

## Dr Eloff and President Zuma share the stage

*Earlier this year, Dr Theuns Eloff, Vice-Chancellor, and President Jacob Zuma were both guest speakers at the prize-giving ceremony where the Journalist of the Year was announced by the South African Press Club. At the same event, President Zuma was announced Newsmaker of the Year. Read more about the positive media coverage generated for the NWU by this event in the article on p3.*

*Read this!*

4

Freek from Focus pays us a visit

11

Mandi finds money

12

Prof Herman believes in excellence

MESSAGE FROM THE VICE-CHANCELLOR

*Dear colleagues*

Despite the pressure of the shortened academic year that is indeed felt all over, I am grateful that the year is going smoothly. I know that it is thanks to all the NWU staff who are working full steam!

Regarding this past quarter, I wish to highlight two things:

- The Transformation Colloquium was very successful and gave an opportunity to internal stakeholders to engage with each other about where we are in the transformation process. A report will be tabled at the June Council meeting, after which more information will be made available.
- The results of the third Culture and Climate study conducted at the end of last year have been released. The results of this survey were much more positive than the previous one, and the cultural quotient is still improving – which means that staff members are in general happy to be working at the NWU! (Read more about this on p5.)

Our 2009 Annual Report will be tabled at the June Council meeting. More about that in the next Eish! It is remarkable that that we have once again improved on just about all performance indicators, as indicated by the following (almost final) figures:

	2008	2009
Total student enrolment	47 008	50 743*
Undergraduate pass rate (contact and distance)	81,2% (5th)	83,73% (improved, probably 4th in SA)
Graduation rate (number of degrees as % of total heads)	26% (top 3)	26,5% (top 3)
Total degrees and diplomas awarded	12 337 (top 3)	13 444 (top 3)
Master's degrees awarded	583 (6th)	657 (improved)
PhDs awarded	100 (6th)	123 (improved)
Article equivalents published (total)	502 (7th)	Est 450* (not yet final, but slightly lower than 2008)
NRF-rated researchers	102 (11%, 6th)	107* (11,2%, 6th)
Total research output	1 083 (6th)	Not yet available, but probably > 1 200
Total income	R1 671m	R1 827m
Capital expenditure on upgradings	R48,5m	R61,2m

\* Not final figures

As for the rest of 2010, a busy time lies ahead. At institutional level, the following two matters feature high on the agenda:

- By the time this Eish is published, we will probably have the final report of the HEQC institutional audit (more on this in my newsletter). We are grateful that the NWU is on the right track in terms of quality assurance. In the second semester we will have to focus on analysing the report and on developing a suitable improvement plan for submission to the HEQC.
- The finalisation of an internationalisation framework is still high on the agenda, but for now the time of BIG soccer is around the corner.

I hope you will find the time for a match or two. Enjoy the ex gratia leave and may we all return safe and well rested to take on the last part of the year. Thank you to all the colleagues who are rendering essential services during this time... your chance will come!

Buena suerte! *Juans Cloff*

**Eish! – time flies!**

By this time, summer and autumn have given way to winter, but there's no time for hibernation at the NWU.

People are still working enthusiastically and many academics are burning the midnight oil to get through mountains of exam papers. Fortunately, a breather is in sight: The ex gratia leave, which starts on 28 June.

Read on p15 how an anecdote or photo of your ex gratia leave could earn you a corporate gift.

We are glad to see that more and more Eish! readers are commenting on articles. For instance, one of our readers from the Potchefstroom Campus refers tongue-in-cheek to the article about the construction work on the campuses that was reported on in the previous Eish!, because where building E5 (stil has) to be erected, there had, at that stage, been only a mini version of Kimberley's Hole.

Well, by the time this Eish! is published, something might have already happened in the vicinity of the Big Hole. As the saying goes, where there is smoke, there is fire. If we are lucky, in the near future we could perhaps say where a big hole has been dug, a building has (hopefully!) risen...

**Feel free to send any comments on this Eish! to [Marelize.Santana@nwu.ac.za](mailto:Marelize.Santana@nwu.ac.za) with "comment" in the subject field. Your opinions and thoughts are important – please share them with us!**

Regards

*Marelize & Nelia*



# Journalist of the Year Competition brings threefold media coverage



*Dr Theuns Eloff, Vice-Chancellor (far left), with the Journalist of the Year, Ms Joy Summers, (second from left), Ms Marion Scher, judge and freelance journalist and media consultant, (second from right), and Mr Yusuf Abramjee, President of the Press Club (far right).*



*Prof Henk Bouwman from the Potchefstroom Campus (left) was part of the team of researchers involved in the programme for Carte Blanche made by the Journalist of the Year, Ms Joy Summers (right).*

The South African Press Club's Journalist of the Year Competition meant threefold media coverage for the NWU.

for the heart and soul of the country and its people." The University will also sponsor next year's competition, where an Editor of the Year will also be announced.

The University sponsored the competition, the Vice-Chancellor, Dr Theuns Eloff, was the guest speaker at the prize-giving ceremony and Prof Henk Bouwman from the Potchefstroom Campus was involved with the TV programme made by the winning journalist.

The Journalist of the Year, Ms Joy Summers, made a programme for Carte Blanche on the possible dangers of spraying DDT in houses. Prof Bouwman was one of the scientists who conducted research in this field.

In his speech, Dr Eloff said that all sectors – including the government, higher education and the media – should find a balance between accountability and effectiveness on the one hand and reconciliation and transformation on the other hand.

"For me, this event is about the crucial role of the independent media to portray the truth accurately, whilst remaining sensitive

Prof Henk Bouwman from the research unit Environmental Sciences and Management on the NWU's Potchefstroom Campus was part of an international group of scientists who conducted research on the possible dangers posed by the poison DDT when used indoors for malaria control.

Although the agricultural use of DDT has been prohibited in South Africa since 1976, DDT is still sprayed in houses to ward off malaria-bearing mosquitoes.

Studies have suggested a link between exposure to high levels of DDT and diseases such as cancer, diabetes, developmental problems in foetuses and children, and decreased fertility.

Dr Bouwman's research has shown that

DDT in breast milk is most likely derived from contact with the chemical inside and around the sprayed houses, rather than from food as was previously assumed.

"The high levels of DDT in breast milk exceed all known health criteria and contribute significantly to DDT levels in breastfeeding babies," Prof Bouwman said.

While these findings should be viewed in the light of the large number of people who succumb to malaria each year, DDT should not be seen as the one and only solution to this problem. Safer methods should be looked into, such as the use of mosquito nets and safer insecticides, the management of stagnant water and ensuring that malaria cases are diagnosed and treated quickly and efficiently.

# Freek Robinson entertains our media stars

Approximately \*R100 million worth of free publicity is certainly not to be sneezed at.

The University recently held a special event to thank a group of NWU experts who brought valuable publicity to the institution through their radio, TV and other media appearances.

The audience was captivated by the well-known radio and TV personality, Freek Robinson, the guest speaker of the evening. Freek entertained them with stories from broad-casting and also gave some valuable interviewing tips.

*\*The company Monitoring SA scrutinises institutions' media coverage and attaches a monetary value to it.*

## Advice from Freek

- Always be your best self.
- Be prepared.
- Media time is precious – decide on the message that you wish to convey (three or four points) and stick to it.
- Do not allow the interviewer to sidetrack you.
- Do not wait for the interviewer to ask the 'right' questions – get across your message with determination.
- Keep your answers simple – don't make it sound like an academic lecture.
- Keep your emotions under control – fear or anger decreases your brain power.
- Concentrate and remain 100% focused. The TV cameras might still be on you, even if you are not speaking at that particular moment.
- Acknowledge the listeners or viewers by saying things like: "The listeners may be interested to know that..."
- Gather information about the interviewer beforehand – note how the person usually handles his studio guests.
- Be aware of body language during a TV interview. It often conveys more than you realise.
- Use your voice during a radio interview to get your message across in an interesting way. Do not speak in a monotone.

*Some of the experts who are interviewed by the media on a regular basis are in front: Mr André Mellet, an economist from the Vaal Triangle Campus and Prof André Duvenage, a political expert from the Potchefstroom Campus. Seated next to them is Mr Freek Robinson, well-known radio and TV personality. Behind them, standing, are Prof Aai Bootha, a financial guru from the Mafikeng Campus, and Dr Theuns Eloff, Vice-Chancellor.*



# Those with misgivings are **INCREASINGLY OUTNUMBERED**

The number of NWU staff members with the proverbial smiles on their faces is increasing while fewer and fewer are discontented. The working environment is one of the things that employees are happiest about and the Mafikeng Campus showed the biggest increase in 'smiling' colleagues.

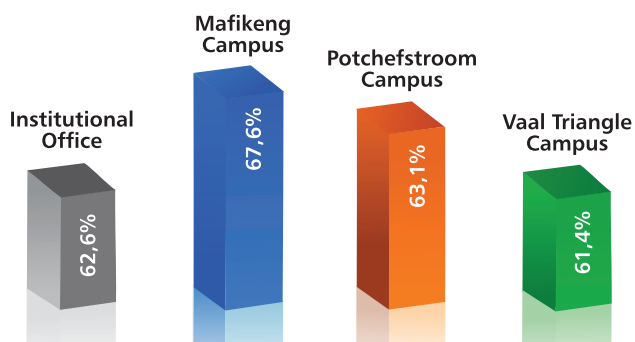
These are some of the facts that emerged from the third Culture and Climate Survey that was conducted at the end of last year by the company What Works.

The results of this survey were 28% more favourable than the previous survey's, with the biggest positive shift noticeable on the Mafikeng Campus.

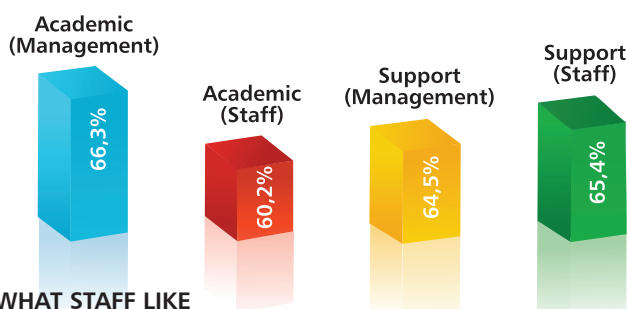
## HOW STAFF THINK AND FEEL

The culture quotient (how the NWU staff think and feel about the organisation's climate and culture) is still improving. It is now 63,3%, compared to 58,3% in 2007 and 53,3% in 2005. (This should of course be read in the context of the acceptable norm of a maximum of 75%.) It is also the first time that all four business units scored above 60%.

The results of the culture quotient show that the Mafikeng Campus is most positive (67,6%), followed by the Potchefstroom Campus, the Institutional Office and the Vaal Triangle Campus.



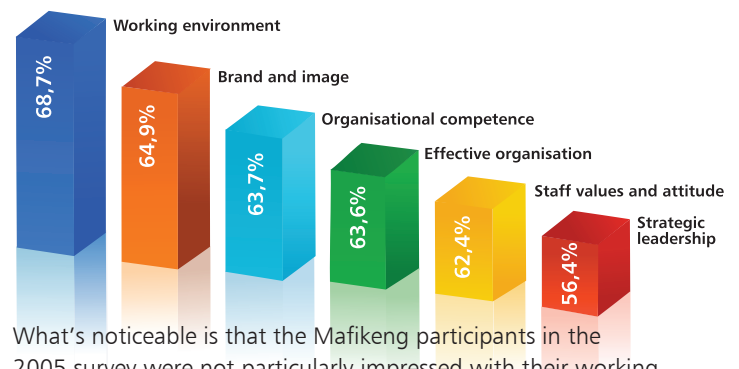
Regarding staff categories, the culture quotient was highest among the academic management, followed by the support staff, the support management, and the academic staff.



## WHAT STAFF LIKE

The six principal areas measured were strategic leadership, working environment, effective organisation, staff values and attitude, the competence of the organisation, and brand and image. These areas are known as 'anchors'.

Staff are most positive about their working environment (68,7%) and least positive about strategic leadership (56,4%).



What's noticeable is that the Mafikeng participants in the 2005 survey were not particularly impressed with their working environment. In that survey they awarded only 39,7% to this area. However, this survey has shown that the Mafikeng participants now like their working environment a lot more. The percentage has increased considerably and is currently at 68%.

## WHAT STAFF ARE SUGGESTING

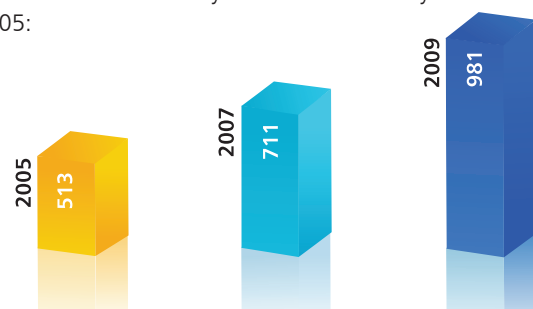
In the open question category participants could also make suggestions. Some of the proposals were that the University should pay even more attention to:

- internationalisation,
- outcomes-based performance management,
- alignment across campuses,
- balance between the Institutional Office and the campuses,
- consistency regarding the management of human resources,
- bottom-up transformation,
- balancing the three core business objectives (teaching-learning, research and the implementation of expertise)

The results of the survey have already been submitted to Institutional Management and will be submitted to the NWU Council in June. They will take into consideration the survey's results for their strategic planning for next year.

The consultant of What Works will discuss the results of the survey with the NWU staff during the second quarter – one session per campus. Information on where and when these sessions will be held will be communicated shortly.

Almost twice as many staff members participated in the third Culture and Climate Survey as in the first survey that was conducted in 2005:



# PERFORMANCE MANAGEMENT

## further refined

**T**he NWU is the only university in South Africa where performance agreements are implemented at almost every level. This system was also indicated as an NWU strength in the self-evaluation report prepared by the University for the Higher Education Quality Committee's 2009 audit.

Nevertheless, a number of weaknesses were identified in the system during the self-evaluation. According to Prof Chris van der Watt, Director: Leadership Academy and Organisation Research, the NWU is currently addressing these weaknesses while further refining the system of performance management.

Weaknesses are addressed by inter alia paying attention to the term 'performance agreement', the interpretation and implementation of the system by faculties, communication on responsibilities, and feedback from students.

### **ONE TERM FOR ALL**

The term 'performance agreement' will now be used for all staff categories. In the past academic staff had so-called task agreements, support staff task descriptions and managers performance agreements. To avoid confusion, the term will now be used throughout, although the forms differ for the different categories.

### **EFFECTIVE IMPLEMENTATION**

Up till now, faculties could adjust the performance agreements to their particular needs, provided that they met the objectives of the performance management system.

Vice-Rectors: Academic along with deans were recently requested to look at the interpretation and application of the system by faculties, to ensure that it is correctly understood and implemented.

### **CLEARER COMMUNICATION**

Another weakness that was identified in the NWU's self-evaluation was that, due to inadequate communication, managers



*Prof Chris van der Watt (right) discusses the development of the performance agreements at the NWU with Ms Phumzile Mmope, Executive Director: Corporate Affairs and Relations.*

and their staff had different perceptions of staff's responsibilities.

This can be prevented by proper planning, organisation, monitoring and evaluation of employee performance. In order to ensure this, the way in which managers handle the performance management system with regard to their staff will henceforth be reflected in their annual performance evaluations.

### **EVALUATION BY STUDENTS**

The Academic Support Services

Department was also tasked to develop a reliable and valid system of evaluation of academics by students, for inclusion in the performance management system in the second semester.

"Effective performance management contributes to the success of any organisation. At the NWU we believe that the correct enforcement thereof is part of our competitive advantage; not only in terms of our outputs but also in the interest of the quality of our staff's worklife," says Prof Chris.

# Leadership Academy trains Ethiopians

*The NWU Leadership Academy + Free University Amsterdam + five Ethiopian universities = management development.*

This winning recipe was put into practice when 43 managers from five different universities in Ethiopia recently attended a management development programme at the NWU Leadership Academy.

The Free University received funds from the Dutch government for development projects in the higher education sector in developing countries. They asked the NWU's Leadership Academy to train the Ethiopians.

The programme, which was offered at the Institutional Office from 15 to 26 March 2010, included workshops about change management and polarity

management. Polarity management entails, for instance, the management of the advantages and disadvantages of centralisation and decentralisation.

These workshops were offered by Prof Chris van der Watt, Director: Leadership Academy and Organisation Research, and Prof Willie Coetzee, an external consultant. Several other leaders in higher education, such as Dr Theuns Eloff, NWU Vice-Chancellor, Prof Rolf Stumpf, acting Chief Director of the Council for Higher Education, and Prof Derek van der Merwe, Pro Vice-Chancellor of the University of Johannesburg, also addressed this group about university management.

Participants could also talk to NWU experts such as Prof Annette Combrink, Director: International Office, Prof Themba Mosia, Institutional Registrar, Prof Mariëtte Lowes, Vice-Rector: Academic, Potchefstroom Campus, and Prof Leon Jackson, Industrial Psychologist and lecturer, Business School, Faculty of Economic and Management Sciences, Potchefstroom Campus.

"The participants evaluated the programme as very positive," said Prof Chris.

"We have established good ties with a view to future collaboration regarding further courses, doctoral studies at the NWU and various subject fields."

## JUDGE'S words put HUMAN RIGHTS DAY in perspective

Do you know your rights in the workplace? Do you respect other people's rights in the workplace?

Justice Raymond Zondo, Judge President of the Labour Court and the Labour Appeals Court addressed these issues when he visited the NWU on 24 March 2010.

Justice Zondo was the keynote speaker at a workshop held by the NWU at its Institutional Office to celebrate Human Rights Day.

The theme of his speech was "Your rights in the workplace". He drew comparisons between the lack of rights experienced by employees at the time of the Sharpeville incident in 1960, and the current situation.

"We cannot allow the progress made since Sharpeville to be thwarted," he said. "This responsibility does not rest solely with politicians. We all have to promote and defend the rights of employees in the workplace."



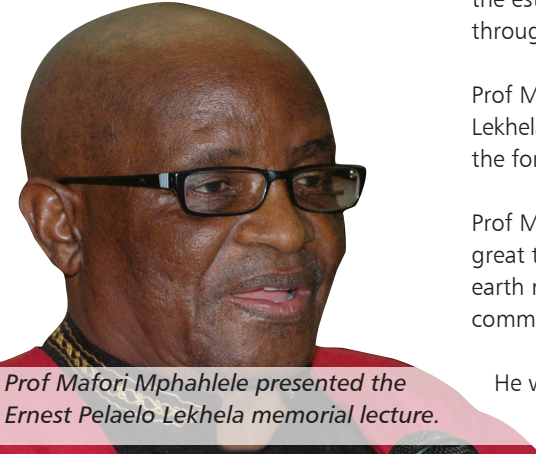
From left are Mr Anton Scheppel, Manager: Labour Relations (Institutional Office), Prof Christo van Wyk, Chairperson of the Institutional Forum of the NWU, Justice Raymond Zondo, Judge President of the Labour Court and Labour Appeals Court, and Prof Madoda Zibi, Director: Diversity, Equity and Human Rights (Institutional Office). Justice Zondo was the keynote speaker at the NWU's Human Rights Day celebrations.

For him, it is mainly about diversity, respect, responsibility and tolerance. Workers for instance have the right to strike, but also the choice not to do so. "We must condemn violent strikes and put pressure on trade unions to ensure peaceful strikes," he said.

Justice Zondo is particularly well known for his contribution concerning the use of South Africa's official languages in court, and also for matters relating to racism and sexism and the values entrenched in our Bill of Rights.

## Campus hosts *Lekhela memorial lecture*

The Mafikeng Campus recently hosted the Ernest Pelaelo Lekhela memorial lecture, the second in a series of lectures to celebrate the 30th



*Prof Mafori Mphahlele presented the Ernest Pelaelo Lekhela memorial lecture.*

anniversary of the Campus. The memorial lecture, presented by Prof Mafori Mphahlele, was held to honor and celebrate the life of Prof Lekhela who contributed immensely to the establishment of the Mafikeng Campus through the Lekhela Commission.

Prof Mphahlele was a student of Prof Lekhela, who was the first Vice-Chancellor of the former University of Bophuthatswana.

Prof Mphahlele described Prof Lekhela as a great thinker and a good writer, a down to earth man of the people who never lost his common touch.

He was a teacher, principal and inspector before becoming a lecturer at the

University of the North. He studied with UNISA, and obtained the following degrees: BA, BEd, MEd and DEd. He and Dr Billy Manvate also composed the national anthem of Bophuthatswana.

Professor Lekhela's son, Mr Tshepo Lekhela, thanked the University for honouring his father.

"It was stimulating to share space with academics and intellectuals who have managed to succeed against all odds and have made great contributions towards the development of our country. We can only hope that the youth of today will look up to these great leaders," he added.

## Optimists **plant trees**

People who plant trees are optimists. They believe that small trees will eventually provide shade for future generations. The Mafikeng Campus held a tree planting ceremony during the recent Inter-Campus Social Day as part of the Campus' 30th anniversary celebration.

Academic and support staff from all four business units took part in the festivities and planted 30 karee trees from the main entrance of the Campus along the road to the Lost City residences.

Overall, the Inter-Campus Day was a huge success. The theme of the day was "soccer" and staff members dressed in their teams' respective outfits.

Prizes for the most colourfully dressed soccer fans went to Messrs Pule Pule and Malaki Mohonti, both Orlando Pirates fans, as well as Ms Tshepi Molemane, a Bloemfontein Celtics fan.

An inter-campus colloquium was also organised for academic staff members to interact on issues which directly affect education in institutions of higher learning.



*The Mafikeng Campus planted 30 trees to celebrate its 30 years of existence. From the left are Messrs Samuel Modikoe, messenger from the Institutional Office, Malaki Mohonti, messenger from the Faculty of Education, and Lester Mpolokeng, Executive Manager in the Office of the Campus Rector, both from the Mafikeng Campus*

## Secretary event takes traumatic turn

A gala dinner that was recently held at the Mmabatho Palms Hotel to celebrate the launch of a special programme for the secretaries of the Mafikeng Campus took a dramatic turn when the casino was overrun by a band of armed robbers.

When pandemonium broke out, the dining hall became the refuge for many of the casino guests.

Thanks to the levelheadedness of the event organisers and attending guests, nobody in the dining hall was seriously hurt, but unfortunately one of the attending journalists was fatally wounded at the entrance of the hotel.

The University organised counselling for the traumatised staff members to help them deal with the event.



# NWU Sports Village officially opened



The Sports Village comprises an administrative block which houses offices, a restaurant with 160 seats, a bar area, two conference venues and medical chambers. A heated swimming pool and 80 double bedrooms are also part of the complex.

The new NWU Sports Village, which will be housing the Spanish soccer team during the coming Soccer World Cup, was recently officially opened.

The Rector of the Potchefstroom Campus, Prof Herman van Schalkwyk, unveiled the memorial plaque and pointed out that the complex symbolises the University's commitment to sport.

According to Prof Annette Combrink, the Chairperson of the local organising committee regarding the World Cup in

Potchefstroom, the city is proud that the Spanish soccer team has chosen Potchefstroom as their training centre. "We hope that the Sports Village will, to the Spanish soccer team, become a home away from home," she said.

The travel manager of the Spanish Soccer Federation, Mr Antonio Limones, says they are highly satisfied with the high standard of facilities the University has created for them. Following the World Cup, the Sports Village will, amongst others, be used by international athletes and visitors to the city.

## International experts give green light for SCT programmes

The School of Continuing Teacher Training (SCT) received an excellent report after four international experts in distance teaching had evaluated the programme and profession.

According to the Director of the SCT, Prof Manie Spamer, the programmes of the SCT were assessed as being even better than similar programmes in the world.

The SCT invited experts from Australia, Belgium, Uganda and England, at the request of the International Distance Teaching Board, to do the evaluation this year.

"The School should be proud of the quality of its work that has reached a standard in such a short time span that, in certain aspects, can be compared with the best in the world," he says.

The SCT's programmes were initiated in 2002 and currently serve approximately 22 000 teachers in the country and Namibia. The aim of the programme is to take unqualified or under-qualified teachers to at least a third-year training level, post-matric.

## Lecturers from the Faculty of Engineering reach new heights

Two brothers from Potchefstroom's dream of manufacturing a world-class glider has finally come true.

Mr Attie Jonker, a lecturer in the School of Mechanical Engineering and Mr Uys Jonker, together with their partner Mr Johan Bosman, also a lecturer at the School of Mechanical Engineering and the driving force behind Jonker Sailplanes, are the proud owners of the JS1 Revelation, the first South African glider to adhere to European aviation standards.

This glider was recently awarded an Aircraft Type Certification by the SA Civil Aviation Authority (SACAA). This is the first time that this type of certificate



Potchefstroom's dream team! Mr Attie Jonker, seated inside the JS1 Revelation glider, with Mr Johan Bosman (left) and his brother, Mr Uys Jonker (right).

has been issued in South Africa and on the continent.

The JS1 Revelation has won four national championships and also received a bronze

medal from the Royal Aeronautical Society (RAeS) in London. This is the first ever South African organisation to receive such a prestigious award from the RAeS since its establishment in 1866.

## Feathers fly at the **CANSA Shavathon**

**C**lean-shaven heads and brightly coloured hairstyles were at the order of the day when the Vaal Triangle Campus recently took part in the Cancer Association of South Africa's annual Shavathon fund raising action.

The purpose of this campaign is to support cancer survivors and to celebrate life.

According to Ms Elizabeth Mapeete, primary health care sister, each of us know someone whose life has been touched by cancer and therefore participating in this project shows a symbolic solidarity.

It is the first time that the Campus took part in this initiative, and judging from the positive reaction, definitely not the last time. A donation was made to the Vaal Triangle Cancer Association at the end of the day.

*Kevin Thando spray-painted Sunel van Coller's blond hairdo in commemoration of her friend that lost his fight against cancer.*



## Campus commemorates the Sharpeville massacre

The Vaal Triangle Campus recently commemorated the 50th anniversary of the Sharpeville massacre with a memorial lecture presented by Dr Oupa Moshedi. The aim of the memorial lecture was not only to recognize those who fought for academic freedom but also to reiterate the importance of education and the privilege of higher education.

Dr Moshedi is a former lecturer in Political Studies at the Campus and author of the book, "The road from Sharpeville to freedom". He is currently a lecturer at the University of Johannesburg.

*\* The Sharpeville massacre took place on 21 March 1960 when more than 200 students were injured and 69 killed during demonstrations against apartheid legislation. In similar demonstrations at the Police Station in Vanderbijlpark, another student was shot and died on the scene.*

## Library boasts unique 'Staircase Gallery'

**T**he Vaal Triangle Campus Library is home to more than just books and knowledge – it is also a platform from which local artists can showcase their talent.

The so-called "Staircase Gallery" came into being after the upgrading of the library and the large steel staircase is now being used as exhibition space for art work from photography and abstract art to colourful paintings and sketches.

Initially, 20 local artists were invited to take part and soon afterwards no less than 200 works of art have found its way to the library. The exhibition, which runs six times a year, includes not only established artists, but also local talent from the Vaal Triangle area.

In 2010 talented artists such as Nell Marais, Omega and Celia will be showcasing their work.

The exhibition is open from 09:00 to 20:00 from Monday to Thursday and from 09:00 to 17:00 on Fridays.



*Some of the works of art that were showcased at the popular "Staircase Gallery".*

# Mandi knows where the money is

**M**s Mandi Wallace, training facilitator at the Institutional Office's Organisational Learning and Development, knows just how to find money for the NWU. For instance, she recently negotiated for 11 graduates to be employed as apprentices at the NWU from 1 May 2010 to 30 April 2011.

They will work at the Institutional Office and in the three campuses' HR, finance and accounting sections. While the ETDP-SETA pays their salaries, they get the opportunity to gain valuable experience in these fields.

## STUDENTS ALSO BENEFIT FROM MANDI'S WORK:

- This year, 30 fourth-year BEd students receive bursaries worth R20 000 each.
- 90 teacher training students receive R1 500 each for food and accommodation when they have to attend practical learning sessions at schools.

## NATIONAL CHAIRPERSON

Mandi's efforts to obtain money for training were further boosted by her recent election as national chairperson of the Community for Best Practice (COD). Training facilitators from the 23 higher education institutions in South Africa are members of this association.

Apart from that, she is also a member of the ETDP SETA's Chamber for Higher Education, being one of only four people selected to represent the 11 public universities in the country.

According to Mandi, this puts her in an even better position to negotiate for funds.

"The members of these associations help each other to iron out problems. We also get first-hand information about acts and regulations that change. We can also communicate our needs to SETA and to Higher Education South Africa (HESA), which is also a member," she says.

*Ms Mandi Wallace now chairs the national body, known as the Community for Best Practice, where training facilitators from higher education institutions can network with each other.*



## Don't let stress get you down

Does your inbox remind you of Kilimanjaro? Or do you feel like you have to count to 10 before you deal with a challenging situation? If so, participating in the NWU's forthcoming stress assessment is definitely something for you.

This project aims to raise awareness of stress and burnout among employees. It also aims to identify and assist those staff members who are burnt out or are likely to become burnt out at some point in the future. The survey is confidential, and all staff members are encouraged to participate so as to help the University plan for appropriate interventions.

"Staff members will be requested to complete electronic questionnaires," says Ms Shelley-Ann Williams, Manager: Employee Wellness. Afriforte, a private sector company established by WorkWell, the NWU's Research Unit for Economic and Management Sciences, has developed these questionnaires and will also analyse the information to establish stress levels at the NWU.

After completing the questionnaire, all participants will receive feedback in the form of a report. The system will automatically identify those who are suffering from burnout, or are displaying symptoms associated with burnout.

Stress Management workshops will be arranged on the three campuses to assist staff to manage their stress and burnout. It will also help them to prevent stress and burnout.

More detail about this project will be communicated soon.

### What is a SETA?

SETA is an acronym for Sector Education and Training Authority. The 23 different SETAs in South Africa are state entities that channel funds for training in order to meet the country's skills needs.

### What is the ETDP SETA?

ETDP stands for Education and Training Development Practice. It is the SETA that represents higher education institutions in South Africa concerning training.

# Good, better, **BEST**



In his inauguration speech, Prof Herman van Schalkwyk, new Rector of the Potchefstroom Campus (second from left) pointed out that there was a big difference between good and outstanding. With him are, from left, Prof Themba Mosia, Institutional Registrar, Dr Theuns Eloff, Vice-Chancellor, and Kgosi Leruo Moletlegi, Chancellor.

If Prof Herman van Schalkwyk had to choose between good, better and best, he would definitely pick best.

That much was clear from his inauguration speech as second Rector of the NWU's Potchefstroom Campus on 23 March.

For Prof Herman, it is not only important to strive towards being good, but also towards being excellent. "There is no sense in settling for crumbs when the main course is already on the table," he said.

He also referred to the following quote from Jim Collins' book "Good to Great": *Good is the enemy of great.* "When we become complacent because people say we are good, we lose the opportunity to be better or the best."

## QUALITY AND EXCELLENCE

Other keywords that frequently cropped up in his speech were "quality" and "excellence".

He said that quality should be foremost in the vision of the University and that mechanisms must be developed to improve the quality of research outputs.

He also urged staff to set themselves personal objectives marked by excellence. "We should ask ourselves what constitutes a good subject specialist and a researcher and how multinational research can be utilised to serve the wider purpose of the University and the country."

He sees his core task as Rector to expand the University's long-term commitments and networks through visionary leadership, a willingness to serve and a participative management style.

It will help to position the NWU nationally and internationally as an outstanding and innovative university that contributes to the world's well-being and especially to finding solutions for Africa's problems.

For Prof Herman it is important not to allow good to become the enemy of great. However, that is unlikely to happen any time soon on the Potchefstroom Campus. On the contrary: under his leadership the best should always prevail.

Prof Herman succeeds Professor Annette Combrink as Rector and has been appointed for a six-year term.

## Prof helps with ceremony at airport

Ground-breaking ceremonies will never be the same again. Instead of relying on the conventional spade and muscle power, a bulldozer was used to start the earthmoving for the extension of the Potchefstroom Airport's runway.

Prof Annette Combrink, Director: Internationalisation in the Institutional Office, conducted the ceremony together with Mr Maphetle Maphetle, Mayor of Potchefstroom.

The runway is being expanded so that the passenger planes carrying the Spanish soccer team during the Soccer World Cup will be able to land and take off.

The runway will be expanded from 1 488 m to 1 800 m and will be suitable for planes carrying between 70 and 74 passengers.

"The University makes available a piece of land to the city council for the expansion of the runway – this is the University's tangible contribution to the airport project," says Prof Annette.



A view from the bulldozer... Prof Annette Combrink and Mr Theo Venter from the Vice-Chancellor's office view the section of the runway that is going to be expanded.

# And the winners are...

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



**Institutional Office:** Ms Mpho Letheya, committee secretary in the Department Institutional Governance and Secretariat Services.



**Mafikeng Campus:** Mr Joseph Moathodi, library assistant in the Mafikeng Campus Library.



**Potchefstroom Campus:** Ms Annemarie Pretorius, academic assistant in the Department Academic Support Services.



**Vaal Triangle Campus:** Ms Helga van der Schyff, administrative assistant, Quest Conference Centre.

We would like to thank everyone who participated – we received a whole bunch of entries from each business unit of the NWU. If you were not so lucky the first time, here is another opportunity to take part in our exciting competition.

# WIN! WIN! WIN!

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



Identify the close-ups and provide the relevant page numbers on which they appear.

- 6: What is the culture quotient for the NWU for 2009?
- 7: Which academic was involved in the TV programme that was made by the Journalist of the Year?
- 8: Who was the guest speaker at the workshop that was held at the Institutional Office to celebrate Human Rights Day?
- 9: What are the visiting hours of the exhibition at the 'staircase gallery'?
- 10: What will the length of the Potchefstroom Airport runway be after it has been extended?

**SEND YOUR ANSWERS TO:**

**Post:** Marelize Santana, Internal box 260

**E-mail:** [Marelize.Santana@nwu.ac.za](mailto:Marelize.Santana@nwu.ac.za) with **Eish!** in the subject field

**Remember: Include your staff number, title, name, surname, job title and the name of your division and campus.**

The first correct entry per business unit that we draw, will win a prize!



ELIZE SCHUTTE

ILLSE NEL

JACO-PHILIP ELLIS

GRANNY MOGOTSI

LYDIA BOTHA

RIAAAN CREMER

RINA SCOTT

ALDINE OOSTHUYZEN

MARIETA OLIVIER-DU PREEZ

VUYANI MJEKULA

CORLIA DE BEER

ANTOINETTE MOERDYK

SONETTE FERREIRA

SYDNEY VOS

# People walking the extra mile...

*As in the previous editions, Eish! would once again like to give recognition to all the NWU colleagues who are always willing to go the extra mile in doing their daily work.*

**Ms Elize Schutte**, Director of Student Administrative Systems in the Institutional Office, says that every single employee in her department is an absolute stalwart. Without her knowledge, she was also nominated by her colleagues for her wonderful attitude and her support in all areas. We would therefore like to make mention of the rest of the department: **Mr Jaco-Philip Ellis**, system specialist, **Mss Lydia Botha**, secretary; **Rina Scott**, operating system specialist; and junior system specialists **Marieta Olivier-du Preez**, **Corlia de Beer**, **Sonette Ferreira** and **Ilse Nel**. Keep up the good work!

According to Mr Kiran Odhav, senior lecturer in the Sociology Department of the Faculty of Human and Social Sciences on the Mafikeng Campus, **Ms Granny Mogotsi**, secretary of the Dean deserves praise for her hard work. "She is always ready to help and is 100% focused and committed to her work," he says.

Another person who deserves a compliment is **Mr Riaan Cremer**, Control Officer: Training in the Protection Services Department on the Potchefstroom Campus. Ms Alta Cilliers, a senior administrative assistant in the same department, describes him as a wonderful colleague who goes out of his way to help people. "He's always friendly and professional and all of his trainees hold him in the highest regard! He's worth his weight in gold."

Ms Annette Willemse, Manager: Corporate Communication on the Vaal Triangle Campus nominates **Ms Aldine Oosthuyzen**, IT Manager on the same campus. According to her, Aldine really goes the second mile for staff and students, and always with a smile. "She is always willing to help, her resourcefulness knows no boundaries, and she is an expert in her field. Her humanity and compassion for others make her a star colleague!" says Annette.

**Mr Vuyani Mjekula**, a technician in the Centre for Animal Health Studies on the Mafikeng Campus is also a true stalwart. "I am impressed by his positive attitude and his willingness to help anybody – from staff and students to people in the community," says Mr Phindile Mhlongo, who works as messenger at the Centre. "I would like to encourage him to keep up the good work!"

Ms Esme Brazer, secretary at the Faculty of Theology on the Potchefstroom Campus nominates **Ms Antoinett Moerdyk**, the Faculty's administrative manager and Registrar of the Theological School of the Reformed Churches in South Africa (GKSA). "Antoinett is always available – everybody is always welcome in her office. She immediately puts aside her own work and then you are the most important person in the room. It is a true pleasure and a privilege to be able to work with her! We really appreciate her help and expertise."

**Mr Sydney Vos'** readiness to help does not go by unnoticed. He is a senior student advisor in the Department of Student Development on the Vaal Triangle Campus. "Sydney is never too busy and always tries to help where he can. He has empathy, is very humble and respects everybody, regardless of the person's status," says Ms Ruth Kgabung, senior administrative assistant in the Department of Academic Administration on the Vaal Triangle Campus.

**If you would like to nominate a colleague who always goes the extra mile, please send an e-mail to [Marelize.Santana@nwu.ac.za](mailto:Marelize.Santana@nwu.ac.za). Remember to indicate your job title and the name of your department or school as well as those of the person that you are nominating.**

# Describe or snap your **ex gratia** leave adventure and win

**W**ithout charge, gratis and mahala are all synonyms for 'free', but the favourite buzz word at the NWU is undoubtedly 'ex gratia' – as in 'ex gratia leave'.

Everybody at the NWU is looking forward to the ex gratia leave from 28 June to 9 July, which was kindly granted to thank staff for their hard work and to give them an opportunity to attend the FIFA World Cup.

Keep your camera and your pen ready and tell us afterwards in words or images about all the great adventures or idle pleasures that you allowed yourself during these weeks.

If your description or picture is unique, funny or something out of the ordinary, it could earn you a corporate gift. We are going to choose one winner from each business unit – for either a story or a picture.

Your description should not be longer than three hundred words and the picture must be publishable, because we are going to publish the winning stories or pictures in the first Eish! following the World Cup.

**Send your story (in Afrikaans, English or Setswana) to [nelia.engelbrecht@nwu.ac.za](mailto:nelia.engelbrecht@nwu.ac.za) or to Nelia Engelbrecht, Internal Box 260, Institutional Office, NWU.**



As the NWU is used to scoring goals on the higher education playing field, the Spanish soccer team has to be careful that Dr Theuns Eloff – with the encouragement of his spouse, Ms Suzette Eloff – doesn't show them the ropes. Laduuuma!



The **NWU's** unique character consists of **diverse** and **innovative** dimensions spanning across **all** our activities and operations. We are among the **top universities** in South Africa for the past five years in the **major sporting codes**.



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