

# eish!

Staff newsletter for the NWU



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

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## NWU sponsors press prizes

The University sponsors the prizes awarded by the National Press Club for outstanding journalism. Here are Dr Theuns Eloff, Vice-Chancellor, with Ms Ferial Haffejee from City Press, who was chosen Editor of the Year 2010. More about this on p8.

*Read this!*

**3** Lecturers excel

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## MESSAGE FROM THE VICE-CHANCELLOR



*Dear colleagues*

With autumn in full swing the first semester is in the home stretch.

Last year around this same time, we were busy with preparations to welcome the Spanish soccer team to the NWU.

During the recent Newsmaker of the Year announcements, of which the NWU was a co-sponsor, it made me proud to be reminded once again of our contribution to the World Cup. In this edition of Eish!, we take a look at all the things that have occupied us so far in 2011.

An important topic you can read about is how we have given recognition to our academic colleagues who have excelled in the teaching-learning of NWU students across all three campuses.

Congratulations to the 46 academics who, for their pursuit of excellence, innovation and technological support in teaching-learning, received ITEA awards. They are an example to all of us.

More than a year has also passed since our transformation colloquium of April 2010, and against this background it is a pleasure to become better acquainted with our new

colleague, Dr Ingrid Tufvesson, in this edition of Eish!

As Executive Advisor: Transformation and Diversity Management, she will help ensure that the various transformation targets are met.

She will also assist in monitoring progress with our transformation objectives, based on the nine transformation elements. (These elements are access, alignment, equity, increasing unity, quality, redress, resource allocation, student experience and success).

In this edition, we report in greater detail on two projects that support transformation: the educational interpreting service, which is a strong driving force behind the NWU's multilingual principle, and the proposed new university anthem, which aims to unify the institution.

I wish you all the best of luck with the last shift before the start of the June examination.

I trust that you will enjoy the winter recess so that we can tackle the second semester well rested and full of renewed courage.

Good luck,

*Heuns Cloff*

# Eish! look at us adapt

It's a good thing that human beings have the ability to adapt to change.

This ability comes in especially handy with the change of the seasons – we are on the threshold of winter and need to prepare ourselves for it both physically and mentally.

On p4, in the second instalment of our new series "Focus on", you can read more about how the NWU is transforming to keep up with external changes.

Apart from transformation, this edition also focuses on excellence.

For example, on p3 we report on the Institutional Teaching Excellence Awards that were recently presented to the top NWU lecturers.

Still in the spirit of excellence, on p5, in the second instalment of another series, you can read how NWU experts share their knowledge in the media and in speeches.

As the NWU community transforms from the inside, nature continues to adapt to the changing climate outside.

Yes, soon winter is going to turn into spring – proof of the unstoppable course of life. Let us also exercise the innovation, courage and enthusiasm to grow and adapt to one of the few things in life we can be sure of, namely change.

Happy reading,

*Marelize & Nelia*







The theme of the ITEA function was building a community of practice in teaching and learning. Some of the guests at the function were, from left, Prof Mariëtte Lowes, Vice-Rector: Academic, Potchefstroom Campus, Prof Marlene Verhoef, Executive Advisor: Strategy and Projects, Prof Jaco Fouché of the Faculty of Economic and Management Sciences on the Potchefstroom Campus and overall winner, Mr Dave Kawadza, Faculty of Agriculture, Sciences and Technology, Mafikeng Campus, Dr Theuns Eloff, Vice-Chancellor, Prof Dan Kgwadi, Rector: Mafikeng Campus, Ms Veruschka Pelsers-Carstens, Faculty Economic Sciences and Information Technology on the Vaal Triangle Campus, and Prof Thanyani Mariba, Rector: Vaal Triangle Campus.

# Outstanding lecturers rewarded

**P**rof Jaco Fouché from the Faculty of Economic and Management Sciences on the Potchefstroom Campus is the first ever recipient of the Vice-Chancellor’s Prestigious Award for the best NWU lecturer.

This award – a floating trophy for the overall winner of the Institutional Teaching Excellence Awards (ITEA) – was handed to him by Dr Theuns Eloff, the Vice-Chancellor, during the ITEA ceremony on 18 March 2011 in Potchefstroom.

Apart from being the overall winner for 2010, Prof Jaco is one of the three campus winners, from whom the overall winner was chosen.

The other two are Mr Dave Kawadza of the Faculty of Agriculture, Science and Technology on the Mafikeng Campus, and Ms Veruschka Pelsers-Carstens of the Faculty of Economic Sciences and Information Technology on the Vaal Triangle Campus.

ITEA is an initiative for academic personnel involved in teaching at the NWU to inspire them to develop their teaching skills.

**MORE AWARDS THAN EVER**  
In 2010, 46 NWU lecturers received ITEA awards, compared to 36 in 2009. On the Potchefstroom Campus there were 32 recipients in 2010 and on the Vaal Triangle Campus six.

The biggest increase in award recipients was on the Mafikeng Campus, where eight lecturers received awards in 2010, compared to only three in 2009.

In Potchefstroom, the Faculty of Education Sciences received the most awards, and at the Vaal Triangle the Faculty of Humanities and the Faculty of Economic Sciences and Information Technology were neck and neck with four awards each.

There was also a tie on the Mafikeng Campus, where three academics in the Faculty of Agriculture, Science and Technology and three in the Faculty of Commerce and Administration received awards.

The total number of participants in ITEA represents only 4,6% of all academics at the NWU. “This shows that the standard of this

competition is very high,” Dr Eloff said during the function.

**CELEBRATING EXCELLENCE**  
According to the Vice-Chancellor, ITEA celebrates the excellence and the science of teaching-learning, and lecturers should never stop improve their knowledge of teaching-learning.

“The increase in research should also never take place at the expense of teaching-learning – these two activities must complement each other,” he said.

Dr Muki Moeng, Institutional Director of Academic Support and Development, said that the introduction of the Vice-Chancellor’s Prestigious Award for the overall winner creates a sense of common purpose among the three campuses of the NWU and shows the excellence throughout the University.

As part of the strict ITEA evaluation process, panels assess the lecturers’ portfolios, feedback of students, innovation and excellence in contact sessions and the utilisation of technology in teaching-learning.



# Transformation



*The word 'transformation' leaves few people untouched. It makes some people suspicious when they hear it, while others become excited. Eish! asked the Vice-Chancellor of the NWU, Dr Theuns Eloff, what the NWU's view is on transformation.*

**Q: What is transformation?**

**A:** The international community interprets it as continual adaptation to rapidly changing external circumstances. In South Africa it has unfortunately gained a far narrower meaning – here it often amounts to race and the counting of heads.

The NWU prefers the wider view of transformation. This is reflected in the nine transformation elements that the NWU Council identified last year. (See text box.)

**Q: Why must the NWU pay attention to transformation at all?**

**A:** Various laws provide guidelines on transformation, but for the NWU it is far more than a legal obligation. If we do not transform, we will stagnate and lose track of development and progress.

**Q: Which person and body at the NWU is responsible for ensuring that the University achieves its targets?**

**A:** Everyone who has a task agreement at the NWU is responsible for transformation in the nine areas that we have identified.

There are, however, also structures focusing on transformation. The Transformation Oversight Committee of the Council monitors

the implementation of transformation and the newly appointed Executive Advisor: Transformation and Diversity Management supports the managers who implement the transformation projects.

**Q: Does the law prescribe specific targets and deadlines for us?**

**A:** No, there are only broad guidelines. However, the ideology of demographic representation forms the basis for various laws and according to this, your numbers (students and staff) have to strictly reflect the country's race groups.

**Q: Is this feasible at the NWU?**

**A:** No, it is not feasible or advisable, because it destroys diversity. We want to maintain the balance between equity and access on the one hand, and success, quality, excellence and innovation on the other hand.

Because we believe in real diversity, we set our own targets with regard to students and staff for 2020. We are also currently aligning the targets for students and staff with each another.

**Q: Does this mean that staff members will lose their jobs in order for the NWU to achieve its targets?**

**A:** Definitely not – our staff are our most important asset. We will achieve our targets through resignations and retirements.

**Q: Earlier you spoke about diversity – how does that link to transformation?**

**A:** We want our students to study in a diverse environment so that they will be ready to function in a diverse working environment one day.

To achieve this, we have to consider the so-called "turning point" in the numbers ratio between the population groups.

The practical situation has proven that when the percentage of one population group drops below a certain percentage, it then drops very rapidly until there is hardly any representation of that group at all.

This means that diversity diminishes and eventually it totally disappears.

## Transformation elements

The NWU Council identified the following transformation elements in 2010:

- Access for students to study at the NWU
- Alignment (eg policies, academic programmes and tuition fees)
- Employment equity (staff)
- Increasing unity (eg structures, symbols and institutional culture)
- Quality of core business (teaching-learning, research and implementation of expertise)
- Upgrading (eg buildings, infrastructure and services)
- Awarding resources (eg human resources)
- Student experience (eg teaching-learning, sport, culture and facilities)
- Success (eg throughput rates, pass rates, number of degrees awarded and research outputs).

## Targets for students

The NWU is currently aligning targets for students and staff with each another. Here are the student targets for 2020, with the current percentages in brackets.

Campus	White students	Black students
Mafikeng	10% (1%)	90% (99%)
Potchefstroom	70% (76%)	30% (24%)
Vaal Triangle	25% (31%)	75% (69%)
NWU total	43% (49,1%)	57% (51,9%)



# Her passion is to empower

*Dr Ingrid Tufvesson has been appointed as Executive Advisor: Transformation and Diversity Management in the office of the Vice-Chancellor and will take up her new position on 1 June 2011. It will be her responsibility to make sure that the transformation project at the NWU is a strategic focus for the next three years. Eish! corresponded with Dr Ingrid to get to know her a little better.*

**E**quality was always a matter close to Dr Ingrid's heart and she has never been afraid to stand up for what she believes in and to fight for the rights of others.

"I gathered a wealth of 'real life' experience before embarking on my first university studies as a mature student. I was only 13 years old when I participated in the 1976 student marches in Bishop Lavis in Cape Town, and this marked the beginning of my life-long journey," she says.

In 1994 she joined the Cape Town administrative and monitoring section of the first Independent Electoral Commission and during this time she was invited to visit Sweden. Here she got married and started her studies.

In 2002, Dr Ingrid completed her Master's degree in Social Science in the School of International Migration and Ethnic Relations at the Universities of Lund and Malmö in Sweden. She received her PhD from the University of New South Wales in Sydney, Australia, in 2005.

Dr Ingrid is currently a transformation officer in the Faculty of Commerce at the University of Cape Town, as well as the warden for 384 undergraduate students at the residence known as Graça Machel Hall.

She is married to Jörgen, who was born and raised in Sweden, and has two children, Rhys (26) and Joshua (15).

## WHAT SHE IS LOOKING FORWARD TO THE MOST ...

According to Dr Ingrid, South Africa is their home. "The country intertwines our destinies in unmistakable ways, and our complicated past is a daily companion in striving towards fulfilling our destiny."

She is looking forward to engaging with members of the university community and believes it is important to collectively confront

the factors that still hold South Africans back from creating a fully equitable society.

"I am excited to be part of a conscious, growing movement at the NWU – made evident to me by its management – who are working to ensure the wellbeing of all at the NWU and in its surroundings."

## CHALLENGES

Dr Ingrid says one of her biggest challenges will be to quickly establish herself as a respected member of the NWU team.

However, she feels that this will not be such a daunting task as she has already experienced the heart-warming generosity of spirit of many people at the NWU.

"Other challenges include being one of a very small group of women in executive

management, rapidly developing knowledge of the NWU context, balancing the demands of Council and Management, improving my Afrikaans and learning Setswana."

## HER MESSAGE FOR THE NWU

"My message for the NWU is that change is not an option but an imperative in our country. Any policy, practice or process that identifies itself as reminiscent of our painful past, can never be seen as a matter of opinion and must therefore be identified, because our Constitution and Bill of Rights decrees it so."

Dr Ingrid is a welcome addition to our University. Her passion for empowering people to identify where change is resisted and diversity is not understood will be invaluable in successfully transforming the NWU.

*Dr Ingrid Tufvesson's family represents her heart and soul. From the left is her husband, Jörgen, holding the fifth member of the family, Billy the fox terrier, Dr Ingrid, her oldest son, Rhys, and her youngest, Joshua.*

*For practical reasons her family will not be moving with her to Potchefstroom. Joshua is happy at the High School that he is currently attending and she does not want to uproot him now. Furthermore, the position of Executive Advisor is a three-year appointment.*





# These experts know their subjects

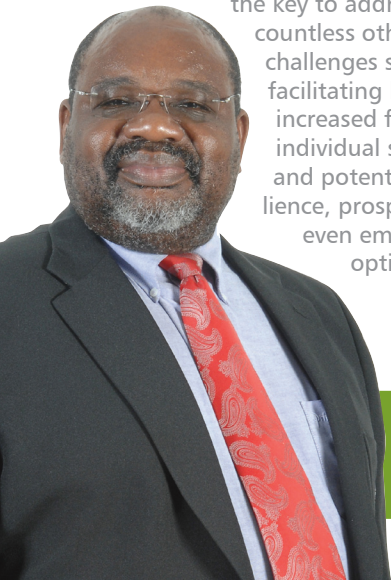
As part of a university with a social responsibility to share its knowledge with the community, experts at the NWU regularly comment in the media or deliver speeches at important events. In this edition of Eish! we continue the series on quotes from our experts.



// Recruit and empower the best teaching talent you can find, and develop the brightest young educators to be the principals, government officials and policymakers of tomorrow. Do whatever it takes to help young people achieve excellence within your sphere of influence."

**Kgosi Leruo Molotlegi, Chancellor, NWU**  
Opening: Lebone II, College of the Royal Bafokeng, 18 March 2011, Phokeng.

// If we really comprehend the value of research on Positive Social Sciences, it becomes clear that optimal human development holds the key to addressing countless other challenges such as facilitating happiness, increased focus on individual strengths and potential, resilience, prosperity and even emotional optimism."



**Prof Thanyani Mariba, Rector: Vaal Triangle Campus**  
Welcoming address, South African Symposium on Positive Social Sciences, 14 April 2011, Vaal Triangle.

“ Universities, operating at the intersection between the public, private and civil society sectors, are afforded various opportunities to invent, experiment, learn and develop. Our involvement in the National Press Club’s Newsmaker of the Year Competition explicitly marks our visible presence at this intersection.

**Dr Theuns Eloff, Vice-Chancellor, NWU**  
National Press Club – Aon South Africa Newsmaker of the Year function, 14 March 2011, Pretoria.



// It is important that youth empowerment should not be biased – it should allow that all youth partake in the process. Only then can we surely say that it is a success and an instrument worthy of ensuring that the youth of today become the effective leaders of tomorrow."



**Prof Herman van Schalkwyk, Rector: Potchefstroom Campus**  
Farewell dinner, South African Foundation of Economic and Financial Education (SAFEFE), 8 April 2011, Bloemfontein.

Bacterial resistance – which is the result of ill-considered use of antibiotics – currently causes the ineffectiveness of antibiotics. So-called “super bugs” are now able to mutate and change their DNA to protect them against antibiotics. Research on new antibiotics is being hampered by high development costs and the fear that bacterial resistance can sink a new antibiotic even before its development costs have been recovered.



**Ms Rina Meyer, Pharmacology, Potchefstroom Campus**  
Radio Sonder Grense (RSG), 15 April 2011.



# Words worth millions

Are academics and the media friends or foes?

This question came under the spotlight during a special event where the NWU thanked its experts who are quoted regularly by the media for the approximately R75 million\* worth of free publicity that they earned for the institution in 2010.

During this event on 24 March 2011 at the Institutional Office, the experienced investigative journalist, Ms Janine Lazarus, was the guest speaker.

She spoke about the relationship between academics and the media and gave valuable tips on being interviewed and handling the media during radio, TV and other media appearances.

Janine, a senior facilitator of the South African Institute for the Promotion of Journalism, boasts 24 years of experience as a journalist.

\*The NWU uses a monitoring company that observes the University's media exposure and attaches a monetary value to it.



Various NWU staff members attended the special event for experts regularly quoted in the media. In front from left are Prof Fika Janse van Rensburg, Dean, Faculty of Theology, Potchefstroom Campus, Ms Janine Lazarus, guest speaker at the event, and Dr Theuns Eloff, Vice-Chancellor. At the back from left are Ms Phumzile Mmope, Executive Director: Corporate Affairs and Relations, and Mr Theo Venter, special advisor in the office of the Vice-Chancellor.

Look out for the electronic notice, the @NWU, for tips on being interviewed.

## Keeping count

- In 2010, most of the publicity about the NWU was positive. Compared to the 1 048 positive media items, there were only 13 negative items.
- Besides these items there were another 2 316 items that were balanced.
- The hosting of the Spanish soccer team on the Potchefstroom Campus during the 2010 Soccer World Cup tournament produced the most positive publicity. In addition, the comments of experts from the NWU and the sport performances of the University provided more positive media coverage.
- The University received negative publicity after Prof Kader Asmal said that the Potchefstroom Campus was not prepared to transform. Other negative publicity followed when the Mafikeng Campus announced plans to name a residence after former Bophuthatswana leader Dr Lucas Mangope and wanted to unveil a bust of him.

## MEDIA COVERAGE FOR 2010

Expert	Business unit	Frequency
Prof André Duvenhage	Academic, Social Transformation, Potchefstroom Campus	223
Mr Theo Venter	Political analyst, Institutional Office	119
Dr Theuns Eloff	Vice-Chancellor, NWU	110
Prof Tommy du Plessis	Director: Business School, Potchefstroom Campus	43
Mr André Mellet	Academic, Economics, Vaal Triangle Campus	34
Prof Herman van Schalkwyk	Rector, Potchefstroom Campus	27
Mr Louis Jacobs	Media Spokesperson, Institutional Office	25
Prof Wannie Carstens	Director: School of Languages, Potchefstroom Campus	24
Prof Annette Combrink	Director: International Liaison, Institutional Office	22
Prof Marlene Verhoef	Executive Advisor, Institutional Office	21



# Sponsorship supports media freedom

The NWU has affirmed its commitment to media freedom in South Africa by sponsoring awards for excellence in journalism.

These awards are the National Press Club – North-West University Journalist of the Year Award that the NWU is sponsoring for the second year in a row, and the Editor of the Year Award that the University is sponsoring for the first time.

These awards were made at the annual National Press Club – Aon South Africa Newsmaker of the Year function in Pretoria on 14 March 2011.

Mr Graeme Hosken from the *Pretoria News* was named Journalist of the Year 2010 and Ms Ferial Haffajee from *City Press* was Editor of the Year 2010.

Dr Theuns Eloff, Vice-Chancellor, said in his speech that the University has a long-standing involvement in the training of journalists. He also announced that the NWU will continue to sponsor the prize for Editor of the Year.

"I hope that this will encourage the media to maintain the high standards of ethical journalism and continue their search for the truth," he said.

According to the Chairperson of the National Press Club, Mr Yusuf Abramjee, the purpose of the awards is to promote outstanding journalism and communication and to reward excellence.

Ms Cornia Pretorius, a senior lecturer in journalism in the School of Communication Studies on the Potchefstroom Campus, was one of the judges. Cornia, an award-winning journalist, was previously Education Co-editor at the *Mail & Guardian* and editor of *The Teacher*.

The NWU offers Communication Studies on all three campuses and has delivered many journalists to the industry through the years.



The National Press Club – North-West University Journalist of the Year won a cash prize of R10 000 and the winners in the nine other categories each won cash prizes of R5 000, also sponsored by the NWU.

The Editor of the Year received a luxury weekend break-away.

*World Cup was hot news in 2010*

The two leading figures behind the World Cup tournament, Mr Sepp Blatter, president of FIFA, and Dr Danny Jordaan, the chief executive officer of the local organising committee of FIFA, jointly won the National Press Club's 2010 Newsmaker of the Year Award.

The tournament was named approximately 20 700 times in the printed media in South Africa, 10 300 times in the broadcasting media and 16 700 times in the online media. On top of that, these numbers represent only the time around the tournament.



*At the National Press Club's award ceremony, Dr Danny Jordaan and Mr Sepp Blatter, both from FIFA, jointly won the 2010 Newsmaker of the Year Award. Here Dr Theuns Eloff, NWU Vice-Chancellor (right), congratulates Dr Jordaan during the function in Pretoria.*





# A new tune for the NWU

Following feedback that the current university anthem was meaningful but difficult to sing, the Institutional Management (IM) decided to change the anthem.

The process kicked off when staff and students were invited to participate in an online opinion survey and to listen to both the current and the proposed anthem and comment on the two versions.

The overwhelming response was that students and staff prefer the proposed anthem. In view of this, the IM has approved that the revised version of the university anthem be substituted for the current one.

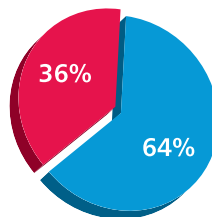
The online opinion survey included a competition to encourage participation, and staff members (one from each business unit) and three students (one from each campus) won R500 each.

The revised university anthem was written by Mr Corneels Schabort and Ms Success Lekabe. Mr Katlego Maboe was responsible for the melody and Flip-a-coin did the arrangement. This anthem will however not be used as it is currently.

A task team will be established to supervise the finalisation of the anthem as well as a plan to introduce it. Eish! will have more to report about this in due course.

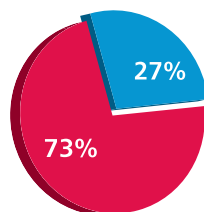
Of the 1 266 respondents who participated in the online opinion survey, 36% were staff members and 64% students.

- **NWU students 806**
- **Staff members 460**



From the total number of respondents, 73% indicated that they preferred the revised version, and 27% were in favour of the current anthem.

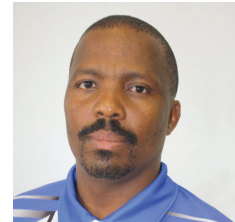
- **Current university anthem 337**
- **Proposed, revised university anthem 929**



## Competition winners



**INSTITUTIONAL OFFICE**  
Staff member: Mr Zaan Strydom



**MAFIKENG CAMPUS**  
Staff member: Mr Johannes Sebolai (left)  
Student: Ms Angel Xoliswa



**POTCHEFSTROOM CAMPUS**  
Staff member: Mr Pieter van der Zwan (left)  
Student: Mr Phillip Boonzaaier



**VAAL TRIANGLE CAMPUS**  
Staff member: Mr Lebohlang Mokoena (left)  
Student: Ms Irene Muller

Furthermore, 70% of respondents thought that the proposed anthem was good, 25% regarded it as average, and only 5% considered it bad.

*Mmaarona* was sung for the first time by the NWU choir on 14 April 2004 on the occasion of the inauguration of the Chancellor and the Vice-Chancellor.

The anthem was composed by Prof Awie van Wyk as one of the new symbols

of unity for the merged North-West University.

The lyrics were written by Prof Hein Viljoen, in cooperation with Mr Tshwaro Abram Pule, Ms Vera Motsilanyane and Ms Thersio Tsambo from the Mafikeng Campus.

Assistance and advice on the Setswana were received from Dr Rigardt Pretorius, Mr Johan Zerwick, Dr Maria Letsie and Ms Karien Brits. Prof Awie and Prof Hein Louw were responsible for the music, and Mr Pieter de Bruin for the arrangement and orchestration.



# Her royal heritage shines through

*In our ongoing series on the deans at the NWU, Eish! spoke to Prof Mashudu Maselesele, Dean of the Faculty of Agriculture, Science and Technology on the Mafikeng Campus. She told us more about her background, her Faculty and the dreams she has for its future.*

**P**rof Mashudu, a Venda princess born from the Davhana royal heritage, does not rule a kingdom, but graciously leads the Mafikeng Campus's Faculty of Agriculture, Science and Technology.

As one of seven children born to the late Mr David Mavhuthu Kingi Davhana, Traditional Leader of the Balanganani village in the Limpopo Province and member of Parliament, the value of a good education was already instilled in her during her childhood years.

## **GAINING KNOWLEDGE**

Starting her education at the former Venda Nursing College (now known as the Thohoyandou Campus) where she obtained several qualifications in Nursing, Prof Mashudu continued her studies at institutions in South Africa and abroad.

Today she boasts qualifications such as a Master's Degree in Nursing Education from Unisa, an Advanced Diploma in International Research Ethics (IRENSA) from the University of Cape Town, and a doctoral degree from the former Rand Afrikaans University (RAU), now the University of Johannesburg.

Her postdoctoral studies on the trauma linked to Gender Based Violence (GBV) led her to the University of California in Los Angeles (UCLA), where she studied through a Fogarty Scholarship.

## **WHAT A BLESSING**

Prof Mashudu joined the Mafikeng Campus in December 2007 and spent her first eight months as an associate professor in the Nursing Science Department.

After acting as Dean for five months in

2008, she became Dean of the Faculty in 2009. She has recently been promoted to a full professor.

"It is a blessing to work with my team of highly dedicated staff members – I am really moved by their commitment. This makes me look forward to each day in my office," she says.

Since she became Dean, the Faculty has grown in various ways.

For example, the research output increased from six units in 2007 to 33,25 in 2010, and the number of academic staff members increased to such an extent that 51% of the total number of academics in the Faculty now hold PhDs.

In addition, the Faculty's first niche area, Food Safety and Security, has recently been approved.

However, the Faculty does not only focus on research, but also on teaching-learning. Evidence of this is that faculty members are keen participants in the Institutional Teaching Excellence Award (ITEA) and have won the campus award for two consecutive years now.

Another achievement of the Faculty is a R18,5 million grant received from Atlantic Philanthropies for the Nursing Department. These funds will be spent on developing capacity for research and for the implementation of teaching strategies.

And the biggest challenges faced by the Faculty?

"It is difficult to recruit Science students," she responds, "because they often don't

have money to pay for their studies. Unfortunately the National Student Financial Aid Scheme cannot provide funding for everyone."

Capacity development and the mentoring of young, upcoming academics is another challenge.

"The academic world can sometimes be very hostile, making it very difficult to grow without a dedicated mentor to encourage and support you."

## **DREAMING OF A BRIGHT FUTURE**

Prof Mashudu has big dreams for the Faculty.

"I would like to see the Faculty offering professional Science programmes, while addressing the needs of the country."

"These are realistic dreams, as the Faculty is composed of academics who have diverse expertise and I believe that we grow stronger when we converge in our diversity. Watch this space!"

## **A CLOSE-KNIT FAMILY**

Family life is very important to Prof Mashudu.

"Despite my busy schedule, I make time to be a mother to my three wonderful children, Vhuhwawho, Munyadziwa and Rotondwa.

"They give me courage to get up each morning and face the daily challenges that life brings. I am so thankful for my family."

Prof Mashudu believes in looking at life from a positive viewpoint.

"I am always strengthened when I reflect on the hand life has dealt me - and I am forever grateful to God," she says.



## Women in Science

Although women have made their mark in Science during the past decades, there is still a lingering misconception in many communities that the world of chemicals and numbers should rather be populated by men.

This is what Prof Mashudu has to say about the topic:

“Unfortunately, there have always been many myths about women and Science. Some people still believe that Science is difficult, and therefore women can’t master it.

“Historically it was believed that when you educate a girl, you waste your money, as she will leave you to get married.

“Myths such as these have led to the current situation where there are not enough women in Science. To change this unfortunate situation, we have to demystify Science and encourage young women to see it as a wonderful career opportunity.

“We should encourage women to prove that they are equally capable, and maybe even better than their counterparts. However, it is quite unfortunate that

women often have to work twice as hard as men to prove themselves.

“Perhaps the solution is to start early – to encourage learners at high schools to make the relevant subject choices that will allow them access to Science programmes.

“Unfortunately, learners at secondary schools are often encouraged to choose courses such as Maths Literacy so that they get good pass rates at the end of the year.

“This may be due to the fact that principals of high schools are under pressure to produce good results.

“However, despite these challenges, we still need to make sure that we provide the necessary career guidance at an early stage – preferably when learners are still in Grade 10.”

### Prof Mashudu's favourites:

**Favourite food:** I prefer traditional dishes, such as Mashonzha (so-called Mopani worms) and indigenous vegetables.

**Favourite book/film:** The film *Invictus* causes me to reflect on my life. It teaches me not to find fault and point fingers at other people.

**What amazes me in people:** The resilience that people have – despite all odds, they still continue with their lives and develop positive coping mechanisms.

**What I do for relaxation:** I spend most of my free time at church to complete my being. I also enjoy working in my garden, especially pruning roses – I love flowers.

**My best vacation ever:** The time that I spent with my family in California in 2009 was the best ever. I always thought I knew my children, but during that holiday I realised that there is still a lot to discover about them.







*Peter Vusumusi Manzana is the new station manager of the radio station on the Mafikeng Campus, NWU FM.*

## Station manager appointed for NWU FM

NWU FM, the brand new radio station of the Mafikeng Campus, recently appointed Mr Peter Vusumusi Manzana as station manager.

The Independent Communications Authority of South Africa (ICASA) approved a low power broadcast licence for the Campus. The station will be broadcasting on the 105.5 FM frequencies which will cover Mafikeng and the surrounding areas.

Peter is a popular radio personality and has vast experience in the broadcasting environment. He was a presenter at Radio Mmabatho, and later moved on to Motsweding FM where he produced a variety of programmes. He also presented talk shows with topics of national interest at both Mmabatho and Motsweding FM.

Peter V, as he is sometimes affectionately known, was voted presenter of the year on five occasions by management and listeners of both stations. He was also one of the first presenters of North West FM where he was responsible for their popular "Morning Drive Show."

Peter will be responsible for the day-to-day operations of the station and is excited about his new position. "We will endeavour to offer the Campus the best of entertainment. It is also an opportunity to train and develop talented youngsters for the electronic media industry," he said.

# New Soccer Institute coach appointed

The Soccer Institute has appointed Mr Augustine "Mthakathi" Makalalane, a former Bafana Bafana player and head coach of the Senior Women's National Team of South Africa, Banyana Banyana, as its new coach.

Augustine is no stranger to the game, and needs very little introduction because of his vast experience and qualifications.

He made his debut against Cameroon in July 1992 and subsequently gained 14 more caps for Bafana Bafana. In 1996 Augustine was part of the triumphant team that brought joy to South Africa when they won the African Cup of Nations.

Mthakathi, as he is affectionately known, has qualifications in Sports Science and teaching. He also holds diplomas in Sports Management and International Preliminary Coaching.

These include a goal keeper coaching course and FIFA's highest coaching qualification, namely FUTURO I, II and III.

He was a head coach at the Vaal University of Technology and the University of Johannesburg, as well as the coach instructor for SAFA coaching education.

He has been a player scout for senior national teams and prepared them for competitions.



*Mr Augustine Mkalakalane is the newly appointed soccer coach at the Soccer Institute.*

## Department of Development Studies collaborates with North West Government

The Campus Rector, Prof Dan Kgwadi, has signed a collaboration agreement with Mr Modisha Lucas Malaka, Head of the North West Department of Social Development, Children, Women and People with Disabilities (DSDCWPDP).

As a result, the Department of Development Studies in the School of Social Sciences in the Faculty of Human and Social Sciences will present a six-month certificate programme in Youth and Community Development for the DSDCWPDP's Masupatsela Youth Pioneers.

The programme will equip candidates with community development tools and will consist of course work and field practicals.

The programme has been accredited at NQF level 5 and could generate third stream income of approximately R5,2 million for the University.

On successfully completing the course, participants can be employed as assistant development practitioners.

On Friday 8 April 2011, the Department of Development Studies together with DSDCWPDP had an opening ceremony and orientation for 350 Masupatsela Youth Pioneers.

During the ceremony, Mr Malaka and the Acting Director of the School of Social Sciences, Dr Marilyn Setlalentoa, addressed the participants.





*Prof Esté Vorster has been involved with the World Health Organisation (WHO) for the past 14 years.*

## Prof Esté noticed for nutrition

Prof Esté Vorster, a leading researcher in the Faculty of Health Sciences on the Potchefstroom Campus, was recently appointed as Secretary General of the Academy of Science of South Africa (ASSAf).

Prof Esté, previous Director of the Centre of Excellence for Nutrition, is one of the few top academics in the country selected to serve on the ASSAf Council.

ASSAf is South Africa's official national academy for science and represents the country in the international community of science academies.

She currently serves in the WHO's nutrition advice group tasked to compile guidelines for the prevention of nutrition-related chronic diseases.

She wrote the WHO's manual for the development of dietary guidelines in different countries, which is now used worldwide.

She has also been approached by the National Planning Commission in the State President's office to advise about the long-term planning of nutrition policy.

## Prof Attie's Dome calendars are becoming collectors' items

Prof Attie Gerber, a lecturer in documentary video and photo journalism on the Potchefstroom Campus, has been commissioned by the North West Province for five consecutive years to compile a glamorous calendar on the the Vredefort Dome and its environment.

"I take photos during all four seasons, when the sun shines and when it is cloudy, and I try to document unpredictable natural events such as floods and fires," he says.

Although his photo archive of the Dome consists of more than 30 000 images, and grows by a few thousand more each year, he regards very few as good enough to

appear in his calendars depicting this world heritage area.

Prof Attie has been working in the Dome for the past 13 years as a video producer and photographer.

He has already made several documentary videos about the Dome for the environmental television programme 50/50, as well as an information video that is shown to tourists at the information office at Venterskroon.

Ever since the first calendar appeared in 2007, its popularity has grown year by year. Today a Gerber Dome calendar is a collector's item.



*Just-just in time. If Prof Attie had arrived only five minutes later, he would not have been able to take this photo in November 2009*

## NWU to host Davis Cup

New ground will be broken when the Euro/Africa Group 1 Davis Cup tie between South Africa and the Netherlands will be held in Potchefstroom at the NWU's Sports Grounds.

The tie will take place from Friday 8 July until Sunday 10 July 2011.

The Potchefstroom Campus hosted Spain, the Soccer World Cup champions, during last year's tournament and boasts first-class sporting facilities.

Recently, two international junior tournaments were hosted in Potchefstroom at the Riaan Venter Tennis Academy which is based on the Campus.

It was due to the success of both tournaments that the South African Tennis Association (SATA) has decided to take this event to the same venue.

"The reason this venue has been chosen is to bring international tennis to smaller places in South Africa and at the same time adhere to the players' wishes to play at altitude," explained SATA Chief Executive, Mr Ian Smith. "Potchefstroom has been very good to tennis and the NWU has always given great support."



Various staff members from the School of Information Technology were present during the robotics demonstration. From left are Prof Phillip Pretorius, School Director, Mr Pieter Pretorius and Ms Zelda Pretorius from TCR Robotics, Ms Suné van der Linde and Ms Malie Zeeman.

## Robotics to promote problem-solving skills

If you thought robots and technological gadgets were only meant for engineers and inventors, think again!

Staff members of the Faculty of Economic Sciences and Information Technology on the Vaal Triangle Campus recently learnt more about the science of robotics and in the process discovered that robotics stimulate problem-solving skills which may be used in all aspects of life.

A delegation from Trophy Computers and Robotics (TCR Robotics) visited the School of Information Technology, giving lecturers the opportunity to acquaint themselves

with the advantages of robotics. These include encouraging creative thought, problem solving, conceptual thinking and an interest in Science, Engineering and Technology (SET).

The School also indicated that Robotics represents an interesting field for research – especially in conjunction with the Faculty of Engineering on the Potchefstroom Campus.

“Since IT software development focuses on the engineering and the mechanics of robots, there are ample research opportunities,” says Ms Malie Zeeman, a lecturer at the School.

## Do you smell something fishy?

Every year on 1 April, various April fool’s jokes make the rounds. We would like to share the following “discovery” with you.

Mr Jamie Tredoux, a second-year student, recently discovered a curious and unknown species of fish – with teeth similar to that of

humans – in a dam near Building 6 on the Vaal Triangle Campus.

Prof Lirpa Xaoh, a world-renowned biologist from the University of KwaZulu-Natal, is currently visiting the Campus in an effort to learn more about the creature. According to

## Just a phone call away

The Vaal Triangle Campus IT Service now offers lecture room support and will deal swiftly with any technological problems during classes.

According to the IT manager, Ms Aldine Oosthuyzen, the helpdesk can be reached by dialling x3326. She says this service was initiated after numerous complaints from lecturers.

The new service puts lecturers in direct contact with experienced and trained technicians in the form of 16 postgraduate students.

These students have to ensure that all work stations are in working order, that data projectors are set up correctly, and that the availability and state of equipment are checked at least twice a week.

The service is available from Monday to Friday, from 07:25 to 19:30. For more information on the service desk you can contact Ms Didi Letsie on 072 632 6846.



Prof Lirpa the almost accidental discovery of “Smiley” will have a remarkable impact on marine biology in South Africa, and even on the African continent.

For the duration of the research trial, all fishing activities on the Campus have been restricted and students are requested to stay clear of the dams behind Building 6.



# Interpreters prevent confusion of tongues

A multilingual environment need not be a Tower of Babel where people don't understand each other properly.

The NWU already grasped that fact in 2004 when the idea of an educational interpreting service was first raised.

Today, the University combines the advantages of modern technology – such as Sennheiser's high-quality interpreting equipment – and the expertise of 64 interpreters to make it possible for hundreds of NWU students to listen to lectures in the language in which they are most proficient.

The interpreting services are managed and funded by the Institutional Office. The interpreters are also employed by this business unit.

The following facts illustrate the extent and continuous growth of interpreting services at the University:

- The NWU is the biggest South African client of Sennheiser, a German manufacturer of interpreting equipment.
- The headsets that are part of the interpreting equipment are used no fewer than 7 732 times per week at the University.
- One case with 20 headsets and a microphone costs approximately R98 000. The NWU has 65 of these cases – 45 of



Mr Andreas Bach (left) and Mr Uwe Marks (right) from the German supplier of interpreting equipment, Sennheiser, visited the NWU recently. With them is Dr Theuns Eloff, Vice-Chancellor, handling the cutting-edge equipment manufactured in Wennebostel near Hannover.

which are used on the Potchefstroom Campus, six on the Vaal Triangle Campus and one on the Mafikeng Campus.

Another six cases are used for interpreting at the Agricultural College and seven at President Pretorius Primary School in Potchefstroom. The total replacement value of these assets is in the order of R6 400 000.

- The main service is rendered on the Potchefstroom Campus, where approximately 30% of all modules are already being interpreted. The number of modules has grown from 136 in 2009 to 328 in 2011 (141%). The main reason for offering the interpreting service

on this predominantly Afrikaans-speaking campus is to facilitate access for non-Afrikaans-speaking students in certain fields of study.

- Interpreting services are also provided on the Mafikeng and Vaal Triangle Campuses in certain modules.
- Besides the interpreting facilities available on the campuses, services are also offered at the Potchefstroom Agricultural College, the Grootfontein Agricultural College in Middelburg (Eastern Cape), Central Primary in Potchefstroom and Hoërskool Frikkie Meyer in Thabazimbi. Two pilot projects were also recently launched at the universities of Stellenbosch and Pretoria.

## Sign language now taught as a course

From this year, students can take a first-year course in South African Sign Language (SASL) at the School of Languages on the Potchefstroom Campus.

According to Mr Johan Blaauw, Head: Language Management Services, this course is a full-fledged language course just like French or Setswana, aimed at

students who wish to learn the language for communication purposes.

Full-time as well as occasional students may enrol for the course and if it proves viable, it will be expanded in due course to the second and then to the third year. South African Sign Language is the mother tongue of 500 000 Deaf people in South Africa.

The various sign languages are country specific. Although there are certain similarities, such as in construction and basic linguistics, the signs and their meanings differ from region to region.

*Be sure to read the next Eish! for more news about this.*

# The world is shrinking

As a result of modern technology and the focus on internationalisation, the world has become a global village where people have contact with one another often and effortlessly.

The NWU, too, focuses on establishing ties with higher education institutions worldwide.

Prof Annette Combrink, Director: International Liaison in the Institutional Office of the NWU, says that the University has considerable international traffic, but not nearly enough formal agreements.

“Since I became formally involved in 2010, we have gained 15 new agreements. However, we are still far behind universities like the University of Cape Town and the University of the Witwatersrand.”



Prof Annette Combrink, Institutional Director: International Liaison, together with Ms Thilor Manikam, chief organiser of IEASA. The main aim of this organisation is to promote internationalisation and globalisation of higher education.

Prof Annette is a member of the Management Council of the International Education Association of South Africa (IEASA).

The NWU recently hosted the meetings of the Management Council and Directors' Forum of IEASA.

# Whistleblowing pays, crime doesn't

Thanks to 'whistle blowers' who reported irregularities at the NWU, Internal Audit investigated 24 cases last year – with a total monetary value of nearly R1,5 million.

“This estimate is actually quite conservative,” says Ms Madelein van der Merwe, Institutional Director: Internal Audit.

“The amount could be higher, considering that in some cases we have not yet been able to calculate the total monetary value. Sometimes it is just not possible to attach a monetary value to the offence, for instance when university facilities are misused,” she says.

## PREVENTION IS BETTER

However, Madelein believes that prevention is better than cure.

“It is each manager and staff member's responsibility to create an effective control environment, because recovering the money afterwards is much more difficult,” she says.

Sometimes it takes months to finalise an investigation and hand it over to the police, and another couple of months to get the cases placed on the roll before they can be heard. NWU policy states that all cases with a monetary value exceeding R500 must be reported to the police.

## CARRY ON REPORTING

Madelein encourages staff to report irregularities.

“Staff may choose to remain anonymous, but if they do reveal their names, they can be sure that Internal Audit will protect their identities.”

Internal Audit prefers to know the identity of the whistleblower, because it makes it easier to ask for additional information and give feedback about the progress of the investigation.

The unit formally records all reports, follows up on them and expands the investigation if a case has merit. All material cases are reported to the Audit, Risk and Compliance Committee.

## COMPLETE THE FORM

The reporting procedure is set out in the NWU's policy\* on the reporting of maladministration and irregularities and the protection of disclosure.

“Staff members can complete the form (which is an appendix to the policy) and put it in one of the reporting boxes,” Madelein says.

“These boxes are located at the campuses' administrative buildings and the Institutional Office's C1 building. Staff may also phone me or visit me in person.”

\*This policy is available on the NWU website under Management and Governance.