

eish!



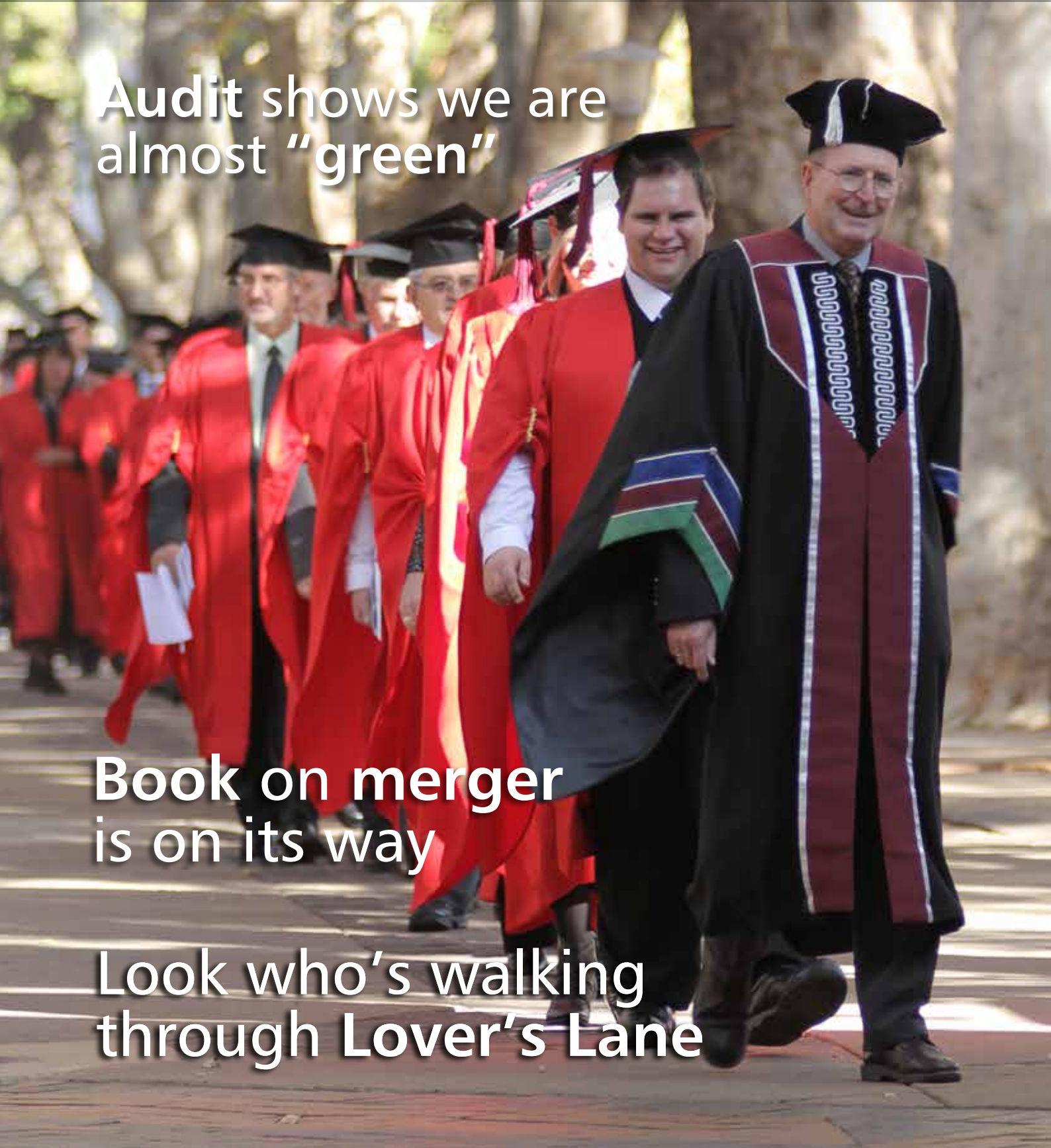
NORTH-WEST UNIVERSITY
YUNIBESITHI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT

VOLUME 7 No 5 September 2013
Staff newsletter for the NWU

Audit shows we are
almost "green"

Book on merger
is on its way

Look who's walking
through Lover's Lane



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Front page: Dr Tom Larney, the acting campus registrar of the Potchefstroom Campus, leads the academic procession through Lover's Lane. Read more about this new tradition on p 13.



Download this app now

The introduction of the first NWU mobile application (known as an app) brings the university's services even closer to staff and students.

The app provides NWU staff and students with a unique set of mobile tools that can be used for academic, administrative and information purposes.

If you download the app on your mobile device, you will, for instance, be able to read official NWU news or view your student child's latest academic results.

Other tools that you can access through the app are a tool for buying airtime and a chat tool for students and for communication between staff and students.

The app is built on the Kuali Mobility for the Enterprise framework (KME framework) and uses the latest technology available.

It is available for Blackberry, Android and Apple devices and can be downloaded via the Google Play, Apple and Blackberry internet stores.

You can also access the internet stores via the NWU website – go to www.nwu.ac.za and click on the link "Download NWU app" under Instant Information.

LISTEN TO NEW NWU ADVERTISEMENT

NWU website visitors can listen to the latest NWU radio advertisement by clicking on the icon next to "Our Story" on the landing page.

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Dear colleagues

The third quarter is shaping up well – thank you for your hard work thus far. A breather is always a good thing, so take a moment to page through another interesting issue of Eish!

In this Eish! you can read more about our 2012 Annual Report. Our progress towards achieving our mission is nothing short of amazing – many of our initiatives have borne fruit and we can in fact say that our mission to become a balanced teaching-learning institution has already been accomplished. I am delighted to highlight a few achievements:

MESSAGE FROM THE VICE-CHANCELLOR

Our undergraduate pass rate in 2011 was 85%, the highest ever, and we followed it up with an even better 88,2% in 2012. In terms of our graduation rate, we achieved 26,6% in 2011 and succeeded in maintaining this at 25% in 2012. Our low first-year dropout rate, at only 12%, is remarkable in comparison to a sectoral average of between 25% and 30%. In 2012 we awarded 14 669 degrees and diplomas, which is indeed a good, solid performance.

In terms of research we experienced an even better year than in 2011. In 2012 the NWU awarded 670 master's degrees, 433 of which were research master's degrees (compared to 366 in 2011). After a slight decrease to 115 PhDs in 2011, we recovered well with an impressive 154 PhDs, representing more than 10% of the country's total PhDs.

Similarly, the success story of our publication equivalents continues. After a healthy jump to 773 in 2011, we took another good leap forward in 2012 by adding nearly 200 more publication equivalents, bringing the total for the year to 935. All campuses made a contribution to this, and the Mafikeng Campus especially continued their good performance of 2011.

Our total research outputs have, since the merger in 2004, increased by 133%, or 16,6% per year!

I want to once again thank each devoted staff member who contributed to the remarkable successes of 2012.

With the strengthening of our positioning in mind, we wish to undertake an internationally managed external evaluation early next year – read more about it on p 8. This is an excellent opportunity to take stock after 10 years, and simultaneously to prepare an overview of achieved milestones and objectives, as well as possible gaps, for the new vice-chancellor after my retirement in May 2014.

We live in an era where "compliance" is first and foremost. It is worth reading more about the unstinting efforts we have made in compiling our first environmental audit report.

Amidst all the hard work to be done you should also remember to follow a balanced lifestyle and to relax a little – enjoy the much-anticipated start of spring, and do not forget to enjoy a braai on Heritage Day!

Theuns Eloff

Eish!, we work like superheroes!

In his message in this edition of the Eish! the vice-chancellor, Dr Theuns Eloff, refers to the achievements of the NWU as reflected in the 2012 annual report. (More about this on p 7.)

In light of these achievements one would think that the NWU is teeming with superheroes, because doesn't it take extraordinary people to reach such heights?

No. Our colleagues may be extraordinary, but the closest they come to superheroes is telling on p 17 which superhero's shoes they would like to fill if they had a choice.

In reality our colleagues cannot fly like Superman or manipulate objects magnetically like Magneto, but they can and do work hard. It is thanks to their efforts that the NWU has been able to achieve almost all of the merger objectives in the 10 years since the merger.

An evaluation panel with international representation is expected early next year to see which objectives have been achieved and which of them still need to be addressed. Read on p 8 about this evaluation which coincides with next year's celebration of the 10 years since the merger.

A book about the merger will be published next year. Read on p 6 how this book, with Prof Piet Prinsloo as compiler and Ms Cornia Pretorius as writer, will focus in particular on the human factors surrounding the merger.

With the year already half over, there are still a number of objectives to achieve. Although superhero powers would come in handy, hard work will be the decisive factor.

The Eish! workload has become lighter since Mr Willie du Plessis (photo), formerly of the Potchefstroom Herald, joined Corporate Communication and Stakeholder Relations in the Institutional Office.

The (new) Eish! team wishes our readers all the best for the last couple of months of the year.

Happy reading,



*Marelize,
Nelia & Willie*

"Green" audit reveals good

The results of a recent environmental legal compliance audit show that the NWU has worked hard to meet the relevant legal requirements, and that in instances where requirements were not met, the main reason was a lack of knowledge.



The audit was done by the Centre for Environmental Management (CEM) and covered the NWU's Institutional Office and the three campuses. It examined all on-campus and off-campus activities, products, services, processes and operations.

According to Ms Bibi Bouwman, Director: Community Engagement, who commissioned the audit, its aim was not to shame anyone or to point fingers. Rather, the intention was to determine the extent of the NWU's green compliance with environmental laws.

"It was heartwarming to see how many NWU staff and students are passionate about complying with the law," Bibi says. She points out that universities depend on state funding and have an obligation to protect the environment and ultimately save taxpayers' money.

"The NWU community has taken ownership of green efforts. There is a difference between 'green washing' and complying with the law, and we wanted to see what was in fact happening on campuses," she says. "In a sense, the audit was a 'house cleaning' exercise. We wanted to determine where there was non-compliance and ensure that corrective measures were employed to remedy it."

THE AUDIT

The on-site audits were done during August, September and October 2012 and were concluded in January 2013.

Ms Annah Mpitimpiti, a master's student, makes sure she follows all the safety precautions by wearing protective glasses and gloves when working with hazardous chemicals in the chemistry laboratory on the Potchefstroom Campus. All experiments are done according to strict safety rules in the fume hood.

practices and a few gaps



Ms Madelein Geldenhuys from the pharmaceutical chemistry laboratory on the Potchefstroom Campus ensures that all harmful chemicals are locked away.

The audit report recommends that an action plan to improve environmental legal compliance should be rolled out over a period of 18 months.

The audit team consisted of lead auditors, auditors and provincial auditors registered with the Southern African Auditor Training Certification Association (SAATCA).

GOOD PRACTICES

The audit found that some of the good practices at the NWU included green initiatives and raising awareness across all campuses, as well as good waste management practices. These included the separation of waste, access control at certain waste storage areas and sound management of genetically modified organism (GMO) waste on the Potchefstroom Campus.

They also observed the following good practices:

- sound management and storage of chemicals by Biochemistry (labeling and consideration of compatibility);
- access control and tracking and tracing of chemicals at Pharmaceutical Chemistry on the Potchefstroom Campus;
- land and biodiversity management (invader plant management) by Servest on the Potchefstroom Campus;
- game management at the Vaal Triangle Campus;
- the use of permits for keeping protected plant species at the Botanical Garden at the Potchefstroom Campus, and
- good veterinary management at the Mafikeng Campus.

ERADICATING NON-COMPLIANCE

The audit concluded that the NWU has been making an effort to meet the relevant legal requirements that apply to the activities, products and services of the NWU. However, many of the university's green practices are

informal and undocumented. There are also various cases of non-compliances that need to be corrected before the NWU can claim full legal compliance.

These should be addressed as a matter of urgency to ensure that the NWU is successful in addressing its environmental challenges and complying with legal requirements.

RECOMMENDATIONS

There is a need to look at gaps in infrastructure development that need to be addressed in the long term. The audit also recommended that, due to the similarities across the campuses in environmental non-compliances, the environmental action plan be rolled out as an integrated, coordinated approach at all campuses.

This should be done by making the highest risks the top priorities for implementing corrective action.



Once upon a time, 10 years ago, there was a merger

An academic report and a book with anecdotes about the NWU merger and the first 10 years thereafter will appear next year.

Ms Cornia Pretorius, a lecturer at the School of Communication Studies on the Potchefstroom Campus, is busy writing the informal book about the merger and has already conducted many interviews with people who were closely involved with it. "While conducting the interviews, I realised how difficult the merger really was, how much conflict and tension there was behind the scenes and how much people on all three campuses had to leave behind to try and create something new," says Cornia.

SEASONED JOURNALIST

It will not be the first time that Cornia has written about the merger. Years ago, while she was a journalist at the *Sunday Times*, *Thisday* and *Mail & Guardian*, she regularly wrote about education issues and therefore also about the mergers in the higher education sector.

Cornia says the book will not necessarily consist of separate stories – it will basically be one story line with different tales.

The book will be illustrated and Cornia asks staff to send her official or other relevant pictures taken during the time of the merger – at the end of 2003 and in 2004 and 2005.

In keeping with the NWU's policy of multilingualism, the book will be published in English, Afrikaans and Setswana.

LONGER REPORT

Apart from the informal book, a comprehensive academic report about the merger will also be published.

"This report – compiled with the help of several collaborators – will present the bigger picture of the merger," says Prof Piet Prinsloo, former rector of the Vaal Triangle Campus who manages the project.

This report will focus on the events surrounding the merger and the development of the NWU during the first 10 years.

"It is important that we record the history of the NWU's first decade," says Dr Theuns Eloff, the vice-chancellor.

"The facts, figures and graphs are essential, but the stories of the people – about their uncertainties and expectations – are just as important. We would like to convey something of the humanity and the corporate culture. With the combination of the academic report and the more informal book, we should be able to reflect everything about the merger."

A limited number of academic reports will be printed, as in the case of a thesis, and a couple of thousand copies of the informal book written by Cornia.

Both versions will appear in the second half of 2014.

Outstanding alumni receive awards

The NWU has publicly recognised 10 outstanding alumni for their personal and career accomplishments and their exemplary contributions to society.

Former State President, Mr FW de Klerk, received the Lifetime Achievement Award and nine other prominent alumni received Alumni Awards during a prestigious awards ceremony held on 6 September 2013 in Johannesburg.

The Lifetime Achievement Award honours distinguished individuals whose extraordinary

lifetime achievements, personally and professionally, make them inspirational role models for the future. Mr De Klerk's political contributions and his efforts to promote democracy make him a worthy recipient of this prestigious award.

The Alumni Award is given to alumni who have made exemplary contributions to society and who demonstrate continued commitment to the NWU. These recipients have achieved distinguished personal and career accomplishments.

The Alumni Award recipients nominated by the Mafikeng Campus were Judge Yvonne Mokgoro, Justice Bess Nkabinde and Dr Bismark Tyobeka.

Prof TT Cloete, Dr Johan van Zyl and Mr De la Rey Venter received their awards as Potchefstroom Campus alumni.

The recipients from the Vaal Triangle Campus were Mr Eric Bukasa, Prof Johann Coetzee and Mr Maans Pretorius.

Annual report tells a story of growth and stability

The 2012 annual report tells the story of the NWU – a tale of continuing growth, good management and financial stability.

The annual report is filled with evidence of growth – from our student numbers and the master's and doctoral degrees awarded, to the number of postdoctoral fellows and researchers rated by the National Research Foundation.

One of the biggest success stories of 2012 was the increase in research output. In fact, with a total research output of 1 830 units (23% higher than the previous year), 2012 was one of the best years since the merger.

Teaching-learning also continued to grow – evidence of this is that 88,2% of our undergraduate students passed in 2012. This is not only the highest percentage since the merger in 2004, but is also yet again significantly better than the national average.

A HELPING HAND

To make this growth possible, the NWU

supported its staff and students in various ways.

For staff members there were various workshops and competitions to encourage them to improve their skills, while career counselling, wellness services, academic support and financial aid were available to students.

SOLID FOUNDATIONS

Another way in which the NWU supported its staff and students was by ensuring that they had modern and well-maintained buildings and facilities at their disposal.

According to the annual report, the university spent R219 million last year on the construction or maintenance of buildings on all three campuses and at the Institutional Office.

Some of these funds came from the NWU's total budget of R2,7 billion. This budget was funded by a combination of subsidies

received from government (41%), student fees (26,5%) and money earned through commercial activities, including royalties, licence fees and work done for the business world and the industrial sector.

STABLE FINANCES

Careful financial management enabled the NWU to once again produce a surplus for 2012, which is encouraging against the background of the current challenging economic climate.

This financial stability serves as a solid foundation for the development and progress at the university. Growth without stability creates uncertainty, and stability without development leads to stagnation.

The annual report reveals how the NWU remained vibrant and buoyant by keeping the right balance between growth and stability, resulting in the striking success story of 2012.

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total student enrolments	40 145	38 596	38 709	44 726	47 008	50 589	55 732	56 641	58 752
Undergraduate pass rate (contact and distance)	75,20%	78,80%	78,36%	79,48%	81,20%	83,60%	83,50%	85,20%	88,20%
Degrees and diplomas awarded (total)	9 657	7 746	9 825	11 345	12 337	13 445	15 083	15 904	14 669
Master's degrees awarded	626	700	765	618	583	659	633	639	670
PhDs awarded	87	82	110	124	100	123	129	115	154
Total publication equivalents	275	326	361	376	503	448	591	773	935
Total research output units	798	865	1 075	1 061	1 084	1 186	1 330	1 483	1 830
NRF-rated researchers	73	85	82	95	103	116	117	125	140
Graduation rate	24%	20%	25%	25%	26%	27%	27%	27%	25%
Postdoctoral fellows	9	17	18	34	38	48	69	89	114

The annual report reflects the results of the year under review, and also compares the year-on-year results since the merger.



International evaluation panel

In this issue we focus on an internationally managed panel that the university has appointed to evaluate the NWU. Dr Theuns Eloff, the vice-chancellor, talks to Eish! about this evaluation.

Q: *What in your view is the main purpose of the project?*

A: It is in the first instance to give an overview of the 10-year merger period and secondly to leave a document about what has been done and what is still outstanding for the new vice-chancellor at the end of my period of service. The evaluation mainly concerns the extent to which the NWU has implemented its mission and achieved the merger objectives.

Q: *How will the process unfold?*

A: During the indaba of the Institutional Management (IM) at the end of July, further planning work was done. Members of the IM are now going to compile a self-evaluation report which will look back at the work done during the past 10 years.

The report will focus especially on teaching-learning, research, implementation of expertise, human capital, transformation, finances and infrastructure. This report will be submitted to an internationally managed panel towards the middle of November.

Q: *Who are the members of this panel?*

A: The international members of the panel are Prof Frans van Vught of the Netherlands (chairperson), Prof Lynn Meek of Australia, and Dr Torben Rasmussen of Denmark.

The South Africans on the panel are Prof Barney Pityana, former vice-chancellor of Unisa, Prof Mala Singh, who was a member of the Higher Education Quality Committee and the Council for Higher Education, and Dr Nico Cloete, the director of the Centre for Transformation in Higher Education, which will serve as secretariat during the panel visit.

Q: *Why are there international experts on the panel?*

A: The NWU does not only compete nationally, but also internationally. That is why it is

important to receive input from experts who will have an international view of the university. International representation on the panel will also enhance the credibility of the report.

Q: *How will the panel approach the evaluation?*

A: We cannot prescribe to the panel precisely what they should do, but it is expected that they will study the self-evaluation report and conduct interviews with members of senior management at the Institutional Office and on the campuses early in January 2014. After that they will compile a final report.

Q: *Will the final report be made public?*

A: Definitely. It will coincide with the festivities for the 10-year anniversary of the merger. It will be useful to have a look at the positive milestones that have been reached, as well as at more critical comments on the merger.

Q: *Do you anticipate that there will be objectives we have not achieved?*

A: We believe that we have achieved most of the objectives for the merger that were set at the time by the Department of Higher Education, but it depends on how the objectives are interpreted. The question is for instance whether we have progressed far enough with our levels of employment equity in the eyes of the politicians.

There is one objective, however, that we did not want to achieve from the start, and that was to present technikon-type subjects on the Mafikeng Campus.

The matters not yet fully addressed are internationalisation and institutional advancement (fundraising among others). Because our main focus after the merger was internal, we made a late start in paying attention to these matters. Nowadays, however, these are some of our most important strategic objectives.

Q: *Which objective have we met most successfully?*

A: I think that we were very successful in the development of good administrative management as far as transformation and empowerment are concerned. Despite the major challenges posed by the merger, student numbers at the NWU continued to grow, and we were able to maintain stability and retain programme accreditation and staff.

We are also proud of the remarkable growth in our research output and we believe that our management model – which helped us to close the gap between the merger partners – was also successful.

Q: *Do other universities also do this kind of evaluation from time to time?*

A: I do not know of other universities that have conducted similar evaluation projects. It is definitely not a general practice. When Prof Carools Reinecke was still rector of the former Potchefstroom University for Christian Higher Education, he actually did it in 2001/2002 before his term expired.

In our case, it is an excellent opportunity to give the next vice-chancellor an overview of the objectives and milestones that have already been achieved.



This is a busy office

*Mr James Botha, advocate at Institutional Legal Services, is the acting institutional registrar following the resignation of *Prof Themba Mosia, the previous registrar. Eish! talked to James about his temporary appointment and the challenges that are part of the registrar's office.*

This is a busy place – one realises that when Mr James Botha reports on his first few weeks as acting institutional registrar of the NWU.

"I did not really understand why the responses of members of the Institutional Management to emails are so brief and why one has to wait such a long time for an appointment with one of them or with the institutional registrar," James says.

The reason for this became obvious to him when he started acting as institutional registrar on 1 July 2013 and was confronted with the masses of emails and appointments that go with the position.

"There are just so overwhelmingly many! It is not unusual to return to the office after lunch-time to discover that 40 or 50 emails have arrived in the meantime."

MAKING DECISIONS

What adds to the challenge, according to James, is that the institutional registrar has to give answers and take final decisions, especially when the requests in the stream of emails are about matters pertaining to his line functions.

"Then I think about the poor vice-chancellor (and say a quick prayer for him) in the office next to mine, who is at the very end of the line when it comes to decision making."

James says that his daily programme nowadays is dictated by the institutional calendar. "Because I am responsible for the Institutional Secretariat, my life at this stage mainly consists of agendas, meetings and the scrutinising of minutes. That I have not yet missed any sleep because of these is thanks to the team of the Institutional Secretariat who assist me each day."

DECIPHERING ABBREVIATIONS

A major challenge has been to get on top of

the academic and quality processes – and the accompanying abbreviations.

"Luckily Dr Jannie Jacobsz and his people know all the abbreviations – I am privileged to have such experienced people to support me."

The student administrative systems and the envisaged implementation of the Quali Student software were also totally new to him.

Experienced NWU colleagues such as Mr Attie Juyn of Information Technology Central and Mr Jacob Philip Ellis of Student Administrative Systems once again came to his rescue.

"With their guidance I soon grasped the strategic importance of these."

ON MORE FAMILIAR TERRITORY

Sections not so unfamiliar to him are Institutional Record Management and Administration under the leadership of Ms Amanda van der Merwe, and Archive and Museums under Ms Annette Kellner.

"As part of Legal Services I previously worked with them and so far we have found solutions for all issues."

TAKING A BREAK

James sometimes hankers after his old office at Legal Services, especially when the pace becomes too rushed.

"Fortunately, Ms Lerato Tsagae, my personal assistant, is here to keep me calm and to make

coffee when things turn rough. I think that is why Prof Mosia appeared to be so relaxed – it is the effect Lerato has upon one."

In spite of the pressure, he enjoys his work as institutional registrar. His legal background also comes in handy, he says.

"It gives me sufficient self-confidence to investigate each matter from all angles, to consult extensively, and to take not necessarily the easiest but the right decisions."

James has very specific objectives for the months that lie ahead.

"If I can protect the integrity of my predecessor and this office for the duration of my term and be able to hand over an effective and 'up to date' office to the new institutional registrar in 2014, I will be satisfied."

* Prof Themba Mosia, who served as institutional registrar of the NWU from 1 January 2008 to 30 June 2013, is currently the Vice Principal: Student and Residence Affairs and Accommodation at the University of Pretoria.

◀ Mr James Botha, the acting institutional registrar, says due to his competent colleagues he feels up to facing this busy office.



Lawyers should be critical,

In our series of articles about NWU deans, Eish! talks to Prof Nicola Smit, the dean of the Faculty of Law on the Potchefstroom Campus. Prof Nicola has exciting plans for the faculty and strong views on the qualities that lawyers should embody.



Prof Nicola's husband, Gabriel, also studied law. They met when they were both assistants at Unisa, and got married in 1997.

Prof Nicola, who took up her position on 1 January this year, would like to establish the Faculty of Law as one of the top law faculties in South Africa and aims to make it the first choice for top learners who decide to study towards a legal career.

In the rapidly changing South African legal landscape, she feels it is more important than ever for law professionals to think independently, analytically and critically so that they can make fair decisions that will help promote and maintain democracy in South Africa.

It is crucial for the country to have an independent judiciary, she says. For this very reason, the faculty fulfils an important role in ensuring that students are adequately prepared for their future roles.

PREPARING STUDENTS

Prof Nicola says young lawyers entering the workplace often find themselves in a position where they either have to sink or swim. Law

faculties have to help students cope by equipping them with the necessary skills to ensure success. Good analytical writing and interpretation skills are particularly critical.

She feels proud that the faculty had the foresight to adjust the curriculum and make provision for additional modules to develop and enhance the writing proficiency of students.

PASSIONATE STAFF MEMBERS

Prof Nicola is surrounded by talented staff members. "Institutions are only people and the quality thereof is determined by the dedication of the people involved.

"I am particularly privileged to work in the company of experts whose work is also their passion."

She finds the Potchefstroom Campus exceptionally beautiful and quickly felt at home as a result of the support she received from staff members.

JURISTS FOR SOUTH AFRICA AND ABROAD

Students should be able to function independently, Prof Nicola says. "When they enter the career world, more than theoretical knowledge is involved. In the world out there, there are actual clients with real money and real problems to be solved."

MAKE MA GRIETJIE'S VELVET PUDDING

Prof Nicola would like to share her mother's velvet pudding recipe with Eish! readers:

200 ml sugar
¾ cup flour
some salt
1 litre milk
4 eggs, separated
2 tablespoons butter
vanilla essence
4 tablespoons apricot jam (or as required)

Set oven to 180°C. Mix the sugar, flour and salt with two yolks and some of the cold milk. Heat the rest of the milk to almost boiling and pour it slowly over the mixture. Mix

to prevent lumps and stir continuously over low heat. Boil slowly and continue to stir until it starts to thicken. Beat the yolks and add the hot mixture. Add the butter and the vanilla. Spoon into a well-greased ovenproof dish and bake for 40 minutes. When it is light brown on top, remove the pudding from the oven and put small dabs of apricot jam on top. Beat the egg white with one spoon of sugar in it until stiff. Cover the apricot jam with egg white. Return the pudding to a cool oven until the egg white is light brown. Serve immediately and enjoy!

independent thinkers

She adds that most students live in hope that their degrees will ensure not only local, but also international opportunities. Although the faculty does indeed provide undergraduate exposure to the international legal world, postgraduate studies have an especially strong international comparative component that enables students to embrace global opportunities.

"Our faculty is among those with the most enrolments for doctoral and master's degrees at the NWU. It is important to encourage postgraduate studies and to provide students with opportunities to make meaningful differences in the career world," Prof Nicola says. "I would also like to promote mercantile law as a commercial postgraduate field of study and thus provide quality lawyers for the corporate world."

READY FOR CHALLENGES

Prof Nicola believes that motivation plays a very important part in the ultimate success of students. "I want to work to the best of my ability, together with students and lecturers, to make a significant impact upon the lives of young people. My objective is to launch new projects that will support students to achieve the best possible results and thereby

make the faculty the first choice for prospective students."

She regards technology as one of the major challenges for a legal career. Prof Nicola says it is becoming increasingly important in this traditionally conservative profession to train students to use technology effectively. The new initiatives she has in mind will enable the campus's law students to excel in the highly competitive workplace.

Her positive attitude is inspired by her admiration for people. "People are precious. Everyone is exceptional in his or her own way. People have the ability to be creative. It's exciting to realise the fantastic discoveries and wonderful art and music which people are able to create." She believes that every person has the ability to make a constructive difference in the world.

With Prof Nicola's people skills and her infectious enthusiasm for the legal profession, there is no doubt that her faculty will attract top learners and deliver graduates who will make a positive difference in South Africa.

Prof Nicola loves piano music. She likes to play the piano and listens to Chopin's compositions for relaxation.



Interesting things about Prof Nicola

My favourite dishes: Biryani, curry, sushi and my mother's velvet pudding.

My favourite movie: It is difficult to decide. There are so many that I like, but if I have to choose one I would say it has to be *Schindler's List*.

My favourite music: Any piano music, but I prefer Chopin when I want to relax.

My favourite pet: My three dog children, the little dachshunds: Gracie, Ellie and Leo.

What I do for recreation: I read, listen to music and play the piano. I also love gardening and mosaic art. I have to keep busy at all times.

What I still want to do: I would love to visit Antarctica. I love travelling and it would be an experience to go to Russia, especially Moscow's Red Square.

My family: There is my husband, Gabriel, and me, and the three dachshunds.

My youth: I grew up in the friendly city, Port Elizabeth, but we moved to Pretoria when I was 12 years old.

My favourite mottos: There are two. Mahatma Gandhi's "Be the change you want to see in the world" is my personal motto. As an academic, my favourite motto is: "There's nothing as practical as good theory."

What I don't like: Disloyal and ungrateful people.

Population, development and health under the microscope

The campus recently hosted the eighth annual Population Association of Southern Africa (PASA) conference.

The theme of the conference, which took place from 10 to 12 July 2013, was "Population, Health and Development". This is the second time the campus has hosted the conference.

Keeping up the tradition of the conference, the delegates celebrated World Population Day on the second day. This year's celebrations focused on awareness of adolescent pregnancy.

In her opening address, Ms Thandie Hlabana, president of PASA, emphasised that the conference should seek to raise awareness of global population issues.

"Population statistics should guide research and be able to change the lives of ordinary citizens," she said. "One of the challenges for population scientists is to stimulate interest in population matters among governments at various levels, national and international organisations, scientific bodies and the general public in Southern Africa."

PASA is a scientific regional body established in 2005 with the purpose of bringing demographers and population scientists together to discuss and find ways of addressing population and development challenges in the Southern African region and beyond.

Student delivers paper at Cambridge University

It's not every day that a South African student has the opportunity to be a speaker at one of the world's oldest and most famous universities. Naledi Modise recently had the privilege of delivering a paper on violence against women and children in South Africa at Cambridge University in the United Kingdom.

Naledi, a third-year student who is majoring in Political Science and History, delivered her paper on the realities of corrective rape during the Young African Scholars Meeting that took place from 14 to 16 July 2013.

She was selected from a group of 25 students from various South African universities during the African Institute of South Africa's biennial conference held at the Vaal Triangle Campus in February this year.

Naledi says that this opportunity was a milestone in her life. "As a final-year student, the opportunities that such a conference delivers and the new insights I gained not only enhanced my understanding of the world and my role in society, but it has already given me different perspectives about academia."

Naledi Modise did the Mafikeng Campus proud when she delivered a paper at Cambridge University.

Soccer Institute upgraded



◀ New upgrades at the Soccer Institute also include two changing rooms with showers (top) and an ice bath room (bottom).



especially now that some Varsity Cup matches are being played on campus.

A barricading fence around the soccer pitch and the upgrading of the spotlights will be completed soon. This will ensure that spectators do not disrupt play and that matches can be televised on the different sports channels.

The Soccer Institute has been upgraded to ensure that standards are on par for the hosting of high-profile games.

The facilities now include – amongst others – additional office space and a tunnel leading players from the changing rooms onto the pitch.

According to Mr Rick van Rooyen, sports manager, these developments are very important,

The FNB Varsity Soccer Competition kicked off on a high note on 22 July 2013 when our team demolished Wits four goals to nil.

The campus hosted the first home game on 29 July and this game was also televised live on SuperSport – a first for the campus.



Alternative fuels available in near future



The training centre, equipped with a training plant, will use waste cooking oil to manufacture bio-paraffin that is less hazardous to people's health. The aim is sustainable knowledge transfer by teaching the theoretical and the practical side of collecting and processing waste oil into bio-paraffin.

"This project is a step towards creating a sustainable bio-based economy and teaching our people how to transform harmful waste into usable household products," says Prof Sanette Marx, the project leader.

Students will learn how to clean and upgrade waste cooking oils into bio-paraffin and set up a supply chain for the provision of used oils in Soweto or similar geographical and socio-economic settlements.

In addition, approximately 20 to 30 women and men will be trained in waste oil collection.

"We want to be a faculty where students are taught practical and hands-on skills and where our research is relevant to the industry and uplifts the community, and this project will do exactly that," says Prof LJ Grobler, the dean of the faculty.

Low-income communities should soon have a safer alternative to paraffin. The Faculty of Engineering and Alensys, a German leader in biomass and biofuel energy, are collaborating to establish a R2,2 million bio-paraffin training centre.

Paraffin is a mixture of hydrocarbons, currently produced from fossil-based fuels, and releases toxic fumes when burned. In South Africa, paraffin accounts for 54% of deaths in informal settlements due to fires, respiratory illnesses and children accidentally consuming paraffin.

Donation sets changes in motion

The Ferdinand Postma Library has received a R300 000 donation for the refurbishing of facilities to reflect international trends.

Ms Elsa Esterhuizen, Director: Library Services, says that library users' needs are changing and libraries must keep up with these changes.

"The international trend is to separate research facilities from the normal information services to provide senior students with an allocated space equipped with computers and other research aids," she says.

In addition to a modern knowledge commons for postgraduate students and other researchers, the number of books on all floors will be reduced. This space will then be filled with newer books which can be paged through. A space to store the older books will also be created.

Prof Herman van Schalkwyk, the rector, says the role of the library has changed quite significantly in the past few years and has become a much "friendlier" environment. "The change perfectly suits the NWU's vision to be a world-class research institution."

Procession follows tradition along Lover's Lane



The academic procession, led by Mr Bertus le Roux, moves along Lover's Lane.

The campus has adopted a new custom by leading the academic procession from the Council Chamber along the well-known Lover's Lane to the Sanlam Auditorium.

Since most of the traditions followed at NWU graduation ceremonies are based on conventions of Oxford University in the United Kingdom, this new practice falls into step with the Oxford tradition of leading the procession through the streets of the town.

The first undergraduate ceremony that followed this route took place on 15 March, and the ritual was repeated on 21 May at the master's graduation ceremony, and again on 23 and 24 May during the doctoral graduation ceremony.



Dr Liana le Roux and Dr Ansie Fouche (right) wish to expand their research to the rest of South Africa to gain a clearer view of the situation nationally and ultimately to work towards finding solutions.

Study looks at pre-trial therapy

Despite South Africa's highly acclaimed constitution which is designed to protect public and individual human rights, our legal system sometimes functions to the detriment of sexually abused children.

It is this reality that Dr Ansie Fouche of the Department of Social Work in the School of Behavioural Sciences, and her colleague Dr Liana le Roux from the University of Pretoria, sought to explore through their research.

During their study, Dr Ansie and her colleague interviewed various role players about their opinions on what really happens in practice and to determine how the legal system can take better care of young victims of sexual abuse.

They have found that years can pass between the time when a sexual crime against a child is reported and when the child testifies in court.

Making the situation even more challenging is that public prosecutors often advise victims' families not to send children for psychological counselling before the trial.

The reason is that the defence often uses the counselling to label the victims' testimony unreliable, as children are viewed as easily influenced by suggestion.

Although this precaution seems sensible from a legal perspective, it is often to the detriment of the victim who is in great need of help to make sense of what has happened.

Prof Haidee books her place at the awards

Prof Haidee Kruger, programme leader for Translation Studies in the School of Languages, is the co-winner of the 2013 European Society for Translation Studies' Young Scholar Prize.

She has won this prize for her book (and doctoral dissertation), *Postcolonial polysystems: the production and reception of translated children's literature in South Africa* (Benjamins, 2012). Prof Haidee shares the prize with Ms Beatriz Cerezo Merchán of Universitat Jaume I in Castelló, Spain.

Prof Haidee is also the author of two books of her own poetry, titled *Lush: Poems for Four Voices* (2007) and *The Reckless Sleeper* (2012). The European Society for Translation Studies (EST) was founded in Vienna, Austria in 1992 and now has members in 46 countries. It functions as a network for research, forum for exchange and centre for research resources.



Prof Haidee Kruger and her co-winner will receive the 2013 EST Young Scholar Prize in September during the 2013 EST conference in Garmersheim, Germany.

Faculty jump starts business careers through BAT

The Faculty of Economic Sciences and Information Technology recently gave registered students and graduates the opportunity to take the Bloomberg Aptitude Test (BAT) on campus.

The BAT is a standardised test for students and graduates who want to pursue a career in the business world and are interested in finding a job or internship opportunity.

According to Prof Herman van der Merwe, dean of the faculty, the test is a great evaluation tool. "The BAT has two main purposes: to serve as a learning tool to evaluate your own knowledge and to help students with employability in the business sector," he says.

Over 100 000 students worldwide have already taken the test and according to the Bloomberg Institute, which runs the test, over 20 000 employers have connected with students to discuss job opportunities in the past six months.



The BAT is a two-hour online test, divided into eight different sections, and contains 100 multiple choice questions. The test is based on real job situations and tests students' decision-making skills. It assesses aptitude rather than theoretical knowledge and is offered free of charge.

The Bloomberg Institute has a Talent Search database that allows employers to contact participating students. Students can post their profiles anonymously, ensuring fair recruitment on merit.

These NWU experts know their stuff

Members of the NWU continuously share their expertise with the community wherever the opportunity arises during speeches or interviews with the media. In our ongoing series we would like to share the following quotations with our readers.

“We are facing a looming disaster in the South African education sector. Unless we do something about the poor quality of our basic education system, we will suffer the consequences because our universities will become unsustainable. Higher education can contribute to solving the problems that South Africa faces, but the sector is dependent on the optimal functioning of the school system. The World Economic Forum ranks South Africa as a shocking 133rd out of 142 countries for the overall quality of its education system.

We are already seeing what that means in practical terms.”

Prof Herman van Schalkwyk, Rector: Potchefstroom Campus
“The role of universities in averting disaster”, Yahoo.com, 3 June 2013.



“Seen against the larger background, Obama’s visit to South Africa was very positive. Obama praised South Africa for its leading role in the African Union and described the country as a ‘critical partner’ with which America can enter into partnership with Africa to help empower the continent. ...I think it was a good visit and we had the opportunity to see a good orator and leader in action.”

Mr Theo Venter, Business School, Potchefstroom Campus
“Obama se Afrika-planne” / “Obama’s plans for Africa,” Volksblad, 3 July 2013.



“South Africans are united by Mandela Day and it can play a fundamental role in future as far as coherency and solidarity are concerned. For most South Africans Mandela is an icon – white and black are hereby united and in a symbolical way most people now wish to become part of this noble solidarity.”

Prof Freek Cronjé, School for Social and Government Studies, Potchefstroom Campus
“Suid-Afrikaners só saamgesnoer” / “South Africans united”, Die Burger, 18 July 2013.



“Each time we think that a new technology is going to upset the apple cart. Moocs (massive open online course – a free online course that is open worldwide for anybody and unlimited as far as numbers are concerned), is only another mechanism for learning, but I hope it provides access to people who cannot afford it in another way (to study further).”

Prof Herman van der Merwe, Dean: Faculty of Economic Sciences and Information Technology, Vaal Triangle Campus
“Mooc ‘n plan en leer aanlyn” / “Mooc a plan and learn on-line”, Beeld, 24 June 2013.



“The current South African law student has a much more urgent and basic need than the ability to translate Latin legal texts. Students increasingly show an inability to handle the meta-language of the academic world, to spell, to memorise and to systematically analyse and solve problems. Research proved that even one year of Latin teaching addresses these needs effectively.”

Prof Marianne Dirksen, School for Ancient Language and Text Studies, Potchefstroom Campus



Letter in reaction to article about gaps in the academic skills of prospective lawyers, Beeld, 6 June 2013.

And the **winners** are...

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



Institutional Office:

Ms Wilna Esterhuizen,
administrative officer,
Human Capital



Mafikeng Campus:

Mr Dumile Mlambo,
communication officer,
Marketing and Communication



Potchefstroom Campus:

Ms Vernice Swarts,
secretary, School of Geography and
Environmental Management



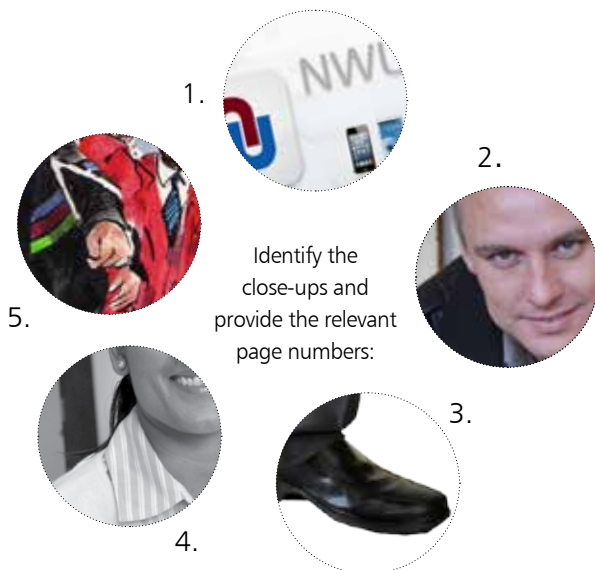
Vaal Triangle Campus:

Ms Innocentia Mphuthi,
administrative assistant,
Office of the campus registrar

We would like to thank everyone who participated. If you were not so lucky the first time, here is another opportunity to take part in our exciting competition:

Win! Win! Win!

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



1.

2.

3.

4.

5.

Identify the
close-ups and
provide the relevant
page numbers:

6. Where can you listen to the latest NWU radio advertisement?
7. Who did the "green" audit at the NWU?
8. What is the NWU's total research output for 2012?
9. What is the name of the Mafikeng Campus student who delivered a paper at Cambridge University?
10. What is the name of Prof Haidee Kruger's book for which she won the 2013 European Society for Translation Studies Young Scholar prize?

SEND YOUR ANSWERS TO:

Post: Marelize Santana
Internal box 260

Email: marelize.santana@nwu.ac.za with **Eish!** in the subject field
Remember: Please supply your staff number, title, name, surname, job title, and the name of your division and campus

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



IF I COULD BE A SUPER HERO...

In a new series of articles, Eish! asks staff members how they feel about a specific topic. To set the ball rolling, we find out which super hero they would like to be and why.

Mr Jermaine Pofaan, messenger, Potchefstroom Campus: "I would like to be Superman. Then I can help everybody who has problems. Superman is always on the scene as quick as a flash and is able to immediately make a difference. My favourite Superman abilities are to be able to fly and of course when he takes up his characteristic position. If I could be Superman, any challenge would be just child's play."

Mr Tommie Pietersen, senior administrative assistant, Quality Office, Institutional Office: "My choice is the serious but sometimes also comical Iron Man. I became a devoted follower after watching the Iron Man movies. I would love to get into the Iron Man suit with all its interesting functions. Just think of it, a camouflaged senior administrative assistant Iron Man to the rescue! Perhaps Protection Services would then be no longer required."

Mr GP van Rhee van Oudtshoorn, lecturer, Faculty of Arts, Potchefstroom Campus: "I would like to be Magneto from Marvel Comics. Besides his ability to generate and manipulate magnetic fields, I find the intrigues around his character fascinating. Magneto seems to experience an ongoing existential crisis with his tragic history, controversial ideological idea of power and dynamic interaction with other characters. Although he is mostly regarded as the enemy rather than a friend, he is not inherently bad. His

nature is reflected in the objects he manipulates. He lives a full, meaningful life!"

Ms Loraine Nel, Residence Manager, Mafikeng Campus: "In my childhood days my father told me the tale of my super hero, Joan of Arc. On my 16th birthday he gave me a book on her life, *Maid of Heaven*. As a 16-year-old she took command of the French army and led it to many victories against England. At the age of 19 she was condemned to be burnt to death at the stake. After a quarter of a century had passed, she was pardoned by the Pope. About 500 years later she officially became a saint of the same church that had previously executed her. I would like to have her wisdom and fearlessness."

Ms Lerato Tsagae, personal assistant of the acting institutional registrar: "I would like to be like Aquaman. I think that in the same way as he rules over the entire ocean without fear, I rule my office without fear. He does not stop at any challenge, no matter in which depths he may be. This is also my view of life. Challenges exist to be overcome."

Prof Herman van der Merwe, dean of the Faculty of Economic Sciences and Information Technology, Vaal Triangle Campus: "On 18 July I wanted to be Nelson Mandela. He is someone who has touched so many people's lives with love, compassion, wisdom, insight and vision. Right now I want to be Superman, to solve others' problems, to help where there is need and to comfort where there is sorrow. Tomorrow I would love to be Solomon because I would then attend various high-level international discussions to

take the faculty's initiatives to a higher level. During the weekend I want to be Herman van der Merwe, the super hero, for my children and my wife."

Ms Annette Willemse, communication officer, Marketing and Communication, Vaal Triangle Campus: "I want without any doubt to be Batman. The advantages of being like this phantom of the night are legion:

- Black is flattering for all figures;
- With a mask I would never again experience a bad hair day;
- I would have my own (approved) trade mark ... as the trade mark ambassador of the campus, this is important to me;
- I would, like Wayne, by day be at the helm of my own business empire (and everyone who knows about my lack of administrative skills is aware that I regard administrative skills as already a super power!)
- Best of all: I would never again be afraid when a bat makes a dash at me!"

Ms Norah Taole, personal assistant to the rector, Mafikeng Campus: "She-Ra is a symbol of the vigour and inner strength that women have. She is an example that women are able, just like men, to conquer the world. She does it with elegance and does not destroy too many things in the process. I am a passionate woman who believes that my personal strength can change the world. My sword is prayer and I believe that the power thereof can save any person who believes therein. I handle my work with elegance, dignity and respect for people, just like She-Ra."



OUR people

This friendship endures

There's more to the NWU's people than just hard work. After-hours and on weekends, they live life to the full, often using talents that you didn't even know they had. In our ongoing series on the fascinating people who work at the NWU, we pay a visit to an endurance horse rider.

About 11 years ago, Prof Johan Rost, Executive Director: Finances and Facilities at the Institutional Office, exchanged his Comrades running shoes for a saddle.

He had just completed his eighth ultra-marathon and had decided to bid farewell to that sport and take up a new one. Making the change from a marathon athlete to endurance rider was a natural process and a painless transition, he says. "My love for horses came from an early age. I was able to ride a horse before I could ride a bicycle."

Interestingly enough, his involvement with endurance rides started when Dr Theuns Eloff, the vice-chancellor, introduced him to the sport. "Initially I started to practise with one of his horses," he says.

Prof Johan says that each kilometre he covers on horseback is special to him. So far, he has completed endurance rides covering a total distance of 3 924 km. He competed in places such as Sannieshof in North West and even as far as Namibia. Some of the highlights were his participation in the Three Nations endurance ride in Walvis Bay and his achievement of provincial colours in the sport.

He took part in his first endurance ride in January 2002. He has since participated in several rides of the Endurance Riders Association of

South Africa, that sets the national standards for endurance rides, and the Federation Equestre Internationale, that sets the international standards.

For Prof Johan, horse riding has an absolutely therapeutic effect. "It calms down one's mind. The bond between rider and horse deepens to such an extent that they begin to function as a unit. It is extremely fulfilling when the horse responds to the tone of the rider's voice. The horses are not 'lifeless servants'. They have personality and sometimes also their own whims and fancies. Horse and rider have to get to know and understand each other."

He says that the bond between him and his favourite horse, Hurst Texas, grew during one particular ride in Fauresmith. "Hurst Texas performed well during the ride, but over the last 20 km leg of the 120 km ride he began to get tired. I continuously talked to him and motivated him and we finished in good time."

According to Prof Johan, a very important aspect of endurance rides is caring for the horses before, between and after the different stretches of an endurance ride.

It is this aspect that makes the sport so extra special to him because his

wife, Liez, looks after this caring. He thus regards endurance rides as a family sport.

"We are a team. It is wonderful to share the endurance ride experience with her. She is particularly devoted to ensuring that Hurst Texas stays in top condition," he says. Liez, with the assistance of their assistant stableman David, ensures that the horse has enough water, that his food is nutritious and plentiful, and that he receives electrolytes when necessary.

As in any other sport, disappointment is also inevitable. In June 2007 he completed the entire 200 km endurance ride in Fauresmith. "The veterinarian noticed that something was the matter with my horse, Belanrich Torah El Arab, and even though he could not tell me what exactly was wrong, my horse and I was nevertheless disqualified."

Belanrich Torah El Arab died at the beginning of this year. Prof Johan says that if you have participated in endurance rides with a horse, and together experienced the highs and the lows, the death of such an exceptional animal is an immense loss.

One of the best compliments he has received was when a veterinarian praised his horsemanship after a race: "If more people were horsemen like you, fewer horses would drop out during endurance rides." For Prof Johan this is the essence of the sport: to take part in endurance rides in a way that is in the interests of the horse as well as the rider.

The race is far from over for Prof Johan, who has stamina to spare and the drive to keep moving forward when the going gets tough.

** If you know of a colleague who does something extraordinary or interesting in his or her life outside the university, please send the information to Marelize Santana at marelize.santana@nwu.ac.za.*

After an endurance ride in Fauresmith...



Make this side dish for **Braai Day**



Heritage Day, 24 September, is also known as Braai Day and if you're going to throw a steak on the barbeque, you are well advised to try out the tried-and-tasted scone recipe of Mr Louis Jacobs, the Institutional Director: Corporate Communication and Stakeholder Relations.

SCONES IN YOUR SNACKWICH MACHINE

4 tablespoons cooking oil
1 egg
 $\frac{3}{4}$ cup of milk
1 cup of self-raising flour
1 $\frac{1}{2}$ cup of grated cheese
1 packet of diced bacon
1 large finely chopped onion
Salt and black pepper to taste

Fry the onion and bacon and let it cool. Remove the excess oil. Mix the rest of the ingredients and add the bacon and onion. Scoop the mixture into the quarters of your snackwich machine, close it and grill to golden brown.

Cut open the scones and serve with butter or a green salad. You can also put butter on the scones and grill them over the coals for a while.

The bacon and onion can be replaced by a packet of white onion soup.

ORIGIN OF BRAAI DAY

Heritage Day is also known as Braai Day, which is held under the Braai4Heritage banner and the patronage of Emeritus Archbishop Desmond Tutu. The idea is that South Africans participate together in an activity that is part of all demographic groups' culture.

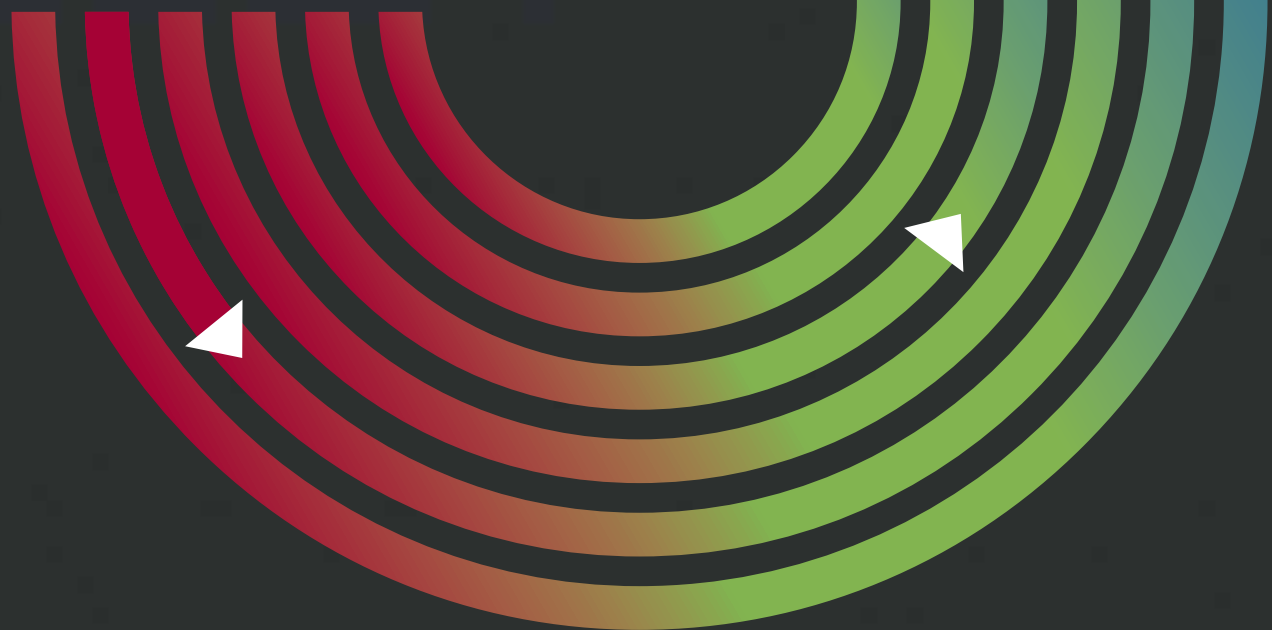
◀ Mr Louis Jacobs from the Institutional Office raises a glass to Braai Day.



Students from the Potchefstroom Campus were recently surprised to see their academics in academic gowns under the plane trees of Lover's Lane. Here Dr Theuns Eloff, the vice-chancellor, and Prof Herman van Schalkwyk, the rector of the Potchefstroom Campus, led the academic procession during the doctoral graduation ceremony on 24 May 2013. You can read about this new custom on p 13.

IT ALL STARTS AT THE NORTH-WEST UNIVERSITY

The North-West University's three campuses in Mafikeng, Potchefstroom and the Vaal Triangle not only offer the very best in tertiary education, but also produce students ready to reshape the world we live in. Through our teaching-learning programmes, our research and innovation projects and our ongoing community engagement, we are not only building a better university, but are also helping to build a better South Africa.



NORTH-WEST UNIVERSITY
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It all starts here™