development of the South African Society in the Faculty of Theology on the Potchefstroom Campus.

Prof Francois Viljoen is the Director of this unit.

The NWU introduced these awards last year as part of its strategy to promote research. The awards are based on outstanding research achievement during the previous year.



On 6 November 2009 the University acknowledged its researchers during a gala function held in Potchefstroom. Prof Robbie Robinson (left) of the Faculty of Law on the Potchefstroom Campus received the award for the Most Productive Junior Researcher of the Year on behalf of his colleague, Prof Werner Scholtz. In the centre is Prof Francois Viljoen, Director of the Unit for Reformed Theology and the Development of the South African Society that won the Most Productive Research Entity of the Year award, and Prof Ian Rothmann (right), who was announced Most Productive Senior Researcher of the Year.

## They are masters in their fields

Prof Herman Strydom and Mark Peterson, two supervisors on the Potchefstroom Campus, have reason to be proud of two of their students who were named best master's students at the NWU.

One of Prof Strydom's students, Mr Johan du P Steytler, is the overall winner of the ABSA Bronze Medal. This medal is awarded every year to the best master's student in Social Sciences. Prof Strydom and Mr Steytler are from the School of Psychosocial Behavioural Sciences in the Faculty of Health Sciences.

One of Prof Peterson's students, Ms Charlotte Senosi, is the overall winner of the S<sub>2</sub>A<sub>3</sub> Bronze Medal.

The S<sub>2</sub>A<sub>3</sub> Bronze Medal is awarded each year to the best students in Engineering, Science

and Technology. Prof Peterson and Ms Senosi are from the School of Computer, Statistical and Mathematical Sciences in the Faculty of Natural Sciences.

Ms Senosi's dissertation, "Discrete dynamics of bank credit and capital and their cyclicity" discusses mathematical models for bank items that play an important role in the current global financial crisis.

### The campus winners of the ABSA Bronze Medals are the following:

- Potchefstroom Campus: Ms Moira Fourie (Supervisor: Prof Gerrit Pienaar, Faculty of Law)
- Vaal Triangle Campus: Ms Kotie van Wyk (Supervisor: Dr Werner Nell – Faculty of Humanity)

### The campus winners of the S<sub>2</sub>A<sub>3</sub> Bronze Medals are:

- Mafikeng Campus: Ms Basetsana Ntsime (Supervisor: Prof Masood Khalique, Faculty Natural Sciences)
- Potchefstroom Campus: Mr Ivor Clifford (Supervisor: Dr Onno Ubbink, Faculty of Engineering)
- Vaal Triangle Campus: Mr Ruan Rossouw (Supervisor: Prof Phillip Pretorius, Faculty of Natural Sciences)

"These prizes are part of the NWU's strategy to encourage postgraduate studies and to increase its pool of research skills," says Prof Amanda Lourens, Institutional Director: Research Support.



The research of Ms Charlotte Senosi (right), overall winner of the S<sub>2</sub>A<sub>3</sub> Bronze Medal, resulted in six journal articles and chapters in books that were evaluated by international peers. Her supervisor was Prof Mark Peterson (left).



Mr Johan de P Steytler (right), overall winner of the ABSA Bronze Medal, did research into mentorship in the social functioning of a male in late childhood. His supervisor was Prof Herman Strydom (left).



# Communication expert teaches at Mafikeng

**D**r Johann de Jager, an acclaimed communication expert, was appointed Senior Lecturer at Communication Studies on the Mafikeng Campus in June 2009.

He studied at the former Potchefstroom University for Christian Higher Education and was Head of the Department of Communication Studies at that institution. In 1984 he left academia for the Human Sciences Research Council (HSRC). He started working at Volkskas Bank in 1988 and with the establishment of Absa in 1991 and 1992 he was tasked to manage the new group's corporate identity. In 1998 he was part of a project team that

developed and implemented the Absa logo as we know it today.

After his retirement in 2008 he obtained an honours degree in Translation and Interpreting at the University of Johannesburg at the age of 62. This year his involvement as part-time lecturer at the NWU changed to a 30 month appointment at the Mafikeng Campus.

"We had to move to Mafikeng and we enjoy every minute of living here," says Dr de Jager.

*Dr Johann de Jager, lecturer in Communication, says the students on the Mafikeng Campus are well-mannered, friendly and very talented.*



## Business School discusses corporate social responsibility



*Ms Nthibane Pinky Mokoto, the Executive Mayor of the Ngaka Modiri Molema District Council (left) and Ms Maria Mopelong, Senior Manager: Institutional Advancement, NWU, attended the seminar on corporate social responsibility. Ms Mopelong shared her experience on the funding of universities.*

**T**he North West Province is rated as one of the three poorest provinces in the country and is in dire need of social and economic intervention.

These facts were highlighted during a seminar on corporate social responsibility recently organised by the NWU Graduate School of Business and Leadership of the Faculty of Commerce and Administration on the Mafikeng Campus of the NWU. The seminar was held at the Hotel School in Mafikeng, in conjunction with the North West Parks Board and the A Re Ageng Social Dialogue Forum.

Among the stakeholders attending the seminar were Ms Nthibane Pinky Mokoto, the Executive Mayor of the Ngaka Modiri Molema District Council and Ms Desiree Tlhoale from the Office of the Premier of the North West Province.

Dr David Akinnusi from the Graduate School spoke about "Education for Tomorrow" and what the Graduate School has to offer business leaders who want to hone their leadership skills.

## LLB students need more practical experience

**L**LB students need more practical experience. This is the opinion of some of the lecturers, students and legal practitioners who attended a law conference on the Mafikeng Campus in October 2009.

The topic of the conference was: *Review of the Law curriculum at South African institutions: Towards the achievement of an empowered LLB degree.*

At the conference some of the attendees argued that the four-year LLB degree does not provide graduates with the necessary practical skills they need.

Guest speaker, Mr Abe Mathebula from

the non-governmental organisation, Legal Education and Development and the law firm Uys Mathebula Attorneys, suggested that students spend their final year of study doing practical work in law firms.

Prof Melvin Mbao, Dean of the Faculty of Law, said change needs to start at school level. "The school system is not helping universities, because we sometimes receive students who are inadequately prepared for tertiary studies," he said.

*Prof Melvin Mbao, Dean of the Faculty of Law on the Mafikeng Campus.*



## Campus blows out 140 candles

On 16 October 2009 the candles on the cake were figuratively blown out with the official celebration of the 140th anniversary of the Potchefstroom Campus.

Various guests, including the first-years of fifty years ago, the Student Council of 1969, the sculptor, Mr Jo Roos, and descendants of Totius attended the event.

The main event of the afternoon was the unveiling of the statue of Totius that was recently moved to the Campus, as well as the unveiling of the commemorative pillars with the names of more than 1 200 student leaders.

During a cocktail event a representative of the Tlokwe City Council, Ms Ina Stoltz, presented a certificate of honour to Prof Annette Combrink on behalf of the Council to congratulate the Campus on its 140th anniversary.

*The original sculptor of the Totius statue, Mr Jo Roos (right), with the Rector, Prof Annette Combrink, and the grandson of Totius, Mr Dirk du Toit (left) at the statue in front of themain building.*



## Anne's muti is a winner

Ms Anne Grobler of the Unit for Drug Research and Development in the Faculty of Health Sciences on the Potchefstroom Campus was chosen runner-up for her business plan regarding the commercialisation of Pheroid™ for use in plants.

*Ms Anne Grobler was a runner-up with her business plan for Anngro in an innovation competition.*

She won a large amount of prize money in a competition of the Innovation Fund and the Emory University of Atlanta in the USA.

Six years ago she started applying the Pheroid technology to plants on a very small scale. The product that she developed was first known among people as "Anne's muti" (medicine). Today it is registered as Anngro.

She says plants are treated with a large amount of additives for improved growth, such as growth stimulants, and she has developed a better delivery agent for the additives with this technology.

## Kellner takes the lead in international committee

The expertise of Prof Klaus Kellner from the School of Environmental Sciences and Development in the Faculty of Natural Sciences on land degradation and desertification led to his election as Chairperson of an International Committee.

He was assigned Chairperson of the Committee for Science and Technology during the conference of parties of the United Nations Convention to Combat Desertification (NCCD) which was held in Buenos Aires from 21 September to 2 October 2009. He will fill this office for the next two years.

He says his purpose as Chairperson of the

Committee is to promote land degeneration and desertification and to bring it to the attention of the decision makers of the world.

The UNCCD represents 193 countries in the world that signed the United Nations Convention to Combat Desertification.

*Prof Klaus Kellner as Chairperson of the Committee for Science and Technology of the United Nations Convention for Combating Desertification.*





# Unique study focuses on happiness



A research team in Swakopmund has started to plan a research project on happiness. Members of the current team are at the back from left to right Mr Siegfried Lange from the University of Namibia (Unam), Prof Marius Stander, NWU, Mr Llewellyn van Zyl, NWU and convener and project leader, Prof Ian Rothmann, also from the NWU. In front from left to right are Prof Joey Buitendach, Unam, Ms Martina Perstling, Unam, Ms Candice Baumann, Unam, Dr Lené Jorgensen, NWU, and Ms Charmaine Kasuto, Unam.

Prof Marius Stander and Mr Llewellyn van Zyl from the School of Behavioural Sciences in the Faculty of Humanities on the Vaal Triangle Campus, together with an inter-university research team, are currently conducting an in-depth study on happiness and quality of life.

The study originated from earlier research on burn-out, which is the negative side of happiness.

The team wants to develop indexes of happiness and quality of life.

Decision-makers in government bodies and other organisations will be able to use them to promote quality of life and economic development in Southern Africa.

This unique study will make a major contribution to people's health, relationships, motivation and productivity.

The convener of the study is Prof Ian Rothmann, an extraordinary professor at the NWU.

## Campus celebrates completion of building projects



Mr Bertie Visser, Chief Director: Finance and Facilities, officially opens the new cricket clubhouse.

Members of the Vaal Triangle Campus community recently raised their glasses in a toast to the successful completion of several building projects – both on campus and off-campus.

The completed projects comprise a new lecture facility, Building 12, three new fully automatic generators and a new cricket clubhouse. The off-campus residence, Faranani, also received a face-lift.

According to Mr Bertie Visser, Chief Director: Finances and Facilities, these projects represent an extensive contribution towards the development of the current campus infrastructure.

During a special inauguration event two plaques were unveiled – one at the new lecture facility and the other one at the cricket clubhouse.

## Campus sponsors sought-after sports competition

The Vaal Triangle Campus is the main sponsor of the sought-after Vaal Weekly Sports Star of the Year Competition. On 4 December the cream of the Vaal Triangle's young sportsmen and -women will compete for the title as the Sportsman or -woman of the Year for 2009.

The event will be held at the Quest Conference Estate. Besides cash prizes, there are several sports bursaries for the new Diploma in Sport Science at stake.

According to Mr Sean McCallaghan, Sports Manager of the Campus, this sponsorship confirms the commitment of the Campus to the development of sport and young sportspeople in the Vaal Triangle.

The Diploma in Sport Science will be presented at the Campus from 2010 as part of the curricula of the School of Economic Sciences.



The Vaal Triangle Campus is already an established sports partner in the Vaal Triangle and sponsors the sought-after Vaal Weekly Sports Star of the Year Competition this year.

# She is a woman to

*Prof Annette Combrink, Rector of the Potchefstroom Campus, retires at the end of the year after having been part of the university community for the past 39 years. For the main part she was on the staff of the former Potchefstroom University for Christian Higher Education (PU for CHE), and since the establishment of the NWU she has been Rector of the Potchefstroom Campus. Eish! accompanied her on a trip down memory lane.*

It is clear that, when Rudyard Kipling wrote his poem, *If*, many decades ago, he had not met a woman such as Prof Annette Combrink, Rector of the Potchefstroom Campus. If he had, he might have written his poem like this: "If you can talk with crowds and keep your virtue, or walk with Kings – nor lose the common touch, [...] you'll be a Woman, my daughter!"

Indeed, Prof Annette always knew how to connect with crowds of students and also rub shoulders with dignitaries.

With her retirement imminent, she talks about the surprises, the challenges and the special people she encountered along the way. Also about her further involvement with the NWU after her retirement.

## There were happy times

Prof Annette was the Department Head of English for 12 years, Director of the School of Languages and Arts for two years, and Dean of the Faculty of Arts of the former PU for CHO for three-and-a-half years. During this time, as well as in the five (and one third!) years as Rector of the Potchefstroom Campus of the NWU, she always enjoyed working with people the most.

"The unbelievable talent and commitment of the staff prove that we have fantastic people here. And the students' initiative and originality surprised me time and again," she said.

Thanks to a recent bright idea by the men's residence, Thaba Jah, there is a star in the heavens today that was named after Prof Annette. The star, Annette L Combrink, is in the Virgo constellation. As proof of registration she received a parcel of documentation, containing among other things directions indicating exactly where the star is located.

The students' original ideas were often accompanied by a good measure of mischief. Prof Annette shook her head and with a smile related how the students had painted the statue of the sculptor, Angus Taylor, and how the inhabitants of the women's residence, Wanda, had kidnapped the wooden giraffe from the roof garden of the Joon van Rooy Building.

Offenders regularly appeared on the carpet in her office. According to her, one of the tallest tales that a student had ever told her was: "My cat was having kittens and I had to help."

However, Prof Annette is not quite that innocent either: at least once a year, on 1 April, she told a fib herself. One year, she reminisced, the staff were very upset when she informed

them that in future they would have to pay a R2 admission fee at the campus gates, allegedly to raise money to build a parking garage. On a subsequent occasion people would have had to confirm by means of a thumbprint that they were at work – and, in addition, in the afternoons the academics would have had to wait for the support staff to go home before they could leave the Campus.

"Some of the staff were so angry that they made career limiting statements," she laughed "Others thought that it was a great idea to combat parking problems. They even proposed that the entrance fee should be raised to R3."

## There were also challenges

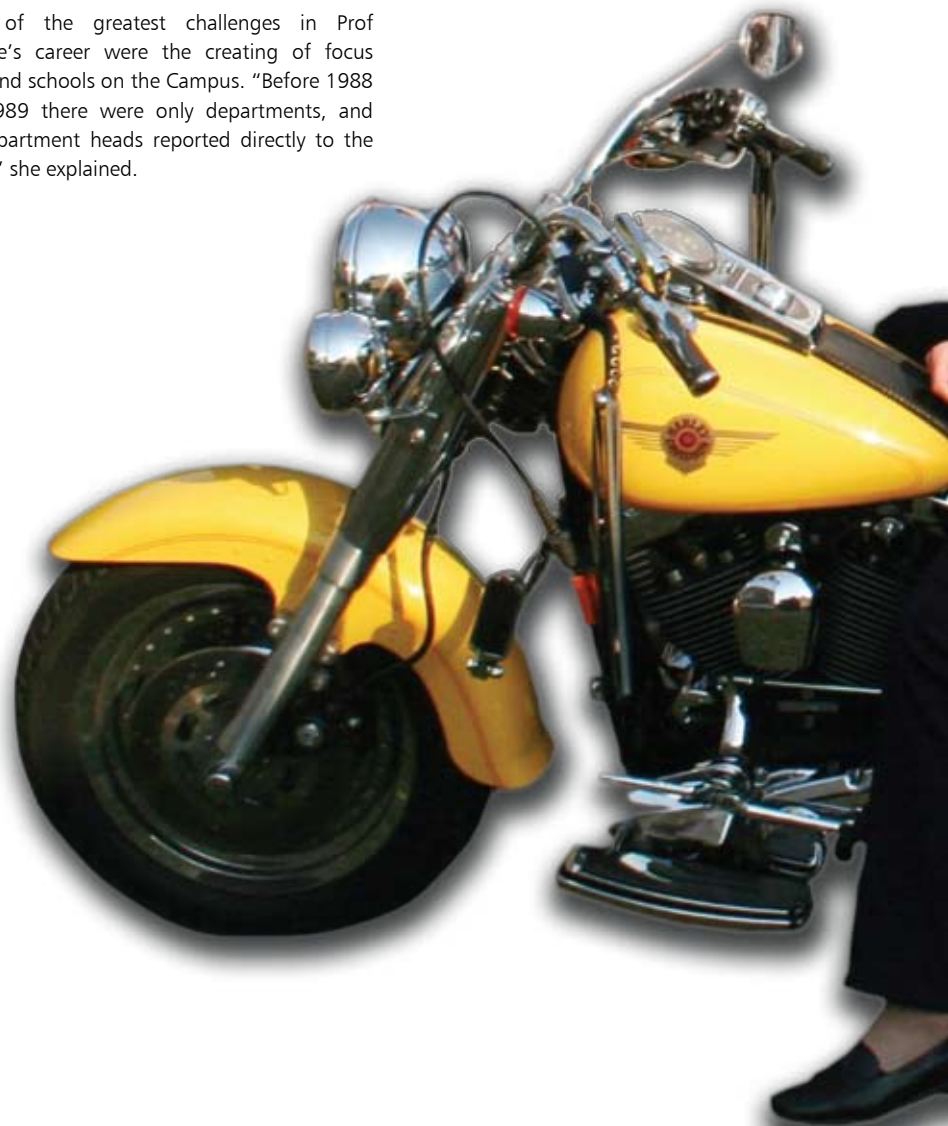
Some of the greatest challenges in Prof Annette's career were the creating of focus areas and schools on the Campus. "Before 1988 and 1989 there were only departments, and the department heads reported directly to the deans," she explained.

Another challenge was merging the former Potchefstroom University for Christian Higher Education and the former University of North-West, and incorporating the students and personnel of the Sebokeng Campus of the former Vista University in 2004.

"I was part of the merger task team and realised that it would take a fundamental mind shift from all of us."

## There is a legacy

Prof Annette has left a rich legacy to the NWU. For example, she has helped the University move closer to its strategic goal of becoming a balanced teaching-learning and research





# be reckoned with

university. She did this by, among other things, playing a major role in establishing a new model for research entities.

Being devoted to the arts herself, Prof Annette launched various projects to promote the arts. For instance, she saw to the establishment of the main gallery as well as the secondary art gallery, which is located in the botanical garden. Under her guidance a writers' garden was established, where writers like TT Cloete, Sol Plaatje and Herman Charles Bosman are commemorated. The reestablishment of the statue of Totius on the Campus was part of this bigger project. She also ensured that the amphitheatre can at last boast

a hat on its head. She also campaigned for the establishment and proper development of sport and cultural structures on the Campus. She is proud of being a lifelong honorary member of the Rugby Institute – during her term as Rector, the Potchefstroom Campus has not lost one Intervarsity!

## There is a future

"I would like to see the NWU viewed as one of the top universities in South Africa in the future," she said. "It is also my wish that the NWU will be the university of preference for students," she said.

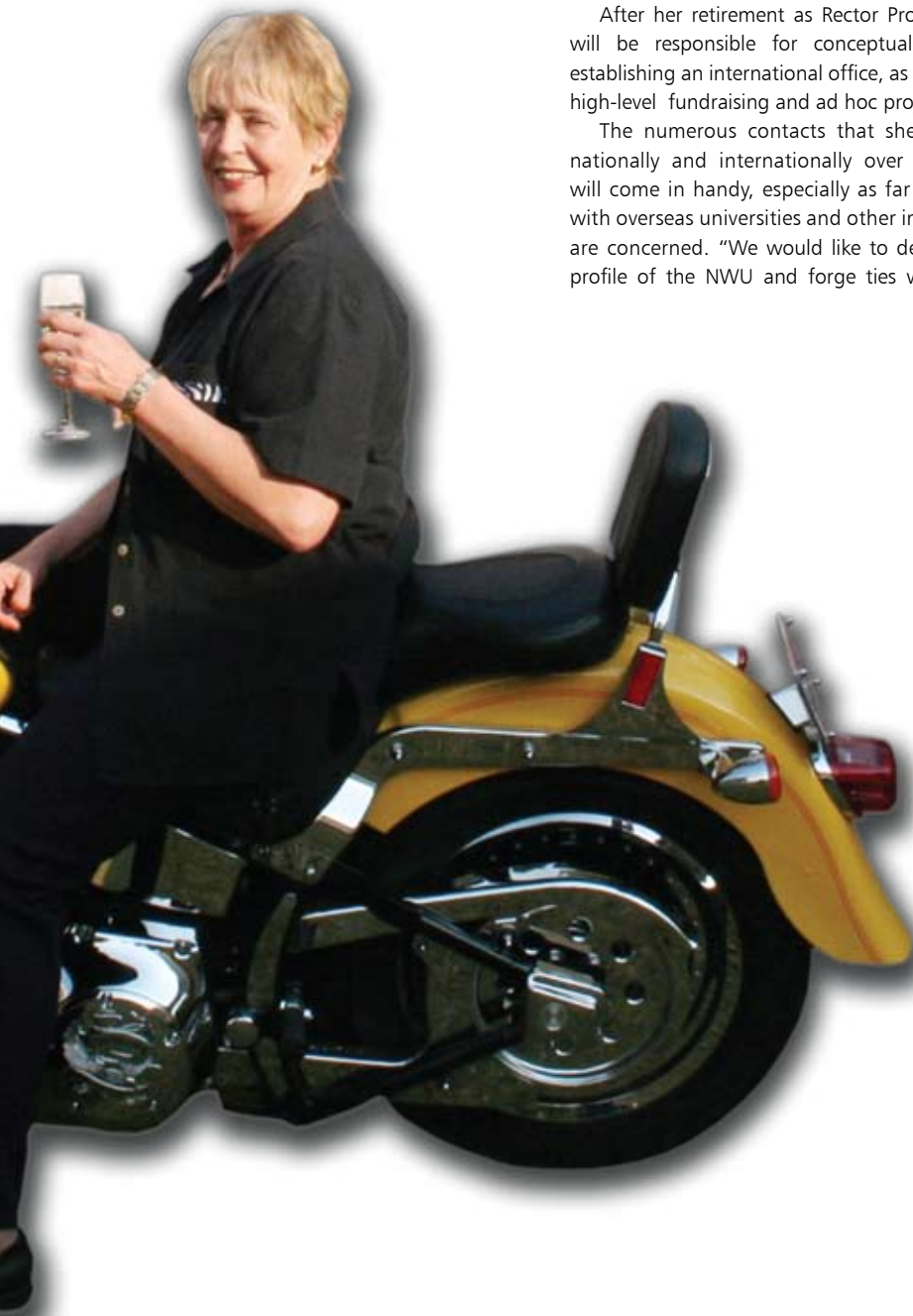
After her retirement as Rector Prof Annette will be responsible for conceptualising and establishing an international office, as well as for high-level fundraising and ad hoc projects.

The numerous contacts that she built up nationally and internationally over the years will come in handy, especially as far as liaison with overseas universities and other institutions are concerned. "We would like to develop the profile of the NWU and forge ties with other

institutions to the benefit of our staff and students," she said.

She regards her new job as a wonderful challenge. "Reaching out, and especially to international role players, is essential, not a luxury. After all, we live in a global village and must act accordingly."

When one listens to Prof Annette's plans for the next few years it is clear: there's going to be no time for idling. Perhaps not even for her passions, reading and gardening...



## What is your favourite food?

Anything from the sea. I have even had raw octopus in Korea.

## What is your favourite book?

Hamlet. Shakespeare's philosophy of life and the outstanding way in which he transforms that into words are riveting.

**What or who makes you happy?** My children and grandchildren.

## What characteristics in people do you admire?

A sense of humour – you must not take yourself and others too seriously. I also like people who are quick to grasp something and can play with words.

## With which famous person would you like to have a conversation and why?

I would love to ask Shakespeare whether he really was the nobleman, Edward de Vere, of Stratford-on-Avon...

## What is your favourite holiday venue?

Definitely the Kruger National Park. It is all about getting away and enjoying myself with friends and family.

**What do you do to relax?** I read everything I can lay my hands on. Gardening is also therapeutic

## Who are the members of your family?

I have a son in Johannesburg and two daughters who both work on the Potchefstroom Campus. Two of my stepdaughters also live in Potchefstroom and one of them also works on the Campus. My two stepsons live in Johannesburg and another stepdaughter and her family are in Australia. Unfortunately my husband is an invalid and is cared for in a centre. The nice thing about such a big family is all the grandchildren, whom I enjoy very much.

# Majority say they have benefited from industrial theatre shows

*Approximately 70% of the NWU staff members who attended the industrial theatre shows on the different campuses in August 2009 indicated that the production made them more aware of diversity issues at the NWU.*

These 12 shows with Tina Turner, Stevie Wonder and Mozart look-alikes built on the results of the diversity workshops that had been presented on the campuses last year.

Questionnaires were handed out at all the shows to gather information that can help to manage the social cohesion project at the NWU.

While the institutional cohesion audit of 2008 focused more on the students' views on cohesion and race relations, these questionnaires focused on the views of the staff members.

In response to one of the most informative questions asked, the respondents had to indicate whether they thought that there were diversity challenges at the NWU. They also had to indicate whether they thought the challenges were the result of the actions of others, whether they thought that they were part of the problem, and whether they would like to contribute towards addressing some of these challenges.

"This question, which was theoretically based, brought an interesting perspective," said Prof Marlene Verhoef\*, Institutional Director: Language Directorate.

Of the staff members from Mafikeng who completed the questionnaires, 41,5% denied that the NWU experienced diversity challenges, or said that it was as a result of the actions of others. The percentage for the Potchefstroom Campus, on the other hand, was 20,2%, Vaal Triangle 23% and the Institutional Office 18,4%.

The largest percentage of respondents who acknowledged that they were part of the problem, was from the Potchefstroom Campus, namely 8,8%.

The smallest percentage of respondents who acknowledged that they were part of the problem, namely 3,1%, was from the Vaal Triangle Campus. 6,3% of the Institutional Office and 6,1% of the Mafikeng respondents acknowledged the same.

The group from which the most respondents indicated that they were committed to managing diversity at the NWU was from the Institutional Office (68,5%). From the Vaal Triangle group 65% responded in this manner, from the Potchefstroom group 61,7% and from the Mafikeng group 42,7%.

According to Prof Verhoef the reactions and comments on the open questions will be useful in the further management of the social cohesion project among NWU staff.

**Some of the reactions were the following:**

*(M indicates the Mafikeng Campus, P/IO the Potchefstroom Campus and Institutional Office combined, and V the Vaal Triangle Campus. The results of the Potchefstroom Campus and the Institutional Office were grouped together because their staff attended the same shows.)*

**Cooperation between campuses:**

**M:** "We are all different, but we have a common goal, work together."

**P/IK:** "Change, accept, go forward towards the future."

**V:** "Work together and stop gossiping."

**Diversity issues:**

**M:** "Our diversity is our strength."

**P/IK:** "Diversity is not only across cultural and ethnic groups."

**V:** "The NWU still has to go a long way to address diversity."

**Know where we come from, capitalise on individual/group capabilities:**

**M:** "Diversity does not mean that we have to forget our individuality."

**P/IK:** "Live in rapidly changing world, I am not the only one who knows what is right."

**V:** "Adaptation, respective languages and cultures should, however, not change."

**Managing change:**

**M:** "State our point of view and do not merely accept from others."

**P/IK:** "It is time for change."

**V:** "Mafikeng and Potch still have a long way to go."

**Introspection:**

**M:** "Stop criticising and work towards something positive."

**P/IK:** "Where you come from must not keep such a hold on you."

**V:** "Think before you speak."

**Issues on disability:**

**M:** "Look at disabled people like you would look upon yourself."

**P/IK:** "Inadequate provision for physically disabled people."

**V:** "Be more aware of people who are disabled."



Two Mafikeng colleagues, Ms Karen Visser, a lecturer in Transport Economics in the Faculty of Commerce and Administration (left), and Ms Susan Manyane, senior secretary to the Director: Facilities (right), enjoy one of the shows staged on that campus earlier this year.

It seemed that most people found the shows valuable. For example, one of the respondents said that it was a compliment to the NWU that the University took the initiative with productions like these.

On the other hand, there were also critical remarks in reply to the question:

**"What have you learnt?"**

**M:** "Nothing, wasted my time."

**P/IK:** "End production went nowhere, but to African music – no, really, unconvincing!!"

**V:** "Confirming/interpreting old knowledge."

Prof Verhoef will now compile an official report that will be presented to the Institutional Management at the end of November 2009 and to the NWU Council early in 2010.

\* Prof Verhoef is involved with the project because she is a member of the Human Rights Committee of the NWU. Because she conducted an institutional language audit last year, she was asked to help with this survey.



# NWU sponsors Journalist of the Year



Dr Theuns Eloff, Vice-Chancellor (left), was the guest speaker at the Press Club's monthly network forum in Centurion on 22 September 2009. With him is Mr Yusuf Abramjee, the President of the Press Club.

The NWU is going to sponsor the National Press Club's Journalist of the Year competition next year.

This partnership arises from an occasion in September 2009 when Dr Theuns Eloff, Vice-Chancellor, addressed the Press Club during its monthly network forum.

The NWU will benefit from the sponsorship in various ways. The overall winner of the competition will, for example, be known as the National Press Club – North-West University Journalist of the Year.

The University will also have a say in naming the competition, will be able to name a judge on the panel, and will have exposure for its own brand name.

For example, the logo of the NWU and a news item on the University will appear in the monthly newsletter that is sent to 300

members. The banner of the NWU will be seen on their website and there will be a link from their website to that of the NWU.

Dr Theuns Eloff, Vice-Chancellor of the NWU, will also attend the prize-giving function and make a short speech. This event coincides with the Press Club's Newsmaker of the Year prize giving, which is expected to receive wide coverage.

The purpose of the Journalist of the Year award is to promote excellence in journalism. There will be three main categories and 10 subcategories. The main categories are the printed media, electronic media and communication.

The overall winner will be chosen from the printed and electronic media. Besides journalists, photographers and TV camera people can also participate.

## Location and values inspire artwork

An artwork, inspired by the NWU's location and values, was unveiled in the Institutional Office in Potchefstroom on 18 September 2009.

This work by artist Marco Cianfanelli is based on the real geographical data of the North West Province and a small part of Gauteng. NWU staff helped to collect this data in a technologically innovative experiment.

The 76 steel sculpture profiles (fins) fastened to the wall translate the ideals of the University in text. The fact that the words are in Afrikaans, English and Setswana, underlines the NWU's policy of functional multilingualism.

The artwork forms part of the establishment of the total branding of the NWU and perpetuates the University's appreciation and support of the arts.

**Marco Cianfanelli** graduated with a distinction in Fine Art from the University of the Witwatersrand in 1992. He has had five solo exhibitions and has won numerous awards, including the ABSA L'Atelier. This award culminated in a residency at the Cité des Arts in Paris, and an Ampersand Fellowship, which took him to New York. He has been involved in a wide range of projects involving art, architecture and public space. Currently, he is a member of the design team for the Freedom Park in Pretoria. His work can be found in public and private collections in South Africa, Europe and the United States.



The Premier of the North West Province, Ms Maureen Modiselle (right), unveiled the artwork in the C1 building together with Mr Peet van der Walt, Chairperson of the NWU Council (left), Dr Theuns Eloff, Vice-Chancellor of the NWU, and Dr Ngoato Takalo, Executive Director: Teaching-Learning and Deputy Principal.

# NWU impresses world expert in supplemental instruction

*For the past three years, the NWU has been using a system of supplemental instruction (SI) in order to support students academically. Following a recent SI week, Eish! interviewed Ms Mariaan Klopper, Acting Director: Academic Development and Support on the subject.*

Prof Glen Jacobs, an expert in supplemental instruction from the University of Missouri in Kansas City, was much impressed with the implementation of this education system at the NWU.

Prof Jacobs is the Executive Director of that university's International Office, which is the

international proprietor of the SI system. Between 5 and 9 October 2009, he and his colleague, Ms Cathy Unite-Clarke, presented three information sessions.

The NWU's Institutional Academic Development and Support Department organised the session as marketing for SI and in response

to the preliminary, oral feedback from the Higher Education Quality Committee that audited the NWU earlier this year. The HEQC requested that NWU staff be informed about SI.

Workshops were attended by academic staff as well as support staff who are involved with the administration of the system.



*The nine information sessions on supplemental instruction were attended well. Here are from left: Ms Catherine Unite-Clarke, Certified Trainer: International Centre for Supplemental Instruction, Ms Mariaan Klopper, Acting Director: Academic Development and Support, Prof Mariëtte Lowes, Vice-Rector: Academic, Potchefstroom Campus, Prof Glen Jacobs, Executive Director: International Centre for Supplemental Instruction, and Dr Ngoato Takalo, Executive Director: Teaching-Learning and Vice-Principal.*

## SI succeeds locally

- SI is one of the most important strategies used at the NWU to support students academically.
- Students who perform well in certain subjects are trained to facilitate the improvement of learning with small groups of other students.
- Students who receive SI show an improvement of between 10% and 15%.
- In 2008 supplemental instruction was implemented for a total of 350 modules across the three campuses.
- In all, 7 609 sessions were presented, reaching approximately 76 000 participants.

## SI helps across the world

- Dr Deanne Martins from the University of Missouri started SI 35 years ago.
- Approximately 1 500 institutions from around the world have already implemented SI to improve their throughput and pass rates.
- The NWU now has the largest system in the international arena, which includes the United Kingdom, Switzerland, Germany, Spain and Canada.
- These institutions share research results and information on the development of the system.
- There is copyright on the name and materials of the system.



# Ina now looks after others' wellness

*Ms Ina van der Watt, Manager: Employee Wellness, has exchanged the NWU for a position in Johannesburg. Before she left, Eish! dropped in for a last interview. She talked about the joys and challenges of her work at the NWU, what she will be missing and what she is going to do in her new position.*

She is looking forward to a new challenge, said Ms Ina van der Watt. That is probably why even the peak traffic of Gauteng proportions did not stop her from going to work in Sandton.

After nearly seven years – at first at the former Potchefstroom University for Christian Higher Education and then at the NWU – Ina accepted a position at Universal Healthcare. As their Manager: Wellness Programmes, she is going to develop programmes for this company.

Her experience at the NWU comes in handy, as she had to create a wellness programme for staff from scratch here. "It was a major challenge – not only to develop the programme, but also to continually adapt it according to changing needs in order to keep it relevant."

Another challenge was to build up a network of specialists. "As a result of our holistic approach we worked with a wide range of experts. These included specialists in biokinetics, psychology, physiology, and dietetics.

We had to build good relationships with experts in all these areas so that they could, for example, act as guest speakers and keep us informed of the most recent developments in their fields of expertise."

According to Ina, the physical measurements in particular, like blood pressure, cholesterol, glucose and bone density tests, were very popular. Staff also liked to make use of the

wellness programme to obtain IDs and passports and renew driver's and vehicle licences, because it saved them a lot of time and effort.

In this way the programme also saved the NWU much money. "We prevented staff members from waiting in queues for long periods of time during working hours." The wellness programme also reduced stress among the staff members and increased the morale, which again led to greater productivity.

Not only the staff, but also their spouses, children and NWU pensioners could participate in the programme. "This is unique – few other institutions have wellness programmes that cater for family members and pensioners to such an extent," Ina said.

She had the following message for the NWU staff: "Make time for yourself and live a balanced life. Take responsibility for your own health and wellness. Make use of the opportunities that the wellness programme of the NWU offers by taking part, and implement what you hear and learn in your everyday life."

She will miss the attractive working environment and the special people of the NWU. "My colleagues became my friends and I could not have asked for a better team to work with – you are the best!"

"I will always wonder how the wellness programme of the NWU and the staff are doing," she added with a little nostalgia.



Ms Ina van der Watt.

## She is going to explore new horizons

*After having been part of the University community for 26 years, Ms Mariki Esterhuyse, Key Stakeholder Relations Officer, is retiring at the end of 2009. Eish! talked to her about her long career and her plans for the future.*



One of the reasons why she always enjoyed her work, is because she worked with such a good product, said Mariki Esterhuyse. First it was the former Potchefstroom University for Christian Higher Education (PU for CHE), and then the North-West University.

After having worked for legal firms in Pretoria and Bothaville for 25 years, she started working for Prof Hekkie Harmse of Soil Science at the former PU for CHE in 1984. After that she was committee clerk and also minutes secretary for the University's Management Committee.

In 1990 she organised a Pan African Conference with delegates from 93 countries for Prof Carools Reinecke. Among the conferees were Mr Thabo Mbeki and Mr Kenneth Kaunda, the former president of Zambia. It was one of the biggest tasks that she has had to tackle at the University.

Ms Mariki Esterhuyse retires at the end of 2009.

After that conference she was appointed as Public Relations Officer at the Department of Public Relations.

One of the anecdotes that she tells, is of Prof Carools, who was by mistake not informed that he had to make a speech at Libertas, the home of the former South African State President, Mr FW de Klerk. "After a few anxious moments Prof Carools stood up and delivered an excellent speech, off the top of his head – including the most wonderful quotes from Shakespeare."

Since the NWU came into existence in 2004, she acted as Key Stakeholder Relations Officer at the Institutional Office, where she mainly organised high-profile functions for Dr Theuns Eloff, Vice-Chancellor.

Do not think that Mariki is going to retire in the ordinary sense. "I am going to continue doing what I enjoy – I am going to organise functions on a freelance basis," she said.

"...and explore new horizons," she added with a big smile.

# They are going the extra mile

*In this last edition of Eish! for 2009 we once again wish to pay tribute to those at the NWU who enthusiastically go the extra mile in the performance of their duties.*



Adri du Plessis



Tlaki Mokoena



Amanda van der Merwe



Prof Mary Grosser



Hanlie Myburgh



Christina Modise



Betsy Eister



Prof Fika Janse van Rensburg

Their colleagues call them stalwarts and assets for the NWU and describe them as professional, indispensable, and inspiring. This special group of staff members are the NWU's extra milers.

One of them is **Adri du Plessis** at the ITM helpdesk on the Potchefstroom Campus. Lynette Tolmay from Protection Services on the Campus says that Adri goes out of her way to solve problems. "She is a true stalwart for our department, and especially for me. Thanks, Adri, for outstanding service!"

According to Antoinette Vosloo, a senior accountant in the Institutional Office, **Tlaki Mokoena**, the secretary of the Director: Finance on the Mafikeng Campus, never hesitates to go the extra mile. "Her professional conduct with the scheduling and arrangement of budget meetings and training has made our lives much easier. Her contribution to the positive image of the University is priceless," says Antoinette.

Another person who deserves a compliment is **Amanda van der Merwe**, Manager: Institutional Administration at the Institutional Office. Mpho Seshabela, also from Institutional Administration, says when one thinks about records management, Amanda immediately leaps to mind. She believes Amanda to be a great asset for the University, among others because of her contribution to prepare the document room for the Higher Education Quality Committee's audit earlier this year, and for finalising the NWU file plan for implementation in 2010.

According to Amanda Smith from Academic Administration on the Vaal Triangle Campus, **Prof Mary Grosser** from Educational Sciences is not only an expert in her field of study but also a very caring person who goes out of her way to make life easier for students and colleagues alike. "No matter how busy she is, she always makes time for someone in need. It's a privilege to work with her."

An extra-miler and newcomer at the NWU, **Hanlie Myburgh** from Financial Administration: Revenue on the Potchefstroom Campus, quickly got the hang of this campus' student system. "She is highly skilled with MS Excel and Oracle GL, which makes her indispensable to our department and the NWU as a whole. She's worth her weight in gold!" says Greg Roberts, Senior Accountant and Head of the section.

Two staff members at the Mafikeng Campus' library who are willing to go the extra mile are Christina Bitumelo Modise and Director Betsy Eister.

Duduzile Boemah, a lecturer in Tourism on this campus, says **Christina Modise** is particularly dedicated and goes out of her way to assist staff with inter-library loans.

Librarian Sizwe Mabena has a lot of respect

for **Betsy Eister's** decision-making ability, people skills, integrity and vision as Library Director. "She looks at the library environment and the world as such and discerns how she can take the library forward through innovative changes."

Prof Benno Zuiddam from the School of Biblical Studies and Ancient Languages on the Potchefstroom Campus has much appreciation for **Prof Fika Janse van Rensburg**, the school's Director. "Fika is genuinely interested in people and the development of their gifts and talents in the service of the Lord. He pays quality attention. He even remembers my children's birthdays and always sends them a message to congratulate them."

Elzaan Janse van Rensburg from Organisational Learning and Development at the Institutional Office views **Mandi Wallace** from the same department as an outstanding colleague. "Apart from the fact that Mandi always gives more than 100% for her work, she approaches her tasks with a positive attitude. She is an inspiration to us all."

Monique du Plessis from Technical Services on the Potchefstroom Campus has first-hand experience of what **Ingrid de Villiers** means for that department. While Ingrid was on leave, Monique handled her duties. "I honestly don't know how she always manages to be helpful and friendly and to treat everybody with respect, in spite of the loads of requests that she receives every single day." According to Monique, Ingrid often puts aside whatever she is doing to help somebody, even if it means that she has to work until seven o'clock in the evening.

Cobus Steenkamp from the Project Office at the Institutional Office believes that **Alinah Kompe** and **Fridah Mpela**, kitchen assistants at the Institutional Office, are two kitchen elves. No matter how many cups of coffee he drinks, when he goes to the kitchen, his cup is clean, back on the shelf, and ready for the next round.

The hard work of **Christo de Beer** from Physical Infrastructure and Planning at the Institutional Office, especially with regard to the emergency power system, does not go by unnoticed. "Christo is always willing to help and to go that extra mile," says his colleague Hendrik Esterhuizen.

Motheo Monaisa from Marketing and Communication on the Potchefstroom Campus decided to nominate her colleague **Desmond Leipa Phuti** as a dedicated "extra-miler". "As student recruiter, he is doing a lot for the students. He has been known to pay students' registration fees out of his own pocket and has helped several students with accommodation and transport. I've never once heard him complain – he does it with an open heart," she says.



Mandi Wallace



Ingrid de Villiers



Alinah Kompe



Fridah Mpela



Christo De Beer



Desmond Leipa Phuti



Yolande Bechaz



Prof Chrizanne van Eeden

⚡ **Continues on page 17**



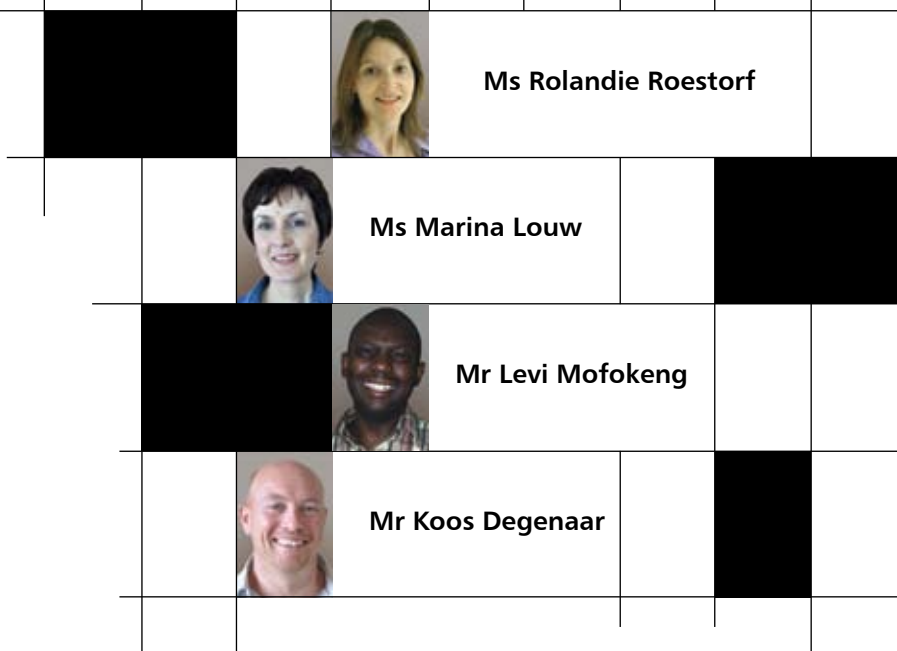
# C o n g r a t u l a t i o n s

The winners of the crossword puzzle competition in the September edition of Eish! are the following:

- **Mafikeng Campus:**  
Mr Koos Degenaar
- **Potchefstroom Campus:**  
Ms Marina Louw
- **Vaal Triangle Campus:**  
Mr Levi Mofokeng
- **Institutional Office:**  
Ms Rolandie Roestorf

These winners each received a handy NWU bag.

Look out for an exiting new competition in the first Eish! of 2010. Remember, you could be a winner too!



Each winner received a corporate gift hamper like this one.

## They are winners too

A few NWU staff members' knowledge about the University empowered them to win a hamper of corporate gifts.

A winner from each business unit was chosen in a lucky draw at the Institutional Corporate and Branding Identity Committee meeting in October 2009.

These individuals answered the questions correctly in a competition that was part of an awareness campaign about branding. The questions were included in a direct mailer that

was distributed with the last edition of Eish!, and the entries were plentiful!

The following staff members won a gift hamper each:

- Mafikeng Campus:** Mr Jack Ganakgomo
- Potchefstroom Campus:** Ms Sonika du Plessis
- Vaal Triangle Campus:** Prof Kobus Lombard
- Institutional Office:** Mr James Botha

Congratulations to these winners!



Mr Jack Ganakgomo



Ms Sonika du Plessis



Prof Kobus Lombard



Mr James Botha

## They are going the extra mile

From page 16

Janine du Toit from the School of Communication Studies on the Potchefstroom Campus believes that **Yolande Bechaz** from the Finance Section is one of the most helpful persons in the Institutional Office. Shortly after starting out in a new section, Janine had a

question for Yolande's director. "Yolande's first words to me were: 'Before I take a message, let's see if I can help you myself'."

Sindy Pieterse from the Vaal Triangle Campus says **Prof Chrizanne van Eeden**, Director: Behavioural Sciences can be depended upon to respond to a request within 24 hours. "If she

cannot respond as quickly as that, she lets you know, she does not merely forget about it. She is a small person with a big heart with enough room for all of us."

Truly a team of stalwarts! Let us know if your colleague is willing to go the extra mile in order to deliver only the best service. Please send an e-mail to [nelia.engelbrecht@nwu.ac.za](mailto:nelia.engelbrecht@nwu.ac.za) or a fax to 018 299 4937.

# Report irregularities and help save the NWU millions

*Embezzlement and fraud are realities that affect all organisations, including the NWU. Eish! talked about this with Ms Madelein van der Merwe from Internal Audit at the Institutional Office.*

**F**raud and irregularities at the NWU have increased to such an extent that Internal Audit, the Legal Office and Labour Relations have to investigate between three and four cases per month. The monetary value of recent cases varied from R3 000 to R800 000.

These facts urged Internal Audit to present workshops on fraud on 8 and 23 October 2009 to NWU managers as part of an awareness campaign.

Sixty-two members of the NWU Senior Management as well as persons who manage big research or third income stream projects were invited to attend the sessions.

“It is estimated that organisations lose on average about 6% of their annual net profit due to fraud. If this principle is applied to the NWU, it could amount to R4,5 million,” says Ms Madelein van der Merwe.

Recent research has shown that 85% of all organisational fraud is committed by employees. Of this, about 55% is committed by managers. Fewer transaction, but larger amounts are usually involved when high-level managers commit fraud, while more frequent incidents and smaller amounts are characteristic of lower-level involvement.

A number of danger signals were pointed out that managers should be aware of, including the following:

- Overspending on a specific activity or account (against budget)
- An employee maintaining an inexplicably high standard of living
- An employee who is in great financial need
- Inadequate documentation or documentation that inexplicably disappears or gets destroyed
- Illegible copies of tax invoices or supporting documentation
- Changes on documentation
- Incomplete documentation, e.g. without addresses and contact numbers
- Written invoices, or invoices generated in Word or Excel
- Invoice numbers that are missing or that do not make sense
- Manipulation of the handling of VAT on the University’s system between income streams and income accounts
- An employee who never takes leave or who is unwilling to make his work accessible to colleagues
- An employee who controls too many processes in the system
- Sloppy or lacking financial control

- No reconciliation, control and follow-up of transactions at the end of the month (to reduce the chance of being caught out)
- False travel and accommodation claims and other cost recoveries
- Private use of University’s systems, equipment, intellectual property, internet facilities, telephones, cellphones, etc.

Internal Audit encourages NWU employees to report all incidents of irregularities. The procedure for this is set out in the NWU’s policy on the reporting of maladministration and irregularities and the protection of disclosure.

Irregularities can be reported in various ways. Employees could for instance complete the form which is available on the website as an appendix to the policy.

This form can then be placed in one of the reporting boxes located at the administration buildings of the respective campuses and the Institutional Office’s C1 Building. (See text box.) Employees can also make an appointment with

the Director or the Head of Internal Audit, or can send the relevant information by e-mail or internal mail (staff mailbox) to either of these persons. Alternatively, employees may report incidents directly to the Vice-Chancellor, Dr Theuns Eloff.

According to Ms van der Merwe, most of the cases that they investigate arise from tip-offs received from so-called whistleblowers.

These whistleblowers may remain anonymous. They should, however, provide as much information as possible as it is very difficult to follow up or investigate vague, anonymous allegations.

“If the person is willing to give us his or her name and to provide more specific information, it just makes our task so much easier. We can give feedback to the relevant person on the progress and outcome of an investigation. If the identity of the whistleblower is known to us, he or she may rest assured that we have a responsibility to protect his or her identity.”

### The location of the reporting boxes:

**Mafikeng Campus:** At the entrance to the administration building.

**Potchefstroom Campus:** At the Joon van Rooy Building’s back entrance closest to the building’s enquiries counter and the campus library.

**Vaal Triangle Campus:** At the outside portal of the northern entrance to the administration building (Building 24).

**Institutional Office:** At the north-east entrance to the C1 Building (where the elevator is located).



Ms Madelein van der Merwe from Internal Audit at the Institutional Office’s reporting box. People from Internal Audit empty these boxes on a regular basis.



# Innovation and alumni benefit from two 'first' publications

*This year, the NWU launched two 'first' publications. One deals with the implementation of expertise at the NWU and the other is a magazine for the alumni of all three campuses.*



*Innovation for the people tells the story of how the NWU community applies its expertise in an innovative manner in order to find solutions for problems facing the community and the country.*



*The first edition of the alumni magazine NWU+U includes messages from prominent alumni such as Mr FW de Klerk and the musicians Rina Hugo and Johan van Rensburg.*

The aim of the publication *Innovation for the people* is to provide the University's stakeholders with an overview of how the NWU applies the expertise of its staff in particular to the advantage of the community, the province, South Africa and the world.

This voluminous publication contains information on research and the implementation of expertise on a commercial as well as on a non-commercial basis.

Implementation of expertise on a commercial basis includes technology transfer, licensing of patents, spin-off companies, consultation and short courses. The implementation of expertise on a non-commercial – i.e. non-profit – basis involves workshops, service delivery at retirement homes and orphanages, and membership of various national and international boards or committees where valuable advice is given by experts.

The idea is to make excerpts from the publication in the form of brochures or pamphlets.

Staff will then be able to choose relevant pamphlets, which they can take along to

potential investors or research partners.

"This publication provides a summary of the expertise and the competitive advantage of the faculties, schools and research entities of the three campuses together," says Prof Frikkie van Niekerk, Executive Director: Research and Innovation.

The other 'first' publication, NWU+U, is the first magazine for all alumni of the NWU as well as the former institutions from which it was formed. It contains news about the campuses, the staff and the NWU Council and Management.

There are also articles about alumni who excel nationally and internationally, the alumni database with its more than 109 000 names, and the social events organised by the campuses' respective alumni offices.

Dr Theuns Eloff, NWU Vice-Chancellor, says: "This exciting publication shows just how far we have come with the merger ideal of unity and diversity. We wish to keep the alumni informed about events at the NWU, and hope to achieve a higher level of involvement at the NWU and all its campuses."



Illustration: Wilson Mgbobhozi

*For the NWU, 2009 was filled with many highlights. For example, the University won the PricewaterhouseCoopers Higher Education Excellence Award for Corporate Governance for the third consecutive year and inaugurated a new Chancellor, Kgosi Leruo Molotlegi. The institutional audit by the Higher Education Quality Committee went well and so did the process to fill the two vacancies for campus rectors.*

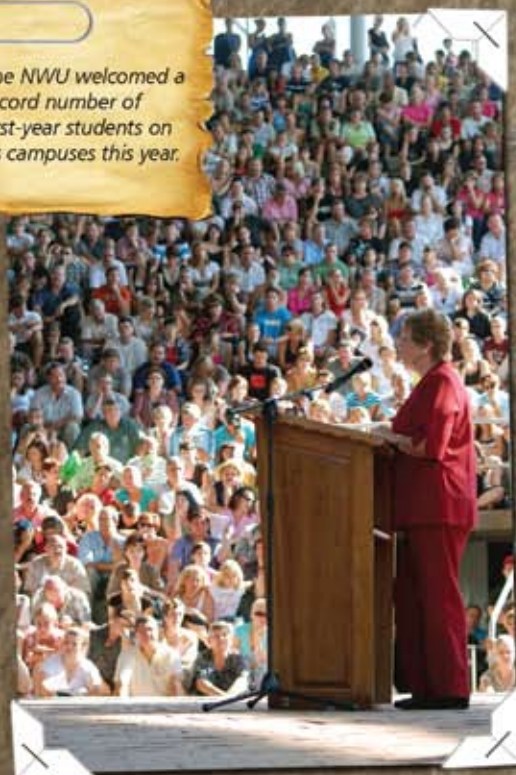


# 2009 in focus



Staff members thoroughly enjoyed the inter campus social days held on 20 March 2009 at the Potchefstroom Campus and on 28 September 2009 at the Vaal Triangle Campus.

The NWU welcomed a record number of first-year students on its campuses this year.



The Institutional audit by the Higher Education Committee (HEQC) in March 2009 went well. Here the NWU panel is scrutinising the feedback given by staff members after their interviews. They are from left (at the back) Prof Daan van Wyk, Prof Susan Coetzee-Van Rooy, Prof Amanda Lourens, Mr Allie Juyin, Dr Jannie Jacobsz, Prof Linda du Plessis and Prof Mogege Mosimege.



A total of 899 NWU staff members attended the 12 industrial theatre shows held on the three campuses this year.



In 2009 the NWU won the PricewaterhouseCoopers Higher Education Excellence Award for Corporate Governance for the third consecutive year.

