

# eish!



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

Staff newsletter for the NWU

VOLUME 5 No 7 November 2011

**2011** was a year  
of commitment

**NWU** reaches out  
to the **Deaf**

**Diversity**  
celebrated  
in *style*





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**Front page** – Dr Tumi Mzini, a lecturer in Public Management and Administration in the School of Basic Sciences on the Vaal Triangle Campus depicted the Xhosa culture during Culture Day. Read more about the Culture Day celebrations on p4.

Photo: Annette Willemse

## Vice-Chancellor leads AHI

In September 2011, Dr Theuns Eloff, NWU vice-chancellor, was elected president of the Afrikaanse Handelsinstituut\* (AHI) for 2011 and 2012.

He previously served as deputy president (September 2009 to September 2010) and then as senior deputy president (September 2010 to September 2011).

One of the tasks that Dr Theuns has set for himself as president is to support the AHI's business chambers in towns and cities and to enable them to play meaningful roles in their own communities, particularly with regard to local economic development and job creation.

"Of course it will be somewhat of a challenge to find time for this work in my busy schedule at the NWU," he says.

Dr Theuns believes that his appointment could benefit the NWU, as it will promote the image of the institution as a whole.

He is following in the footsteps of former AHI presidents such as Dr Matthews Phosa, Dr Franklin Sonn, Prof Eltie Links and Ms Venete Klein – the first female president of the AHI.

Before 1994, the AHI was only of limited benefit to people from historically disadvantaged communities, but it has since been playing a significant role in the transformation of South Africa.

In recent years, the AHI has expanded its national council so as to better reflect the diversity of the country. It actively promotes cooperation with other movements such as the National African Federated Chamber of Commerce (NAFCOC) at local level.

*\*The AHI is a business organisation whose members represent a variety of trade, industry and services organisations.*

**Editorial team:** Nelia Engelbrecht and Marelize Santana, Louis Jacobs, Pertunia Thulo, Pheny Mokgothu, Kiewiet Scheppel, Annette Willemse, Lucky Kgathane, Oscar Selebogo, Joseph Tshabalala. **Translation:** Willie Cloete, Johan Zerwick. **Language editing:** Clairwyn van der Merwe. **Design and layout:** Graphikos. **Printing:** Platinum Press. **Photography:** Maclez Studios, Nelia Engelbrecht, Pertunia Thulo, Pheny Mokgothu, Kiewiet Scheppel, Annette Willemse. **Cartoon:** Mynderd Vosloo. For further enquiries/correspondence: Nelia Engelbrecht - Tel (018) 299 4937 or Internal box 260. Eish! is produced and published in English, Setswana and Afrikaans by the Corporate Affairs and Relations department in the Institutional Office of the NWU. Should you need extra copies, please contact Nelia Engelbrecht.

## MESSAGE FROM THE VICE-CHANCELLOR

*Dear colleagues*

2011 is almost over. The last examination answer sheets still need to be scored and the marks finalised, and then the well-deserved summer vacation lies ahead.

Looking back at the year that was, we see how the university once again succeeded in realising



its mission of becoming a balanced teaching-learning and research institution.

Our scorecard shows that we made good progress conducting world-class research at all three campuses. It also shows that our teaching-learning component acquired greater depth and that the expertise backed by teaching-learning and research activities was applied even better in the interest of the South African community:

- The student enrolments passed the 60 000 mark for the first time this year, with approximately 31 500 contact students and 29 000 distance students. This head count makes the NWU the fourth largest university in South Africa.
- The NWU's undergraduate pass rate and graduation rate place the institution among the first three South African universities.
- Good progress has been made in 2011 with research on all three campuses: there are many signs that the total research output for 2011 is going to be an improvement on the already good performance of 2010.
- The community projects at all the campuses are on a strong growth curve and have already started to move away

from ordinary philanthropic and service projects towards establishing sustainable and integrated development projects.

- Recognition was received where it was due: Congratulations to the top researchers who received international awards. We have also been named the best-governed university in South Africa for the fifth consecutive year, the national awards for the NWU's internal publications make us proud and our students' excellent performance on the sportsfield remains a feather in our cap.

In short: Although much work still needs to be done, the NWU's ever-increasing local involvement, the institution's growing national relevance and the increased international footprint through the networks in which NWU staff are actively participating clearly show that the university is making a significant contribution.

Thanks for everybody's hard and dedicated work over the past year! May the coming Christmas season provide ample opportunity for each NWU staff member to reload their batteries with their loved ones before 2012.

Many blessings to everyone!

*Hans Eloff*

## Eish-Eish! that was that!

The year 2011 is almost over.

And what a year it has been – filled with all sorts of successes and challenges. As mentioned in the article on p6 and 7, it is once again the dedication of the NWU community that has enabled us to get the job done, and done well. This same dedication led to NWU staff notching up national and international achievements during 2011 and to their involvement with high-profile organisations worldwide.

Prof Hans de Ridder from the Potchefstroom Campus recently received an award from the South African Academy for Science and Art for the second time in less than a decade – a truly outstanding achievement. Read more about this on p13.

Prof Etienne Barnard from the Vaal Triangle Campus and his team of speech experts excelled

at a recent MediaEval workshop in Italy where they achieved the best performance in one of the categories (p14). Both achievements demonstrate commendable commitment. Commitment is a quality that makes the NWU stand out in the higher education landscape. Another attribute that is important in an organisation is being 'human driven' while still focusing on the task at hand. Balance between the two remains important for the continued achievement of individuals and organisations alike. (More about this on p15.)

Let us approach 2012 with a fine balance between people and task orientation. Let's show each other that we matter as people – for each other's sake and also for the NWU's sake.

In the first 2012 edition of Eish! we will also give feedback about what you, the readers,



think and expect of our staff magazine – based on the questionnaire published in the previous edition of Eish!. If you have not yet completed the questionnaire, please hurry – three lucky readers from each NWU business unit will win R250 each.

Have a blessed festive season,

*Nelia & Marelize*



# Cultural exploration to celebrate Heritage Day

Cultural diversity is an integral part of the NWU and this year staff and students from the three campuses and the Institutional Office joined in the celebrations that took place on the Vaal Triangle Campus.

The aim of the day was to encourage students and staff members to learn more about other

cultures and to spend time researching traditions and customs unknown to them. The event, which is now in its third year of existence, is hailed an “innovative and enduring success” by the Institutional Management and is going from strength to strength. The Cultural Day Celebration coincides with the national celebration of Heritage Day.

Prof Linda du Plessis, Vice-Rector: Academic, Quality and Planning, sees diversity and more so the sense of unity in diversity that is experienced across the NWU and on the Vaal Triangle Campus in particular, as a “jewel”. She says diversity should be cherished and nurtured since it adds immense value to the staff and student experience.



**Ms Mpho Modupe, a senior administrative assistant in the office of the vice-chancellor, depicts both the Ndebele and Sotho cultures with style. “I will definitely take part in the next culture day and am looking forward to it,” she says.**



*Musicians representing a diverse cross section of the country also set foot on the banks of the Vaal River. Here are Elvis Blue, 2010 Idols winner, and Mr Kanne Puso, member of the editorial team of the Vaal student newspaper, 24/7.*



*During the Cultural Day celebrations, different student residences took up the challenge to depict the customs of a culture different from their own, not only in terms of the wedding ceremony but also traditional attire, food and dance. Above students from the Faranani hostel depict the Indian culture.*



*Staff members from across the NWU attended the Culture Day Celebration on the Vaal Triangle Campus to learn more about each other’s cultures. Here, from left, are Ms Evelyn Sebidi, receptionist in the Institutional Office, Mr Jeremy Mooi, web coordinator on the Vaal Triangle Campus, and Ms Meisi Makauza, senior administrative assistant in the Institutional Office. Evelyn and Meisi depict the Setswana culture, and Jeremy the Sotho culture.*



# Pro bono office lends a hand **to local authorities**

The NWU opened a pro bono\* office on the Potchefstroom Campus to assist local authorities in the North West Province with environmental management and impact studies.

The opening of this office follows an investigation that the Department of Environmental Affairs conducted at various South African universities. It then decided to ask the NWU to open the first pro bono office as a pilot project.

"Local governments today find themselves in a very complex management environment and usually lack the expertise and resources to cope with the associated challenges," says Prof Francois Retief from the research unit Environmental Sciences and Management on the Potchefstroom Campus.

"They need to comply with numerous laws and regulations, and they don't always know which authorisations are required for the projects that they take on."

Prof Francois is the coordinator of the pro bono project, and the office is managed by Mr JP de Villiers, a professional environmental consultant.

As part of their practical work, honours students from the subject group Geography and Environmental Management are already busy with approximately 16 projects all over the province. They are currently helping the Ventersdorp local authority with environmental impact studies for township establishment and the local authority of Ditsobotla – which includes places such as Coligny and Lichtenburg – with impact studies for cemeteries.

The Department of Environmental Affairs has set aside R1 million a year for three years for the pro bono office at the NWU, with the expectation that the office will become self-sustaining after the three years.

"We see it as community service, as the value of the work that we do actually exceeds R1 million per year," says Prof Francois.

*\*Pro bono means 'for the public good' and refers to free services that are provided to worthy causes.*

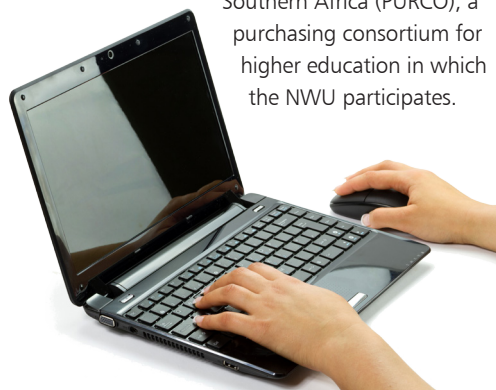


*In front, on the left, is Prof Francois Retief from the research unit Environmental Sciences and Management on the Potchefstroom Campus and next to him is Prof Leon van Rensburg, the director of this research unit. Behind them is Mr JP de Villiers, the manager of the pro bono office. Depending on the NWU's success, other pro bono offices are expected to be established in due course at higher education institutions in other provinces to deliver similar services to local authorities.*

## Staff can buy **laptops at reduced prices**

Staff can now acquire laptops for private use at very affordable prices.

These discounted laptops are available thanks to a national initiative of Purchasing Consortium Southern Africa (PURCO), a purchasing consortium for higher education in which the NWU participates.



Initially, the offer was available only to students, but after negotiations between the NWU and the respective suppliers, it is now also possible for staff members to make private purchases through the same channel. However, this offer does not apply to departmental or official purchases.

Through this initiative\*, two different brands of laptops have been on offer to staff since 1 October 2011 at very competitive prices, with discounts of up to 35% on the fixed price of certain models.

The two brand names are Acer and Lenovo, and each has four different models to choose from.

Interested people can thus decide which brand and model would suit them best and then buy the computers directly from the relevant company.

This initiative has several advantages:

- The computers have been tested by the NWU.
- They are compatible with NWU-IT.
- They are equipped with Windows 7 Pro and Office 10 Pro software.
- The initiative facilitates excellent utilisation of the NWU's IT infrastructure and facilities, including WiFi, internet and eFundi.

*\*Visit [www.nwu.ac.za/studentlaptop](http://www.nwu.ac.za/studentlaptop) for more information.*



# 2011 was

The NWU budget for 2011 amounts to a little over R2 billion.

Prof Dan Kgwadi (below), the rector of the Mafikeng Campus, is appointed NWU Vice-Principal for 2011.



The NWU appoints two new deans: Prof Robert Balfour (left) as the dean of the Faculty of Education Sciences on the Potchefstroom Campus and Prof Herman van der Merwe (right) as the dean of the Faculty of Economic Sciences and Information Technology on the Vaal Triangle Campus.



Prof Martin Oosthuizen (left) is appointed as the Deputy Vice-Chancellor: Teaching-Learning and Prof Frikkie van Niekerk (centre) becomes the Deputy Vice-Chancellor: Research, Innovation and Technology. Dr Ingrid Tufvesson (right) is appointed Executive Advisor: Transformation and Diversity Management.



January / February

The pace of transformation at the NWU picks up, based on the nine equally important elements: access, alignment, equality, increased unity, quality, redress, resource allocation, student experience and success. The institution also sets minimum student diversity targets for each campus for 2020.

The NWU welcomes just over 7 000 new students to the campuses – an increase of 7,3%. One faculty on each campus participates in the new online registration system which is implemented as a pilot project during the registration period. The total number of contact and distance students for 2011\* reaches 64 517, compared to the 55 753 of 2010. (\*Not final)

A number of NWU lecturers receive ITEA awards and Prof Jaco Fouché from the Faculty of Economic and Management Sciences on the Potchefstroom Campus receives the award for best NWU lecturer.



Qualifications offered at the NWU come under the spotlight with a view to the revision of the national Higher Education Qualification Framework (HEQF).

March / April

A project team under the leadership of Prof Piet Prinsloo documents the NWU's success story with a view to the publication of a book about the merger that will be available in 2014.

A new research niche area, Food Security and Safety in the North West Province, is established on the Mafikeng Campus. The niche area Socio-economic Impact of Tourism (SEIT) on the Potchefstroom Campus is upgraded to a focus area and the name changes to Tourism Research in Economic Environments and Society (TREES).

Another niche area on the Potchefstroom Campus acquires focus area status, namely Physical Activity, Sport and Recreation (PhASRec).

The floodgates of the Vaal Dam are opened after heavy rainfall, causing flooding in parts of the Vaal Triangle Campus.



The NWU gets a new university anthem, as the previous one was meaningful, but too difficult to sing.

Mr Augustine Makalalakane is appointed as the new Soccer Institute coach and the Mafikeng Campus gets its own radio station, with Mr Peter Vusumusi Manzana as station manager.

May / June



# a year of commitment

Plans are announced for a so-called 'green' library (below) on the Vaal Triangle Campus.



A range of building projects are completed during 2011 as part of the NWU's large-scale infrastructure developments:

- Mafikeng Campus: Housing for postgraduate students, a lecture hall complex and an Education building.
- Potchefstroom Campus: An engineering complex (below) and additions to the Excelsior residence.



- Vaal Triangle Campus: Housing for postgraduate students, a student centre, technical workshops and a building for Educational Sciences.

July / August

The Minister of Higher Education and Training appoints Prof Themba Mosia, the institutional registrar of the NWU, as administrator of the Tshwane University of Technology.

The NWU wins the Price-waterhouseCoopers Higher Education Excellence Award for Corporate Governance for the fifth consecutive year. Eish! wins several awards in competitions organised by the South African Publication Forum, and Marketing, Advancement and Communication in Education (MACE) respectively.

In August, the NWU starts using a new web content management system known as Drupal. Problems associated with the changeover receive priority attention and the NWU's Electronic Communication Forum considers various models to address the challenges and to further expand the NWU web.

The NWU's application for Lotto funds for the construction of an indoor cycling track on the Potchefstroom Campus is approved. The Siberian pine for the track is delivered at the university.



September / October

In November, agricultural journalists from *Landbouuskrywers SA* choose Prof Herman van Schalkwyk as the overall winner in the nationwide Agriculturist of the Year competition.



The NWU appoints McCann Worldgroup as brand consultants to assist with strategic brand development in the institution's complex multi-campus environment.

The Language Directorate distributes a questionnaire to the NWU community with a view to revising the institution's language policy.

The NWU Research Excellence Awards are made and as part of the Rapport Top Lecturer Award, the best lecturers of each faculty on the three campuses are announced. (The complete results will appear in the first Eish! of 2012.)

A total of 65 NWU staff members retire during the year. They include six from the Mafikeng Campus, 49 from the Potchefstroom Campus, five from the Vaal Triangle Campus and five from the Institutional Office.

November / December



# Colleagues add cosmopolitan flavour

*They say variety is the spice of life. If so, rubbing shoulders with members of our diverse staff contingent – and in particular those colleagues hailing from other countries – must definitely add flavour to the daily life at the NWU.*

*Eish! interviewed three of them via e-mail. They are Prof Eno Ebenso from the Mafikeng Campus, Dr Dmitri Bessarabov from the Potchefstroom Campus, and Dr Tshombe Lukamba from the Vaal Triangle Campus.*

## HERE ARE THEIR STORIES:

### *From which country are you?*

**Prof Eno:** I was born at Ibadan in the western region of Nigeria, but I grew up and spent most of my years in Calabar, a beautiful riverine city in the southern part of Nigeria (in the Niger Delta region). I started my career as a lecturer at the University of Calabar.

**Dr Dmitri:** I grew up in Moscow, the capital of Russia, with a population of more than 12 million. There I was employed by the Academy of Sciences, which incorporates thousands of research institutions and has a long and renowned history of science achievements.

**Dr Tshombe:** I was born in Kinshasa, the capital of the Democratic Republic of the Congo (DRC). Because my father was a military officer, we moved a lot and I grew up in different cities. After completing my undergraduate degree at the *Institute Supérieure d'Etudes Sociales*, I worked in the human resources department at a mining company in the Katanga province.

### *When did you come to SA?*

**Prof Eno:** I left Nigeria in 2007. After working at the National University of Lesotho for two years, I came to the North-West University in 2009.

**Dr Dmitri:** I came to South Africa in 1993 as a lecturer and researcher at the University of Stellenbosch, where I obtained my PhD. In 2001 I moved to Canada, where I was a scientist at various institutions, including one in the fuel cell automotive industry, until last year, when I joined the NWU.

**Dr Tshombe:** I arrived in South Africa in 1995. After learning English for two years, I studied for an honours degree and MPhil at the University of Cape Town. I then became a junior researcher at the Energy and Development Research Centre in Cape Town. I joined the NWU in 2009 as a postdoctoral fellow at the African Centre for Disaster Studies on the Potchefstroom Campus and became a staff member on the Vaal Triangle Campus in 2010.

### *What are your fondest memories or what do you miss the most?*

**Prof Eno:** I miss the friendly interaction, the easy-going attitude and the culture of respect amongst the people in Nigeria. And on a lighter note – I miss the jokes being told at the local palm wine joints!

**Dr Dmitri:** I miss the snow at Christmas time in Russia. However, I see myself as much a Canadian as a Russian. In Canada, I appreciated the tolerant society, the natural beauty and the unlimited, fast Internet in every home!

**Dr Tshombe:** It is difficult to express my memories of the DRC in a few words, but what I do recall with much appreciation is that the Congolese people are kind and respectful to elders.

### *When it comes to South Africa and your country of birth, what differences or similarities do you experience?*

**Prof Eno:** The two countries have completely different historical backgrounds. Nigeria is also much bigger – it has over 100 million people, with many different tribes and customs. The educational system in Nigeria, with its more than 60 universities, is also far more rigorous and competitive.

**Dr Dmitri:** Except for the climate in Russia, there are actually more similarities than differences. In addition to the Russians themselves, there are a lot of small nations that have to find ways to co-exist with each other, which is also true for South Africa.

**Dr Tshombe:** There are quite a few similarities in terms of customs and language. For instance, in the DRC one also pays lobola for a bride, and while the Zulu or Xhosa word for meat is *enyama*, it is *nyama* in the DRC, if you speak Kiswahili.

All three colleagues still have family members in their countries of origin and visit them regularly.



*Prof Eno Ebenso is the Director: Mathematical and Physical Sciences, Faculty of Agriculture, Science and Technology on the Mafikeng Campus.*



*Dr Dmitri Bessarabov is the director of the HySA Infrastructure Centre of Competence in the Faculty of Natural Sciences on the Potchefstroom Campus.*



*Dr Tshombe Lukamba is a senior lecturer at the School of Basic Sciences in the Faculty of Humanities on the Vaal Triangle Campus.*



# NWU reaches out to the Deaf

September 2011 was international Deaf Awareness Month and our colleagues from the NWU Potchefstroom Campus decided to seize this opportunity to raise awareness in the community.

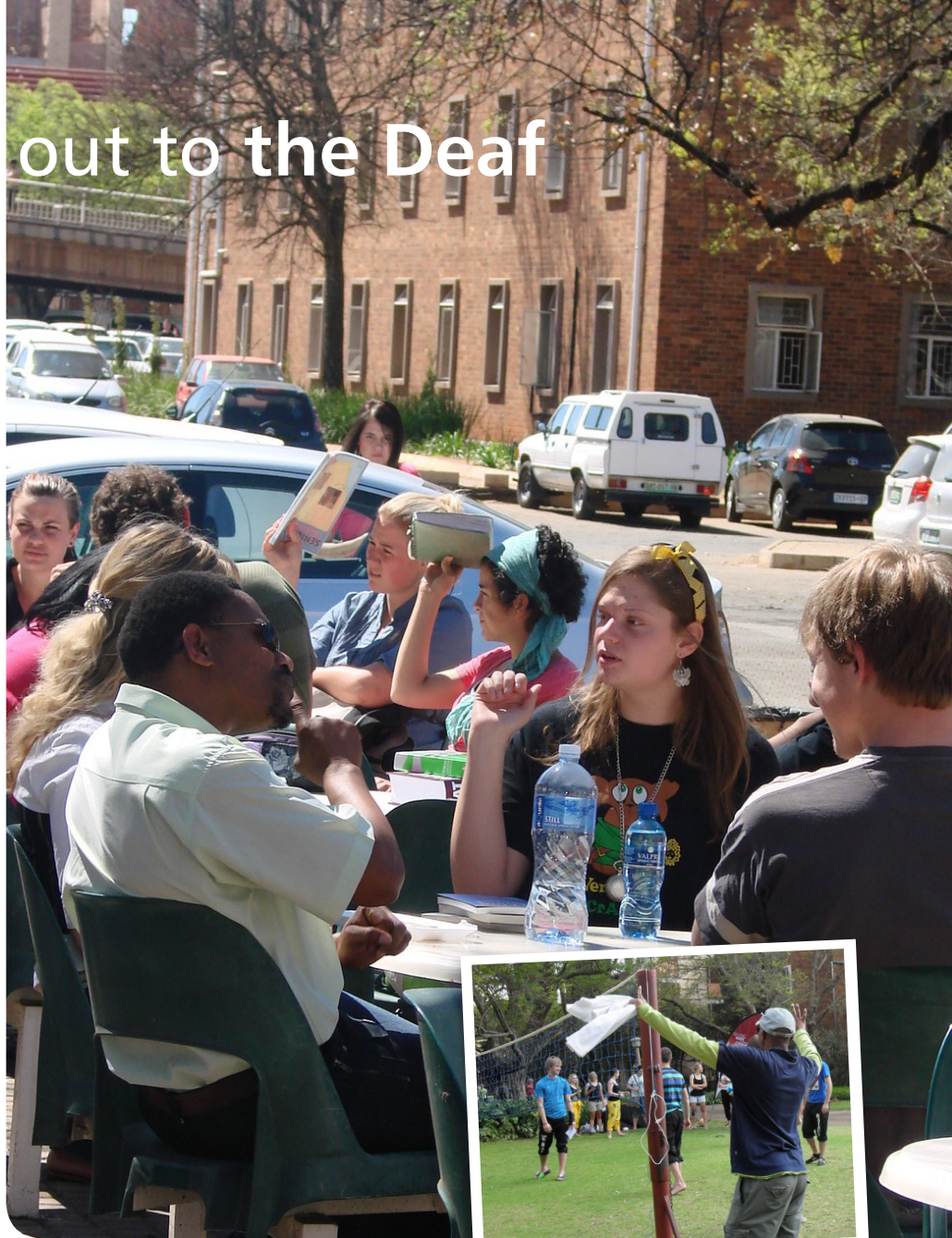
Ms Ananda van der Walt and Mr Dawie Melamu came up with the idea of challenging Sign Language students to go out for lunch twice a week and use only Sign Language to communicate. Ananda is a researcher and interpreter in the Institutional Language Directorate's Interpreting Office (and also a lecturer in Sign Language and Interpreting in the School of Languages), and Dawie is a teaching assistant in the School of Languages.

The students who took up the challenge are the first group enrolled for the School of Languages' module in South African Sign Language, an optional subject within the BA Language and Literature studies degree.

Also, as part of the activities for Deaf Awareness Month, students could each bring a friend to the practical Sign Language classes on Thursdays. On Sunday, 25 September, the 16:30 church service of the His People congregation in the Sanlam Auditorium was interpreted into Sign Language and 13 Deaf people from the community attended.

The North-West Secondary School for the Deaf of Leeudoringstad also visited the campus on 27 September and played volleyball against some of the hostels.

During the game the hearing NWU students had to learn to respond to a flag instead of a whistle. "It was wonderful for everyone involved and I believe that it also raised awareness among the students who just happened to pass by," says Ananda.



*In September, the SASL122 students went out for lunch twice a week and used only Sign Language as their contribution to Deaf Awareness Month. In the foreground from left are Mr Dawie Melamu, Ms Monique Louw and Mr Chris Steenekamp.*

*Mr Voster Makola, a teacher's assistant at the North-West Secondary School for the Deaf, acts as the referee during a volleyball game between the learners of this school and NWU students. Mr Makola is Deaf as well.*

## Did you know?

Did you know that a cochlear implant does not make a Deaf person fully hearing? A Deaf person with a cochlear implant is still Deaf. Implants simply help people to gain a certain degree of hearing. In most cases, he/she still needs to lip read. Some Deaf people never hear voices with a cochlear implant, only certain other sounds. Sign Language remains the most accessible language for any Deaf person, with or without a cochlear implant. South African Sign Language is an independent language in its own right and is spoken by more than a million people in South Africa.

## Do's and don'ts when dealing with a Deaf or hard-of-hearing person:

- Create a relaxed atmosphere so that the individual feels comfortable to communicate.
- Do not shout or speak unnaturally slowly.
- Do not rush the person. Feel free to ask them to repeat something if you did not understand.
- Do not try to finish the person's sentences.
- Find other ways to communicate, e.g. look for another person who may understand or write down your conversation, or use your cell phone to type what you want to say.

## What does it mean to be Deaf?

In the Constitution, the word "Deaf" refers to all persons with substantial hearing loss who may consider themselves Deaf. In particular it refers to those persons who use South African Sign Language as their first language, including hard-of-hearing, deaf-blind and deafened persons who align and identify themselves with Deaf culture and with South African Sign Language.

The word Deaf is spelt with a capital "D" to denote adherence to a particular cultural grouping, namely Deaf culture.





# "Student dad" nears

*In this edition of our series on the deans at the NWU, we feature Prof Hendré Reyneke, the dean of students on the Potchefstroom Campus. On the eve of his retirement, he speaks about his long career in the higher education environment, his retirement and the women in his life.*

Deans of students and house parents awake with a start, never gently.

These are the words of Prof Hendré, who has been keeping an eye on the students on the Potchefstroom Campus for the last 11 years in his capacity as "student dad" (also known as "Uncle H").

One of the things he is particularly looking forward to after his retirement at the end of the year is that he will be able to wake up more peacefully in the mornings.

Is he going to miss his job and students? Of course, yes, he says.

"It has been a privilege to work closely with the student leaders as facilitator, and I realise that it will leave a great void in my life."

One of the most rewarding experiences during Prof Hendré's career is seeing young people arrive on campus as freshmen and leave three or four years later as strong leaders who are able to contribute to society.

## CHALLENGES

He is full of praise for the dynamic and healthy student life on the campus and would like to see it stay that way. "However," he adds, "it goes hand in hand with challenges."

In his opinion, the biggest challenge is that student leaders need to make a greater effort to accommodate the minority groups on campus in the student life and in student structures so that everybody can enjoy an equal student experience.

He himself has faced many challenges throughout his career. The biggest challenges were the three times that he experienced mergers of tertiary institutions.

During the first merger he was department head of Geography at the Wellington Teachers' Training College when this

*Prof Hendré Reyneke says something that has struck him time and again is the quality of the students and student leaders on the campus.*

institution merged with the Paarl Teachers' Training College in 1986/87.

His second experience of a merger or incorporation was when the Potchefstroom Teachers' Training College was incorporated with the former Potchefstroom University for Christian Higher Education (PU for CHE) during the period 2000 to 2002.

That happened just after Prof Hendré's appointment as the dean of students of the former PU for CHE.

The third – and the most challenging for him – was the merger of the PU for CHE and the former University of North West in 2004.

"It has not always been easy to persuade the student leaders – coming from different cultures and backgrounds – from the different campuses to work together and to instil in them a culture of mutual respect, understanding and tolerance.

"The process is not yet complete and requires constant attention, but I believe that we have come a long way."

## INFORMATION IS IMPORTANT

One of the most important lessons that he has learnt over the years is never to underestimate the value of information. His advice for his successor also touches on this point.

"I would advise my successor to be flexible and student friendly and never to act or make a decision before all the information is on the table."

Fortunately for us, Prof Hendré has no plans to return to the mountains of the Boland after handing over the reins.

"Although my family and I are very fond of the Boland, where I grew up, studied and worked for many years, my wife and I intend to stay in Potchefstroom after my retirement. We are very happy here."



# retirement

## FOUR BLONDES

Prof Hendré is a great family man and loves the four blondes in his life.

They are his wife Marijke, and their three married daughters: Madré, Hendriëtte and Malani.

There are no grandchildren yet, says Prof Hendré. At this stage, he has to be content with keeping his daughters' four dogs busy. These four-legged creatures are Hugo, the Alsatian, Veddy, the inexhaustible Jack Russell, Dexter, the English Bulldog and Bella, the Beagle.

And the secret to keeping the women in his life happy?

"Just love them, don't try to understand them," he answers jokingly.

Then he becomes serious again when he talks about his wife.

"How does one describe Marijke? She is a very caring person and reaches out to anyone who needs her. She has been a great support over the last 39 years and a wonderful mother to our three daughters."

Prof Hendré is looking forward to spending his retirement in Potchefstroom, which has become his home. Where he belongs.



*The blondes in Prof Hendré Reyneke's life are from left his daughter Malani, a dietician from Honeydew on the West Rand, his wife Marijke who works at Graphikos on the Potchefstroom Campus, his youngest daughter, Hendriëtte, a qualified graphic designer from Pretoria, and Madré, his eldest child. Madré is a teacher from Bellville.*

## Other interesting facts:

**My favourite dish:** Any, as long as it includes meat and potatoes.

**My favourite book:** I enjoy the old historical writings about the westward expansion of the United States, especially as described by Louis L'Amour.

**This makes me happy:** To spend time socialising with my family, friends and relatives.

**An animal that I admire:** A homing pigeon that finds his way back to me after being released 800 km away with hundreds of other pigeons.

**I like this type of person:** Honest, sincere people without their own agendas – people with INTEGRITY.

**This gives me the shudders:** I'm not a particularly fearful person, but I'm very cautious around scorpions since the day one of them landed me in intensive care.

**Favourite vacation spot:** Kleinmond in the Western Cape where the mountains, fynbos and the ocean meet.

## Formidable sportsman

Sport has always played an important role in Prof Hendré's life.

In his younger days, he represented Boland in both rugby and cricket. In 1972, he was a member of the South African u-23 team that toured Argentina for two months and played two tests against the Pumas.

In 1973, he was selected for the Springbok team that was to have toured New Zealand. However, that tour was cancelled at the eleventh hour for political reasons. "Fortunately, I was newly married at the time, so the disappointment was not too great."

In 1992 and 1993, Prof Hendré was coach of the rugby team of the former PU for CHE

and co-coach of the former Western Transvaal rugby team.

## He comes from far away

Prof Hendré was born in the Caledon district and matriculated in Wellington. Then he obtained two teaching qualifications at the Wellington Teachers' Training College and enrolled for a BA (Geography and History) at the University of Stellenbosch.

Equipped with a master's degree in Geography, he first became a lecturer and later department head at the Wellington Teachers' Training College, after which he became a senior lecturer at the former PU for CHE in 1990. He stayed on as lecturer until he became the director of the Financial Support Office in 1999 and the dean of students in 2000.

## Things he remembers

Through the years, Prof Hendré has shared in the ups and downs of student life.

Here's one of the anecdotes that he will always remember.

"One day the director of Residence and Catering Services asked me how it was possible for a residence to save so much electricity that it could register negative electricity usage.

"An investigation brought to light that a couple of crafty engineering students meddled with the electricity meter in the residence so that it ran backwards.

"However, because they were so ingenious, we did not punish them too severely."

# High-tech centre opens

Mannequins have gained new meaning at the Department of Nursing Science in the School of Environmental and Health Sciences.

The school recently opened a Centre for Simulation Based Learning (CSBL), which provides a safe, efficient and effective space for clinical simulation and learning through the use of high-tech simulation mannequins.

The centre is designed and equipped to mimic clinical care environments such as hospital wards and primary health care settings. All the wards are equipped with state-of-the-art mannequins that are able to simulate various clinical conditions and ailments.

The mannequins are able to respond to questions about the specific health conditions that they simulate. They have touch-screen computers for programming and vital signs monitoring, and in addition to this, they can be remotely controlled through wireless digital control pads.

There are two kinds of mannequins. In the private wards, there are five high-fidelity simulators (HFS) consisting of an adult male, adult female, a five-year-old male, a neonatal mother and a pregnant mannequin. In the two open wards, there are seven moderate-tech human patient simulators with inter-changeable sex organs.

The centre also uses simultaneous broadcast audio-visual technology to allow the viewing of practical activities performed in the various wards across multiple stations in the centre and throughout the campus, including the lecture theatres. The simulcast and wireless mannequin control features in the centre allow for remote student assessment while students practice in wards.

*The simulation mannequins at the Centre for Simulation Based Learning (CSBL) enable students to better master the required nursing skills and competencies before practicing on real patients. Here is Ms Tabea Motsilanyane, a lecturer in Nursing Sciences with one of the mannequins.*



*Ms Kedibone Toyoyo, a BA Communication second year student passed all her modules of the previous semester in Braille and urges other visually impaired students to also learn it. With her is Mr Bertie Loubser, a lecturer in the Department Communication in the School of Human Sciences.*

## Communication student writes exam in Braille

Ms Kedibone Toyoyo, a BA Communication second year student, was the first student on the campus to write her entire examination in Braille\*.

"In the past I had to do my tests orally, with a voice recorder in a one-on-one session with a lecturer. I really appreciate the extra mile the lecturers are walking for us," said Kedibone. She added that the availability of more Braille printers would definitely increase their productivity.

In the past the visually impaired students used to encounter many obstacles when writing exams. This was addressed by the campus with the introduction of special computers at the library with software such as Zoom Text, Jaws and the Victory Reader.

Kedibone concluded by saying that they want to be treated like normal students and not to be given special treatment just because of their physical handicap.

*\*Braille is a system of printing for blind or visually impaired people in which the letters of the alphabet and numbers are printed as raised dots that can be read by touching them.*

## New study opportunities for students

The campus has introduced two new programmes, opening up more study opportunities to students.

The Faculty of Agriculture, Science and Technology will offer Biochemistry and Microbiology from 2012 to accommodate students who want to specialise in these fields. In the past these programmes were only offered as modules.

The programmes were approved by the campus management and the Institutional Committee for Academic Standards.

The Director in the School of Environmental and Health Sciences, Dr Thami Sithebe, is very optimistic about the introduction of the programmes. She says this is indeed a sign of development for this campus.



## Prof Hans de Ridder honoured for second time

For the second time in 10 years, the South African Academy of Science and Arts has paid tribute to Prof Hans de Ridder, the director of the School of Biokinetics, Recreation and Sports Science.

Prof Hans received the Albert Strating award for Preventative Medical Science (within the science of kinanthropometry). In 2002, he won the Stals Award.

Kinanthropometry is the science that focuses on the study of human body composition and proportions, which research has confirmed as important constructs in the health of mankind.

As president of the world body for this discipline, Prof Hans gives direction to the global development of the science. In addition, as the only level four accredited anthropometrist in Africa – and one of only 14 in the world – he spends a lot of time and energy training colleagues and students.

He regularly presents training seminars in Australia, China, Namibia, Zimbabwe, Nigeria, Malaysia, Brazil and India, among others, and many universities in South Africa also use his expertise in workshops on a regular basis.

He has already published more than 70 articles in national and internationally accredited journals, and has served as study leader and co-leader for about 60 master's and doctoral students.



*Prof Hans de Ridder (left), the director of the School of Biokinetics, Recreation and Sports Science, receives the Albert Strating award from Dr Van Zyl de Villiers, the outgoing chairman of the South African Academy of Science and Arts.*



*From left are Dr Karin Minnie, Prof Christa van der Walt and Dr Antoinette du Preez from the School of Nursing. These three researchers will be involved in the COST project for the next four years.*

## Mothers and babies benefit from research

Three researchers from the School of Nursing recently attended a project meeting of the European Cooperation in Science and Technology (COST) project in Kuopio, Finland.

The project consists of five working groups that will collect scientific knowledge in an attempt to improve care of women in childbirth, as well as the care of mothers, infants and families.

Dr Karin Minnie is the representative in South Africa and was appointed leader of the working group that will focus on innovative knowledge transfer techniques.

Prof Christa van der Walt will be a co-leader of the working group on knowledge transfer techniques and also co-leader of the group that will support and develop the skills of researchers in the early stages of research.

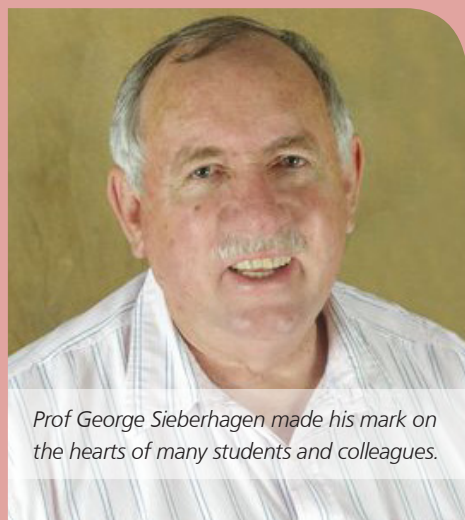
Dr Antoinette du Preez is involved in the working group studying theories within the field of best care for mothers and newborns, and complex health care systems.

According to Dr Karin, the COST project will attempt to study best practices in care during childbirth in different countries, and to communicate these to policy makers, managers and practitioners within the context of health care.

There are some excellent networking opportunities within the research field on mothers and newborns, seeing as many leaders in this field are involved in the project.

## Prof George says goodbye

Prof George Sieberhagen from the School of Human Resources will be retiring at the end of this year after 23 years of faithful service to the university.



*Prof George Sieberhagen made his mark on the hearts of many students and colleagues.*

His career started on 1 January 1998 as associate professor in Industrial Psychology at the former PU for CHE – the position he still holds today.

Prof George says that he was privileged to cross paths with some formidable people, such as Prof Ian Rothmann and Prof Fanus van der Merwe.

"Something that will stay with me is the (mostly) good-natured colleagues and staff members who have always been willing to go the proverbial extra mile with me and for me," he says.

You can read a more in-depth interview with Prof George on the intranet. (You will find the article in the News section in the centre of the landing page).

## Hello, Takalani Sesame

The School of Education's Siyakhulisa Project – aimed at Early Childhood Development – recently hosted a fun day for participating nursery schools.

Apart from several puppet shows presented by teacher training students, the colourful characters of the TV programme, Takalani Sesame, also made for great entertainment.



The 2011 Diversity in the Workplace presentation coincided with the Rugby World Cup and the countries selected for the presentation were chosen according to the different teams taking part in the tournament. In the back from left are Dr Leon Moolman, Mr Sheldon Nkuna (representing Italy), Mr Richard Phantsi (representing France), Mr Kenneth Mashele (representing Ireland), Mr Vincent Dassie (representing England) and Mr Ryno Strydom (representing Argentina). In the front is Mr Michael Madlala (representing New Zealand).

## Subject group celebrates diversity

The importance of diversity in the workplace, coupled with the challenges and impact of diversity management, was highlighted at the annual Diversity in the Workplace presentation recently.

It was again hosted by the subject group of Labour Relations Management in the Faculty of Humanities.

Apart from several presentations that took the form of staged scenarios, the 47 students,

led by Dr Leon Moolman, the Subject Head, also depicted the attire and customary dishes of the different cultures and traditions.

Each of the staged scenarios addressed a different aspect of diversity within the workplace.

The topics included gender, age, race/ethnicity, politics, class, education, values, religious affiliation and sexual orientation, among others.

## Speech experts make their voices heard in Italy

The Faculty of Economic Sciences and Information Technology has again made a positive impression on an international stage.

Prof Etienne Barnard and his team from the School of Information Technology recently participated in the MediaEval 2011 workshop in Italy and achieved the best performance in one of two categories for which they were entered.

The goal of the competition was to find examples of spoken search terms in various recordings made in Indian languages such as Hindi and Gujarati.

Five research groups from across the world participated, including researchers from France, Spain, Italy, India and the Czech Republic. The South African team, from the Multilingual Speech Technologies (MuST) research group, collaborated with a speech scientist from

Microsoft Research in India. They developed a system that built on their strength in speech-recognition systems for languages with few available resources. The resulting system achieved the highest score in one of the evaluation sections of the competition, and the second-best score in the other section.

Prof Etienne described the achievement of his team as proof of significant progress. "This prepares the way for many similar tasks which are going to be practically important – for example, the task of lecture transcription, which will provide students with printed transcripts of recorded lectures," he said.

*Prof Etienne Barnard from the School of Information Technology is a world-renowned specialist in the field of multilingual speech recognition technology.*

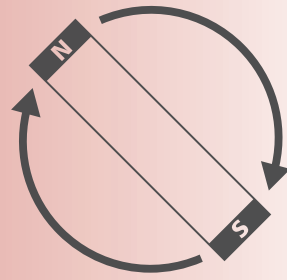






# Polarity in the workplace

*In this edition of our series, we focus on the different poles that exist within an organisation, such as collegiality versus professionalism, task versus people orientation, and culture versus structure. Prof Chris van der Watt, Director of the Leadership Academy and Organisational Research, shared his knowledge of this topic with Eish!*



**Q: Tell us about the inherent tension within an organisation between collegiality and professionalism?**

**A:** When managers place too much emphasis on collegiality, they may not feel at liberty to reprimand people, particularly if they are also friends or relatives. Or managers cannot bring themselves to be assertive towards employees because the culture of Ubuntu (I am human through other humans) or the higher social status of the people involved discourages such behaviour. Some time ago when I visited a university in Lusaka, the deans told me that they held up to six meetings a day because they could not make decisions unilaterally.

**Q: Examples at the NWU?**

**A:** On the Potchefstroom Campus, collegiality used to be emphasised at the expense of professionalism, but as more people were appointed from outside, things started to change.

Collegiality on the Mafikeng Campus is culturally driven. If, for instance, a young school director is appointed in an environment where others are his 'seniors' because of cultural considerations (they could be older or more senior in the community), he may find it difficult to make decisions without consulting with them first.

On the Vaal Triangle Campus, the incorporation of the Sebokeng Campus of the former Vista University in 2004 forced them to develop a work culture and relationships that allowed for a reasonably good balance between collegiality and professionalism.

**Q: This brings us to people versus task orientation. What does this entail?**

**A:** On the one hand, some managers focus too much on the task and not enough on people. On the other hand, the work – and therefore the organisation – could suffer if a manager focuses on the human to such

an extent that the work does not get done properly.

**Q: What is the ideal?**

**A:** Managers need to be completely task driven and at the same time also completely human driven. If one looks at the managerial grid of Blake and Mouton, which measures leadership style on a scale of zero to nine, managers should strive for a score of nine in terms of both aspects.

**Q: What is the situation at the NWU?**

**A:** As far as managers are concerned, we have found that some are so people oriented and offer so much support and empathy that the task behaviour is jeopardised, whereas others focus on the task so intently that they completely lose sight of the human factor.

The NWU as an organisation is generally very structured and task oriented, with an excellent Institutional Plan, detailed campus plans and various instruments to measure output. There's nothing wrong with that – as long as the cultural and people factors are not dominated by the ruthless pursuit of targets.

**Q: What about structure versus culture?**

**A:** We are very good with structure here at the NWU. This includes organisational structure, policies and procedures. There is nothing wrong with that either – in fact, it is essential if you want results. However, with a view to a "healthy" organisation, it is necessary to spend sufficient time and energy on culture – including values, ethics, commitment and support.

**Q: What is this 'culture'?**

**A:** It is what's alive in the hearts and minds of the people – our way of doing things, for instance our rituals, interpersonal relationships and symbols.

**Q: What are the latest trends?**

**A:** Modern employees look for challenges

to make their work interesting, and interpersonal connections to make them feel that they matter. Generation Y and the up-and-coming millennial generation don't let organisations rely on their loyalty without making provision for both challenges and connections.

**Q: What is best for the NWU?**

**A:** Just like the rest of life, the workplace and people are not perfect, and you don't usually get to choose your own manager or colleagues. However, by living the NWU's core values and developing yourself on intra- and interpersonal and professional level by means of development opportunities and literature, you can become part of the solution instead of remaining part of the problem.

*Prof Chris van der Watt is the director of the Leadership Academy and Organisational Research until the end of 2011, when he retires.*



# These experts **know** their **subjects**

The NWU's experts are often quoted in the media, strengthening the public profile of the university as an institution driven by the pursuit of knowledge and innovation. In this edition, we share their most recent comments with our readers.



// When your child has been exposed to an upsetting news report or event, it is important to initiate a discussion and to guide him, with questions, to find a solution himself. //

*Ms Issie Jacobs, lecturer, Centre for Child, Youth and Family Studies, Faculty of Health Sciences (based in Wellington)  
Lig, 1 November 2011*

“ After analysing teachers' answers to questions that tested competence in basic intellectual strategies important for problem-solving in physical science courses, 60% of teachers tested were unable to solve the questions correctly. ”

*Prof Mailoo Selvaratnam, subject group Chemistry, Mafikeng Campus  
The Mercury, 22 September 2011*



“ Good leaders accept the blame for shortcomings or failures, but gladly share credit for success with their staff. Extraordinary leaders will never expect subordinates to make sacrifices that they themselves are not willing to make. ”

*Prof Tommy du Plessis, Director: Potchefstroom Business School, Potchefstroom Campus  
Beeld, 8 September 2011*



“ We are privileged to have established one of the most modern engineering training complexes in the country. This clearly illustrates the NWU's innovation and its continuing commitment to top quality tertiary teaching. ”

*Mr Louis van der Ryst, Institutional Director: Physical Infrastructure and Planning, Institutional Office  
Kampus-Beeld, 26 September 2011*

// South Africa is counted among those countries where childhood obesity is growing at the fastest rate, and it is imperative for the country to make physical exercise an intrinsic part of the lifestyles of children. //

*Prof Hans de Ridder, Director: School of Biokinetics, Recreation and Sport Science, Potchefstroom Campus  
Cape Argus, 12 October 2011*





# Walking the extra mile

*The end of the year is in sight, and we would like to avail ourselves of this last opportunity to give recognition to all the NWU colleagues who are always willing to go the extra mile in doing their daily work.*

**Ms Melani Nortje**, assistant accountant of the Financial Administration Department in the Institutional Office is someone who does not hesitate to help people. "She's always ready to lend a hand; even if the enquiry has nothing to do with her work, she will go out of her way to help," praises Ms Sharmain Markram and Ms Sonika du Plessis, both senior administrative officers at Physical Infrastructure and Planning in the Institutional Office. "Nothing is ever too much trouble for her, even though we know that she is frequently buried under work."

According to Ms Ilze Combrinck, secretary of Prof LJ Grobler in the School of Mechanical and Nuclear Engineering on the Potchefstroom Campus, **Ms Betsie Wentzel**, a receptionist from the same campus, routinely goes the extra mile for other colleagues. "Betsie is a valuable acquisition to the university," says Ilze. "She is so friendly and professional and solved my switchboard problem in a jiffy – she certainly made my day."

Ms Sindy Pieterse, secretary for the School Director: Behavioural Sciences on the Vaal Triangle Campus, wants to nominate two people. According to her, **Dr Erika Serfontein**, a senior lecturer in political sciences, and **Prof Christo van Wyk**, associate professor in Industrial Psychology, are true stalwarts.

"Dr Erika is an outstanding lecturer and always goes the extra mile for her students. She is one of the friendliest lecturers on the campus and always tries to help everybody – no matter how busy she is. She is the best!"

"Prof Christo is always helping everyone. He is a role model to us all and always has a smile on his face. Prof, keep up the good work – you are touching the lives of many students and colleagues."

Another staff member from the Financial Administration Department in the Institutional Office who deserves a compliment is **Mr Themba Tekane**, an assistant accountant. Mr Ryan "Rhino" Pivalizza, a sports official from the Sports Department on the Mafikeng Campus, describes Themba as an important link between sports and finance. "Without Themba's help and support our students would have struggled – he's doing a lot more than his duty."

Prof Daleen van der Merwe, research coordinator in the subject group Consumer Sciences on the Potchefstroom Campus, wishes to nominate **Ms Anneke Coetzee**, assistant librarian for Health Sciences in the Ferdinand

Postma Library. "Anneke is always helpful and friendly when colleagues from Consumer Sciences or our students approach her with enquiries. She is always quick with feedback and willing to help with enquiries outside of her job description," says Prof Daleen.

**Ms Geraldine Gerhardi**, a consultant in the Information Technology Department on the Vaal Triangle Campus, returns as extra-miler. "Geraldine is always friendly and ready to lend a hand. She is one of the most hard-working people that I know, but she can always find time to listen to the people around her," says Ms Nicolette Juyn, a creditor's clerk in the Financial Administration Department in the Institutional Office. "Thanks Geraldine, you always have good advice or a kind word for everybody."

Another candidate who does not shy away from the extra mile is **Ms Jennifer Pheleu**, administrative assistant and head of Mail Services on the Potchefstroom Campus. "Jennifer is known for her infectious laugh. She is always willing to help and her kindness and genuine interest in people makes a difference," says Ms Magdaleen Gey van Pittius, administrative assistant in the Archive and Museum, Institutional Office. "Jennifer is highly competent and her general knowledge about NWU staff is quite remarkable."

**Mr Henk Potgieter**, a consultant in the IT Department on the Vaal Triangle Campus, is the second staff member from this department and our last second-miler for the year to receive special recognition. "Henk is always friendly and supportive," says Ms Jackie Slabbert-Redpath, Advisor: Assessment in the Academic Development and Support Department on the same campus. "He is 100% committed and will always go out of his way to help."

*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 specify your job title and the name of your department or school as well as those of the person that you are nominating.*

MELANI NORTJE



BETSI WENTZEL



ERIKA SERFONTEIN



CHRISTO VAN WYK



THEMBA TEKANE



ANNEKE COETZEE



JENNIFER PHELEU



GERALDINE GERHARDI



# And the winners are...

Here is the **lucky winner** of the **NWU brand competition**:



**Mafikeng Campus:**  
Mr Bradley Freeman, senior  
financial officer, Finances  
Department

## Our brand identity

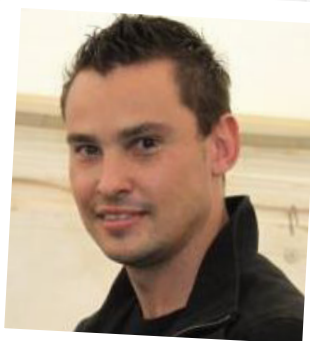
“The North-West University's **visual identity** comprises consistent use of the **logo, swoosh, corporate colours, style guides, visual language** and **concepts** approved by the Institutional Corporate Branding and Identity Committee.

These guidelines are set out in the **Corporate Identity Manual**. We also have a **brand policy**, dealing with **processes** and **rules** to follow with regard to **marketing and communications material** that develop the **NWU brand**.”

**Congratulations** also to the following colleagues who each won a **corporate gift** in our **last competition for this year**:



**Institutional Office:**  
Mr Egbert Botha, Intern,  
Management Accounting  
Services



**Mafikeng Campus:**  
Mr Clayton Wallace, liaison  
officer, career centre



**Potchefstroom Campus:**  
Ms Dominique Coelho,  
housekeeping officer - Puk  
Sports Village, Residence  
and Catering Services



**Vaal Triangle Campus:**  
Ms Veruschka Pelsers-Carstens,  
senior lecturer, School of  
Accounting Sciences

# Congratulations

**Thank you** to everyone that participated – **we'll do the same next year!**



# HERS-SA Academy empowers women in higher education

This year, four female NWU staff members had the privilege of attending the HERS-SA Academy that was held at the University of Cape Town's Graduate School of Business in September.

HERS-SA is a self-sustaining non-profit organisation dedicated to the advancement of women in the higher education sector.

It achieves this by empowering women to take up leadership positions in their various institutions, developing and offering accessible education, training and development, challenging institutional culture and facilitating workplace change through the advancement of gender equity.

The academy itself is a seven-day interactive professional development opportunity for women employed in higher education throughout Southern Africa. It is aimed at women currently employed, or possessing the potential to be employed, at senior management level.



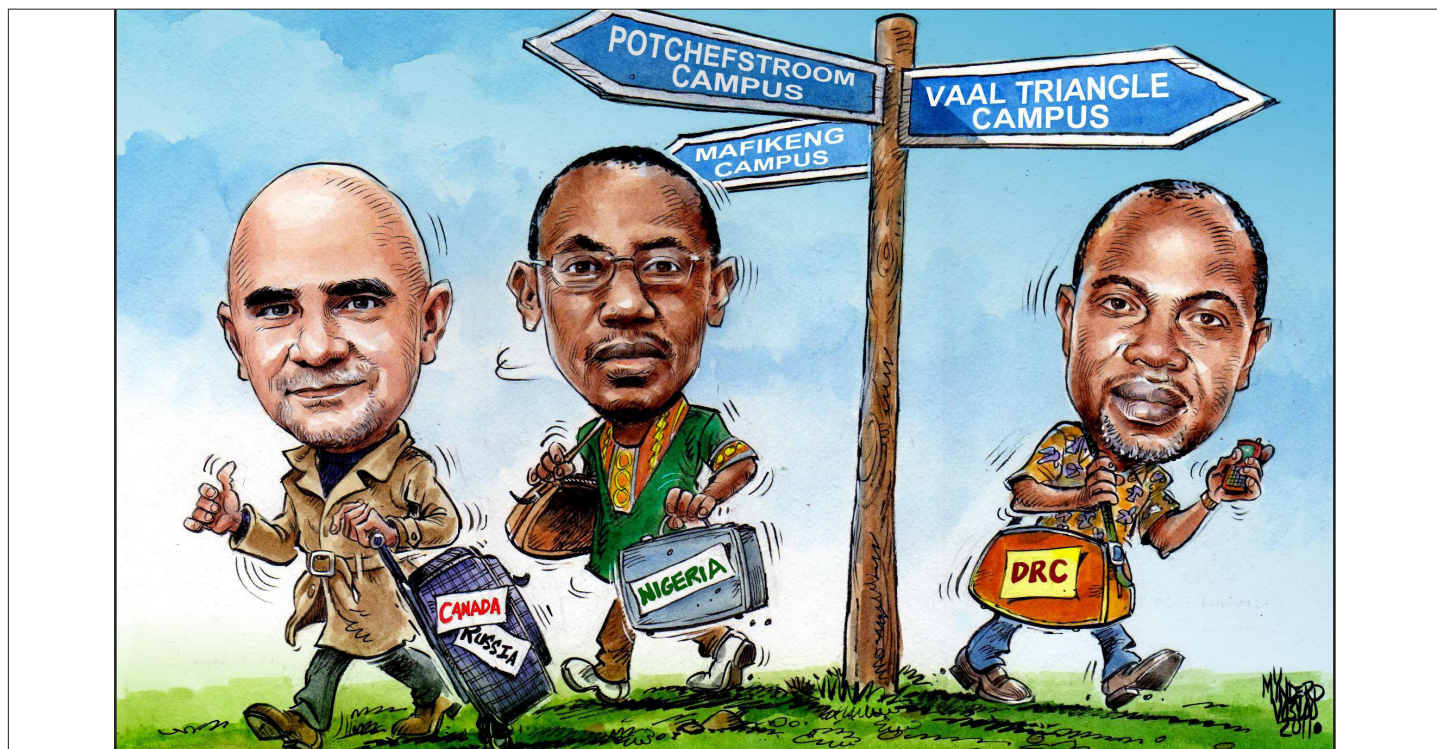
From the left are Ms Mandi Wallace (Institutional Office), Ms Hester Spoelstra (Potchefstroom Campus), Prof Sonia Swanepoel (Mafikeng Campus), and Prof Linda du Plessis (Vaal Triangle Campus). They had the opportunity to interact with 80 other women from higher education institutions throughout Southern Africa, including Namibia, Mauritius, Botswana, Tanzania and Uganda.

The programme is also designed to present an overarching perspective of higher education, and networking among the participants and approximately 35 presenters forms a key component.

"This was a wonderful opportunity to engage and network with other professional women who understand the dynamics of higher education," said Prof Linda du Plessis, Vice-

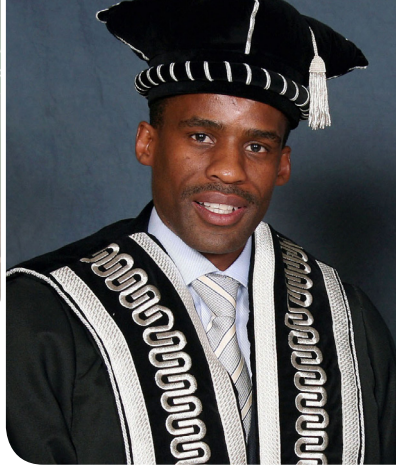
Rector: Academic, Quality and Planning on the Vaal Triangle Campus.

The other NWU women who attended the academy were Ms Mandi Wallace, skills development facilitator at the Institutional Office, Prof Sonia Swanepoel, the dean of the Faculty of Commerce and Administration at the Mafikeng Campus, and Ms Hester Spoelstra, librarian at the Ferdinand Postma Library on the Potchefstroom Campus.



Many NWU colleagues come from other countries. Dr Dmitri Bessarabov (left) from the Potchefstroom Campus is from Canada and originally from Russia, Prof Eno Ebenso (centre) from the Mafikeng Campus is from Nigeria, and Dr Tshombe Lukamba (right) from the Vaal Triangle Campus is from the Democratic Republic of the Congo. Read more about them on p8.





"**Brand equity** is the sum  
of all the **hearts** and  
**minds** of every single person  
that comes into **contact with**  
**your company.**" – Christopher Betzter



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