

eish!



NORTH-WEST UNIVERSITY[®]
YUNIBESITHI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT

VOLUME 7 No 6 October 2013
Staff newsletter for the NWU

**Unique HIV
research to
help mothers
and children**

**LovCaSh is
her passion**



NWU delivers
**Editor of
the Year**

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**WE WOULD LIKE TO
HEAR FROM YOU!**

*Send any ideas or comments to
marelize.santana@nwu.ac.za*



Front page: Prof Shikha Vyas-Doorgapersad believes that one should heal people through love, care and sharing.

Ms Nelia Engelbrecht, member of the Eish! editorial team, recently won the SA Publications Forum's Editor of the Year award.



Be more 'social'

Generation Z – the first generation born with all the advantages of technology – will soon begin to fill the classrooms at the university. And this generation's mother tongue is social media.

As a result of this, they "learn" in a different way: through cooperation and exchanging ideas. In order to prevent the traditional university from becoming extinct, universities will have to adapt and change to accommodate this generation.

This was one of the main themes discussed during the Amabhuhesi Social Media for Higher Education conference that took place in Sunninghill, Johannesburg on 29 and 30 August 2013.

Dr Naomi du Plessis of the Vaal Triangle Campus was one of the speakers at the conference.

Her speech focused mainly on how she uses the mobi platform to communicate with her students, and how she has adapted her lectures to link up with the younger generation's preference for the internet, social media platforms and cooperation.

The best way to reach your students is to be where they are – and that includes social media platforms. It is therefore important to develop a social media strategy within your faculty or department.

Representatives of the faculties of Law, Engineering and Health Sciences attended the conference, as did members of the web team at the Institutional Office.

If you need assistance with the development of a social media strategy for your business unit, send an email to Mr Cobus Steenkamp, web manager, Institutional Advancement, at cobus.steenkamp@nwu.ac.za for more information.

Editorial team: Staff from Institutional Advancement, and communication officers on the campuses. **Language editing:** Clairwyn van der Merwe. **Design and layout:** Graphikos. **Printing:** Ivyline Technologies. **Photography:** NWU colleagues and service providers. **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 Institutional Advancement department in the Institutional Office of the NWU. Should you need extra copies, please contact Nelia Engelbrecht. To receive the Eish! in electronic format, kindly send an email to marelize.santana@nwu.ac.za.

MESSAGE FROM THE VICE-CHANCELLOR

Dear colleagues

The last term of 2013 is at hand and the academic year is coming to an end. Take a breath and enjoy another exciting edition of Eish!

While the academic programme builds up to the final exams, we at institutional level are very busy with the finalisation of the budget and the Institutional Plan for 2014.

We have already decided that 2014 will be a year of consolidation with regard to the achievement of our mission, and there inevitably has to be room for a visioning process under the supervision of a new vice-chancellor.

Our self-assessment report for the internationally led assessment of the NWU, which is

scheduled for early next year, is progressing well, and personally I am very impressed with the way that our institution has grown and improved.

A Council committee is also very busy with the process of appointing a new vice-chancellor and institutional registrar, and we trust that the process will be completed at the Council meeting in November in order to ensure a stable transition process.

Thank you very much for everyone's hard work and good luck with the last part of 2013.

Regards

James Eloff



Eish!, our people have big hearts!

In this edition of Eish! we reveal the spirit of generosity that characterises the NWU's staff.

Read on p 10 and 11 how Prof Rikus Fick has a special place in his heart for students, especially those who are lonely and vulnerable.



This dean for student affairs on the Potchefstroom Campus, formerly with the Faculty of Theology, was also an ordained minister for 18 years.

However, he is not the only minister featured in this edition.

Prof Rantoo Letšosa, the newly appointed Vice-Rector: Teaching-Learning, also on the Potchefstroom Campus, tells on p 7 how he tended sheep as a child and later looked after his flock (his congregation) as a minister or "shepherd" of his people.

His great desire is that all children – including those on farms and in small, rural villages – will have the opportunity to study.

This bears witness to a big heart and a genuine caring for people.

In the same way, Prof Shikha Vyas-Doorgapersad cares for people who experience suffering. Read more about her community service project, Heal Humanity: A Love, Care and Share Initiative, or LovCaSh, on p 18.

LovCaSh, which was launched in November 2012 by Prof Shikha, together with two other women, reaches out to underprivileged people, especially in the Vaal Triangle area.

The Centre for Animal Health Studies on the Mafikeng Campus reaches out too – to developing livestock farmers near the campus.

They present monthly seminars for farmers and improve their knowledge of animal husbandry and the management of stock health, among other things. (More about this on p 12.)

In the next Eish! we will probably focus on Christmas – the time of goodwill.

However, it is heart-warming to see that the goodwill of the NWU staff is not limited to the festive season.

They have big hearts all year long.

Happy reading,

Nelia and the Eish! team



Your wellbeing is our priority

mation you share with your counsellor is confidential, unless you sign a consent form or if the law requires disclosure.

You and your family members can receive counselling for concerns such as:

- HIV and AIDS
- Financial advice
- Legal advice
- Family matters
- Trauma
- Stress
- Substance abuse
- Work-related matters

With the assistance of two external health and wellness service providers, Human Capital is now able to offer all NWU employees better and more extensive health and wellness services.

According to Mr Victor Mothobi, Executive Director: Human Capital, these service providers were appointed to provide employees with a wider variety of programmes and services to support their emotional, physical and professional wellbeing and assist them to realise their full potential.

MORE SERVICES

The NWU Health and Wellness programme, now known as Wellness4U, was recently launched and includes an Employee Assistance Programme as well as WorkLife Balance solutions.

THE EMPLOYEE ASSISTANCE PROGRAMME (EAP)

The EAP provides a free confidential service to connect NWU employees and their immediate families with experienced counselling professionals for help with personal, family, and work-related problems.

Employees may contact the EAP consultants at their own discretion with the knowledge that their contact will be kept confidential.

All EAP records and services are treated with the strictest confidence and employee identity is protected by law. The personal infor-

Although EAP stands for the Employee Assistance Programme, it's just as useful for managers as it is for employees.

Through the EAP, managers and supervisors will have access to various resources, management tools and consultation services.

This will enable them to address management issues, performance problems and all kinds of situations you may not be quite sure how to handle.

WORKLIFE BALANCE SOLUTIONS

Wellness-4U also offers WorkLife Balance solutions. This will offer employees access to services such as:

- assistance for their whole family in medical emergencies, emergency situations at home or on the road
- homework assistance for their children
- an average 20% saving on a wide range of products and services
- travel and accommodation packages at discount prices

PERSONNEL ARE POSITIVE

"Since its launch in September, various information sessions are being held across the four business units to introduce Wellness4U to our staff members," says Ms Helen Mogorosi, Director: Human Capital Development.

According to Helen, staff members are very positive about this new development. They also regard it as a value-adding bonus to the existing services.

"We are excited about this addition to our services and believe it will help all of us to better balance our work and personal lives," she says.

"Our employees are a crucial part of the NWU's success and it is our pleasure to provide you with the benefits that you deserve".

The following ever-popular services will still be offered:

- ID and passport applications
- International driving permit applications
- Renewal of motor vehicle, trailer, caravan and motor cycle licences

SO WHAT DO I DO?

This is how you can make use of the Wellness4U services:

- Call the 24 hours a day, seven days a week toll-free number – 0800 000 119
- Go to the NWU intranet, click on Human Capital and then on Health and Wellness. You will find the link to Wellness4U on that page.

HIV: Research to strengthen mother-child relationships

The research of a senior lecturer and clinical psychologist of the NWU will ultimately assist in bettering the lives of HIV-affected families.

In present day society where broken lives are rife and the effect of HIV further complicates family life, Mr Ruan Spies of the School for Psychosocial Behavioural Sciences on the Potchefstroom Campus, is doing groundbreaking research.

His study, on the phenomenon of HIV-related psychosis in mothers and its role in mother-child attachment, aims to help HIV-positive mothers to optimise a healthy attachment relationship with their children.

Ruan was awarded a prestigious doctoral bursary from the Vrije Universiteit in Amsterdam in the Netherlands for this pioneering research.

He was chosen out of many applicants, proving that his research has national and international relevance.

SHOCKING FIGURES

This is extremely important considering that a staggering 5,26 million people in South Africa are HIV positive. The prevalence is highest among young women, most of them mothers.

Ruan says as many as 15% of HIV-positive people are likely to develop symptoms of psychosis.

This means that they will at times lose touch with reality because of hallucinations and delusions. "This type is different from other psychosis and is fuelled by concerns of what will happen to dependents after the sufferer dies."

He visited six hospitals and nine clinics in the North West, Gauteng and KwaZulu-Natal. A total of 86 people participated in the research. He spent approximately 20 hours with each participant while gathering and analysing the data.

His research focuses on women who have been diagnosed with HIV-induced psychosis, especially the mothers of children between the ages of two and eight years.

MOTHER-CHILD ATTACHMENT

"I am looking at the attachment relationship of these mothers and children."

Ruan says according to the attachment theory a healthy relationship between parents and children is of utmost importance because it ensures the child's survival and urges parental figures to provide for the child's physical and emotional needs.

The degree to which the caregiver provides for the child's needs determines a specific attachment style which has important implications at a later stage in the child's personality development.

VALUABLE RESEARCH

According to Prof Esmé van Rensburg, associate professor and psychologist on the Potchefstroom Campus, the importance of Ruan's research is evident on two levels. Firstly it makes a contribution to HIV-related research

and secondly it offers valuable insight into the attachment between parents and children. "There is a lot of research about HIV but very little about the combination of HIV and attachment studies," she says.

THE BIGGER PICTURE

Prof Esmé says only 30% of children in South Africa are fortunate enough to grow up with both parents actively present in their lives. This is mostly due to HIV-related deaths, divorce and parents who have to migrate for job purposes.

According to her the absence of primary attachment figures in society causes pathological behaviour to escalate. This has a mutating effect and gets passed on from generation to generation.

"Ruan's research helps us to understand and formulate interventions to put a halt to the mutating nature of pathological behaviour caused by disorganised attachment relationships."



Mr Ruan Spies, senior lecturer and clinical psychologist of the School for Psychosocial Behavioural Sciences, Potchefstroom Campus, with his local study leader, Prof Esmé van Rensburg, associate professor and psychologist.



Fraud and misconduct

Recent incidents of fraud and misconduct have prompted the NWU's Internal Audit team to host a fraud and misconduct workshop. The team spoke to Eish! about the pitfalls that may lead to misconduct and ultimately misery and humiliation for guilty employees.

Imagine hearing the verdict: "Guilty!" The realisation sinks in that a career is over, an impeccable personal record is now forever marred as criminal.

There is no turning back; what lies ahead are disappointed family members, disillusioned colleagues, an uncertain future and the possibility of a prison sentence.

Q: Who should be extra vigilant about the possibility of fraud?

A: Any person in a management or supervisory position should always be fully aware of what is going on in their departments.

They should never sign anything without knowing exactly what the implications are.

The responsibility however resides with everyone, employees and managers alike.

Q: What does a typical fraudster look like?

A: According to statistics, a fraudster is usually a single parent. They are almost always between 36 and 45 years old and fulfil finance-related functions.

In many cases they hold senior management positions or fulfill very highly trusted financial roles. They are also almost always longstanding employees who have been with the organisation for more than 10 years.

They understand the systems and processes and work in collusion with other perpetrators.

Q: What motivates people to become fraudsters?

A: There are many reasons, including pressure, need and greed. Opportunity, intention and lack of controls facilitate this behaviour.

In previous cases fraudsters also claimed that they were doing it for their children or sick spouses.

Q: How do fraudsters justify what they are doing?

A: They convince themselves that they are only borrowing and have the intention of paying back whatever they take. This of course does not happen and before long they are caught up in a vicious cycle that they cannot escape.

Q: What are the warning signs that managers should be aware of?

A: One of the signs is overspending on a specific activity or overspending against budgeted expenses.

Others are when employees maintain an inexplicably high standard of living in relation to their salary or are in great financial need.

More warning signs are inadequate documentation or documentation that disappears or is destroyed.

Any changes, as well as incomplete documentation or invoices and documents that are generated in Word or Excel or are hand written, should also be considered with caution.

Managers should be wary of employees who never take leave or are unwilling to make their work accessible to colleagues.

Employees who control too many processes in the system, for instance processing as well as supervision, are also at risk.

Fraudsters tend to practise sloppy or inadequate financial control and do not reconcile transactions at the end of the month to reduce the chance of being caught out.

Q: What measures can be taken to curb fraud and misconduct?

A: It is very important for managers and supervisors to follow up on transactions and documentation.

If you signed for a purchase or transfer, always refer back to it to make sure that the relevant goods or services have actually been delivered.

Q: What should managers and employees be especially careful about?

A: Electronic payments should always be carefully checked to make sure the banking details are correct. Proof of payment can easily be changed.

Other possible opportunities for fraud are cash advances and petty cash. Make sure that the dates of the supporting invoices always fall within the period of the advance.

There is never an excuse for fraud or misconduct. Whatever the reason, it should never be an option!

Workshop held on fraud

The workshop held on 3 October was for managers and employees, and focused on the profile of fraudsters and perpetrators, the tell-tale signs of possible fraud, and consequences and prevention.

The internal audit team is currently busy investigating multiple cases and urges managers and employees to stay vigilant and report any irregularities.

Prof Rantoa is new 'shepherd' for teaching-learning

As a young boy, Prof Rantoa Letšosa looked after a flock of sheep; later, as an ordained minister, his congregation became his "flock".

Today, the newly appointed vice-rector on the Potchefstroom Campus is its "shepherd" of teaching-learning. Prof Rantoa, who has been in this position since 1 September 2013, is determined to make a difference in people's lives.

He says it is his heart's desire to see that all young people get the opportunity to study, even those on farms and in small towns and villages. "With the aid of our present technology it is certainly not impossible," he says.

Prof Rantoa was born in Fauresmith in the Free State in 1969, where he spent his boyhood as a shepherd. "The Lord taught me that you work with sheep in the ministry. Psalm 23 teaches us that the Lord is my Shepherd and He will guide me. John 10 in turn teaches us that a good shepherd walks in front and the

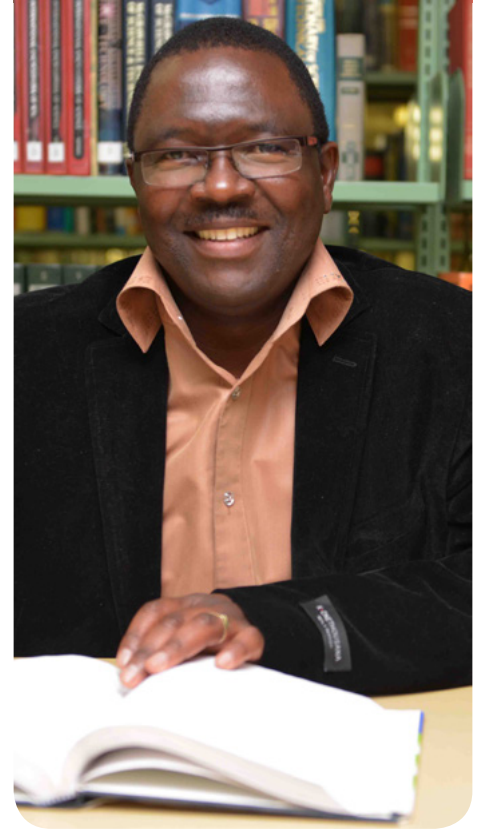
sheep follow him. But today one has to push and goad the sheep a little, because each one wants to go its own way."

After matriculating in Thaba Nchu in 1988, he worked as a security guard, and later as a reception clerk, before commencing his studies in theology.

Prof Rantoa started his studies at the Hammanskraal Theological School of the Reformed Churches of South Africa (RCSA) and continued it at the former Potchefstroom University for Christian Higher Education.

He completed his PhD in Practical Theology in 2002, and became the first black vice-rector at the School of Theology of the RCSA in 2010.

Prof Rantoa is taking over from Prof Mariëtte Lowes, who is retiring at the end of 2014. He was appointed ahead of time to ensure a smooth transfer of responsibilities.



Prof Rantoa Letšosa says we should take hands so that we do not see the difference between white and black any more. "If God wants to use me to bring about change, then I am just the instrument in His hand."

Photograph: Mario van de Wall

Art treasures: from small beginnings come great things

In 1932, there was just £6 in the annual budget to purchase works of art; in the meantime, the NWU's art collection has grown to almost a thousand works.

The collection, started by the former Potchefstroom University for Christian Higher Education, is being made more accessible to the public. A book has been published about it and some of the works were on display at

an art exhibition. The book, *NWU Art Collection: Looking back while moving forward*, was launched on 15 August 2013 at an exhibition in the Botanical Garden and in the NWU gallery next to the library on the Potchefstroom Campus.

As the name of the book suggests, the NWU's collection consists of older and newer works of art. Some of the older works include those by

artists such as Pierneef, Maggie Laubser, Bettie Cilliers-Barnard and Jo Roos. Modern works of art in the collection are those by Pauline Gutter, Stompie Selibe, Barbara Wildenboer, Diane Victor and Gordon Froud.

The work of international artists such as Paul Boulitreau, Christophe Miralles and Fabien Claude also forms part of the collection.

The book on the collection contains articles by several art experts, including NWU staff members such as Prof John Botha, Dr Rita Swanepoel, Mr Richardt Strydom, Ms Moya Goosen, Ms Louise Marie Combrink and Mr Steven Bosch.

Apart from publishing the book and hosting exhibitions to make the art world more accessible to everyone, the university also hopes to create research opportunities in this field.

Prof Jaco Pienaar, the director of the Workwell research unit on the Potchefstroom Campus, admires one of the works in the NWU art collection.



How **big** was your

Friday 6 September was Casual Day again. With the theme "Go big", staff members from across the NWU participated wholeheartedly in support of this annual initiative of the National Council for Persons with Physical

Disabilities in South Africa. The Institutional Office challenged the staff of the Mafikeng, Potchefstroom and Vaal Triangle campuses to see who could go the biggest. Here are some of our favourites!

Thank you so much for your overwhelming response and participation – for the rest of the 'go bigger', please visit the Institutional Office's facebook page – NWU Institutional Communications.



Ms Salamina Tsupa and Ms Paulinah Moroke from the Vaal Triangle Campus Library go big with pink. ▼



▲ Geeks rule! The team from SGI-SA in the Faculty of Economic Sciences and Information Technology emulates the geek-squad from the hit television series The Big Bang Theory. From left are Mr Martin Booth, Mr March Pretorius, Ms Diane-Lee Suku, Mr Pieter de Villiers and Mr Malan den Heijer.



▲ Dr Tumi Mzini from the School of Basic Sciences shows that work and play can mix – particularly on a special day such as Casual Day.



The Mafikeng Campus celebrates Casual Day with great enthusiasm! Staff and students light up the campus with their 'go big' outfits.



big?

The staff members from the office of the dean for Educational Sciences on the Potchefstroom Campus do Casual Day in style. From left are Mr Corné de Wee, Ms Lize dos Santos, Ms Jana Jacobs, Ms Dalena van Heerden and Ms Audrey Jacobs. ▼



Going big – the mealie way! Mr Rudi van der Merwe from Community Engagement in the Institutional Office goes agricultural for Casual Day. ▼



▲ Mr Karl van der Merwe (left) and Mr Jean Raath from Information Technology Central in the Institutional Office show their mettle in sumo suits.



◀ The Unit for Students with Disabilities on the Potchefstroom Campus celebrated Casual Day with a Fun-in-the-sun-event. Here are Prof Nic Kotze from Student Counselling Services and Ms Blanch Carolus from the unit.



▲ Mr Greg Roberts from Student Fees and Debtors and Ms Marelize de Lange from Finances, both staff members from the Potchefstroom Campus, are – as always – ready to have some fun.



▲ The interpreters from the Institutional Language Directorate show that their hearts are in the right places. From left are Ms Charitty Tabane, Mr Basil Rabie, Ms Maria Arangies, Mr Byron Green and Ms Claire Vorster.

Prof Rikus says he knows

In our continuing series about NWU deans, Eish! paid Prof Rikus Fick, dean of Student Affairs at the Potchefstroom Campus, a visit and talked about this theologian's dedication to students, his dreams for the campus and his love of the arts.

Prof Rikus is a former preacher who speaks plain language. It's a language that students understand.

It is immediately clear that this former director of the School for Biblical Studies and Ancient Languages understands students and cares deeply about their interests.

"Students have to acquire their degrees and simultaneously enjoy their time on campus. They should be well balanced in academic as well as social fields."

This precisely summarises the objective of Prof Rikus: to ensure that students will in the future remember their time on campus as one of the most precious and meaningful periods of their lives.

MINISTRY BRINGS DEEPER UNDERSTANDING

He says he developed a deep sense of caring for young people during his time as a teacher at Potchefstroom Gymnasium. It was during his 18 years as an ordained minister, however, that he really learned what makes young people tick.

Prof Rikus Fick, dean of Student Affairs, says that art expands one's vision. That is why he paints landscapes such as this one.

"I never used assistants for catechism; it was important to me to work with the young people myself, from very small up to matric. It was as if I already knew them when they came to me, especially during their first year after matric."

Prof Rikus is very concerned about young people in need, and emphasises the importance of a good support system.

"As soon as someone has a problem, it has to be addressed and solved. It is especially the students who get lonely who are the most vulnerable."

Prof Rikus says he cares deeply about the happiness of the people for whom he is responsible. Although he likes structure, he is not a rigid person and the students know he always has an open door for them.

WHAT IS IMPORTANT TO STUDENTS?

Prof Rikus says that communal spirit is the one thing that is important to all students. "That is why students who live in university hostels are so incredibly loyal towards their hostels. Some are more loyal to their hostels than to the university," he tells us. He believes that this is one of the finest attributes of the Potchefstroom Campus, where students have the opportunity to be part of a dynamic, busy hostel life.

In his position, it is especially challenging to be aware of the way students think. Modern students use technology, including computers, cellphones and the social media, to express their thoughts, and they do so all the time.

"Students are products of specific environments or domestic circumstances. Some experience great sorrow and by



what makes students tick



The members of the Fick family are, from left, Ms Anna Fick, their son, Jaco, their daughter-in-law, Liné, and Prof Rikus.

understanding where someone comes from, one can play a significant part in guiding them on the way to the future."

Prof Rikus says that by placing emphasis on the importance of values, students also understand their roles in the community better and become more purposeful in achieving success.

EXPERTISE SUPPORTS STUDENTS

He is very proud of the capable staff members who contribute to the wellness of students by looking after all aspects of support services.

"The Health Centre, Unit for Students with Disabilities and Student Counselling Services, Protection Services and Academic Administration, as well as the other support services, have competent, highly professional staff members who assist students to achieve their full potential." He also takes up the cudgels for hostel parents who fulfil a very thankless task with compassion.

"NWU-Puk Arts and NWU-Puk Sport offer students enormous opportunities to live to the

full. Of these, the annual talent festival is a popular and important event which produces significant dividends," Prof Rikus says.

"It is especially important as an effective incentive for transformation."

MORE HOSTELS WOULD BE IDEAL

His great dream for the Potchefstroom Campus is to have enough hostels to accommodate everybody. "There is a definite need for more hostels so that all students who wish to experience life in a hostel would be able to do so.

"I would also like to see culture and sports facilities that compare to the best in the world. I feel that students should have more opportunities to be creative."

THROUGH THE EYES OF AN ARTIST

Prof Rikus has great admiration for the arts and practises the art of painting.

"Most people literally never look up. Every day when I look out of my window I see how people walk by looking down with their heads

Interesting facts about Prof Rikus:

My favourite dish: Curry, braaivleis and cheesecake.

My favourite book: Biographies. I especially enjoy books about composers.

My favourite music: I play the violin and am especially fond of classical music.

My favourite animal/pet: Grex, my sheepdog. His name means 'flock' in Latin.

My favourite holiday: At the seaside.

What I still want to do one day: I would like to travel through Namibia.

The members of my family: I am married to Anna and we have one son, Jaco, who has his master's degree in Environmental Management and is currently working for Anglo American. Jaco is married to Liné.

My childhood days: I grew up on a farm near Brits. My family were cattle and crop farmers.

bowed." Prof Rikus says this is why he loves to paint landscapes.

"I believe that by looking at paintings of landscapes, a person is urged to look further. It expands one's vision. I love to paint South African landscapes so that people can look up and realise how beautiful our natural landscapes are."

It seems as if Prof Rikus has not only mastered the art of painting but also the art of being human. His deep insight into and compassion for students is testimony to that.

Prof Nicolene is our rising star

Prof Nicolene Barkhuizen, a programme manager at the Department of Industrial Psychology, was one of five finalists in the public and private services category in the DHL Rising Star Awards.

All in all, 49 finalists across 11 business sectors were announced, with the finals taking place on 15 August at Monte Casino in Johannesburg.

Although Prof Nicolene did not clinch the award in the end, she regards reaching the finals as a milestone. "To me, just being among the finalists is already a win," she says.

According to Ms Suzy Boucher, managing executive of HCI Africa and advisor and partner for the 2013 DHL Rising Star Awards, it was extremely encouraging to receive entries from many young talented individuals across various sectors.

The overall purpose of the Rising Star Awards is to identify and recognise inspirational and exciting young leaders of tomorrow. Participants were judged according to various qualities, including connectedness, consistent performance and learning and capacity building.



Prof Mashudu Davhana-Maselesele, Vice-Rector: Teaching-Learning and Research (left) and Prof Nicolene Barkhuizen shows off the award that she received as finalist.

Women treated as part of Women's Month

"Behind every successful man there is a woman... Behind every successful woman there is a bitter man."

Prof Mashudu Davhana-Maselesele, Vice-Rector: Teaching-Learning and Research, shared this joke while addressing the female staff members during the recent Women's Month celebration. During the special luncheon, female colleagues enjoyed the opportunity to sit back and be treated by their male counterparts, who in their aprons took care of all the chores – from ushering to serving meals.

Ms Susan van Rooyen, alumni coordinator from Marketing and Communication, and Ms Felly Motsamai, from the Academic Development Centre, strut their stuff during the Women's Month luncheon.



Campus reaches out to local farming community

The Centre for Animal Health Studies is currently running a community outreach programme to uplift emerging livestock farmers.

This programme reaches out to emerging farmers in a 30 km radius around the campus, which is a semiarid area with livestock farming as the main agricultural activity.

The main objectives of the programme are to empower farmers with knowledge of livestock husbandry, improve animal care and establish a genetic pool of livestock that farmers can access. Farmers are also trained

in herd health management, including vaccination, internal and external parasite control, breeding and primary animal health care.

Final-year students in Animal Health are actively involved in the community development project, providing them with problem-based education and hands-on experience.

The centre, in conjunction with the North West Department of Agriculture and Rural Development, visit farming communities on a weekly basis.

The project has received a sponsorship from Emthunzini Trust through Santam for a period of three years (until 2015).





Celebrating women in leadership in education are from left Prof Mariëtte Lowes, Vice-Rector: Teaching-Learning, Dr Semane Molotlegi, Ms Sandra Yssel, North West Department of Education and Training: Kenneth Kaunda District, Prof Robert Balfour and Prof Marlene Verhoef, executive advisor in the office of the vice-chancellor.

Celebrate Women's Day with royal flair

The presence of Dr Semane Molotlegi, queen mother of the Royal Bafokeng, made Women's Day even more special for female colleagues who attended the Faculty of Education Sciences' celebration of women in leadership in education on 8 August 2013.

In his opening speech Prof Robert Balfour, dean of the faculty, highlighted the important role women played to bring about change in South Africa. He revisited the historic 1956 march of 20 000 women to the Union Buildings in Pretoria and praised women for their courage and determination.

Dr Molotlegi, the mother of Kgosi Leruo Molotlegi, chancellor of the NWU, said that mothers are their children's first teachers, and called on them to educate their children about gender issues.

"As mothers we mould our children's characters and shape their young minds in many ways.

"Our approach to teaching societal values should be highly gender specific. It is high time that through our teachings, we inculcate in our children that men and women are equal."

Intercultural communication gets a South African flavour

Since prescribed text books about intercultural communication are typically written by American, Indian or Australian authors, two academics of the School of Communication Studies decided to compile a South African edition.

Prof Paul Schutte, director of the school, and Mr GP van Rheede van Oudtshoorn, recently released the South African version of *Experiencing Intercultural Communication*. It boasts examples, applications and recommendations that are relevant in South Africa and internationally.



GP says the fundamental theoretical perspectives from the original text were retained and updated. "Students can now benefit much more in that their immediate world receives attention. We regard it as an exceptional contribution to the study of intercultural communication in South Africa."

According to Prof Paul it was difficult to keep a balance between the international perspective and the local contextualisation.

"We could, however, succeed in giving identity, verbal and non-verbal communication and intercultural value orientations a South African flavour. Communication for social change receives attention as well – something that has not been done before in a prescribed book at undergraduate level."

Prof Paul Schutte (left) and Mr GP van Rheede van Oudtshoorn have just released their new book addressing *Intercultural Communication in South Africa*.

Research focuses on grandparents



The Centre for Child, Youth and Family Studies in Wellington has released insightful research on the experience of grandparents who act as the primary caregivers of their grandchildren.

This phenomenon is increasing worldwide and in South Africa no research has yet been done on white grandparents who are the primary caretakers of their grandchildren in suburban communities.

Ms Susan Brink, a master's student under the leadership of Ms Issie Jacobs, a lecturer, has found that social and structural changes of families increasingly compel grandparents to take over the responsibility for looking after their grandchildren.

Reasons for this can include the death of the parents, divorce, parental incompetence due to chronic illnesses, drug and alcohol abuse or teenage pregnancies.

The most important finding was that grandparents experience conflict between the situation they find themselves in and the traditional role that is expected of them as grandparents. This in turn leads to the realisation that the substituting parental role now has to be fulfilled.

This parental role makes high demands on grandparents – it affects their interpersonal relationships and impact on their finances.

Grandparents also struggle with discipline and have a need for parenting guidance and the assistance of professionals to equip and support them.

Germans can teach us about unemployment

Youth unemployment is one of South Africa's biggest challenges.

Despite initiatives such as sector and further education and training colleges and labour centres, the country is failing to address unemployment effectively.

The Konrad Adenauer Foundation recently invited representatives from all their social partners on a study tour of Germany to learn about the interventions implemented there to prevent and combat youth unemployment.

Among those invited was Mr Krister Janse van Rensburg, a master's student in the research focus area Optentia in the Faculty of Humanities.

According to him, we have a lot to learn from the Germans. They have created an effective system to absorb young unemployed people such as those who dropped out of school, the disabled and those who could not afford to go to university.

The German government also applies various strategies for dealing with joblessness in general.

This includes a variety of services ranging from assistance to jobseekers to training and re-skilling programmes.

This assistance, coupled with the government's social grant system, is a proven 'safety net' for people who have lost their way in the job market.

According to Krister, Germany is leading by example, especially in the way they make vocational training and manual work appealing to young people.

"There is no way that all our youths can take the university path to employment, and our labour market actually requires a lot more artisans and technicians. We need a bigger focus on vocational training solutions to give young people the skills required by our economy," he adds.

A woman is as steadfast as a rock

The campus recently celebrated Women's Day to thank and honour women for their role in our society.

With the assistance of peer helpers from Student Counselling and Development under the leadership of Dr Saneth Dreyer, each female staff member and student received a stone with the message 'You are a Rock'.

This was done in commemoration of the national march of women in 1956 to protest against the pass laws. During the march the women sang a protest song that was composed in honour of the occasion: *Wathint' Abafazi Wathint'imbokodo!* (Now you have touched the women, you have struck a rock).



Ms Magdel van Rensburg (left) and Ms Kinga Siejek from Marketing and Communication proudly display their stones.

Book explores Public Administration in Africa

Academics from the School of Basic Sciences in the Faculty of Humanities wrote a book that has been hailed as an interdisciplinary reference work for Public Administration on the African continent.

The publication, *Public Administration in Africa: Performance and Challenges*, features contributions from leading regional scholars and examines the complexities of the art of governance from a unique African perspective.

The editors of the book are from left Prof Shikha Vyas-Doorgapersad, Dr Lukamba-Muhiya Tshombe and Prof Ernest Peprah Ababio.

Countries such as South Africa, Congo, Uganda, Nigeria, Ghana, Mauritius and Botswana are analysed according to various themes, including colonialism, reform, poverty, economics, decentralisation, financing, media and political structures.

Problems such as poverty and the denial or lack of resources – issues that especially emerging policy-makers in Africa face – are explored in the book, which furthermore analyses aspects of effective government reforms.



These NWU experts know their stuff

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



// The uncertainty about the way it [centralising the applications for the National Student Financial Aid Scheme (NSFAS)] is going to work this year makes it very difficult to assure students that we will be able to help them. The NWU welcomes the cooperation with NSFAS, as the financial status of (the parents of) prospective students will in future be reviewed together with the Department of Home Affairs and the South African Revenue Service, but we are still a bit concerned as to how everything will happen. In the past the (NWU's NSFAS) application process already opened in May and closed in October. Now it only starts in September. //

Mr Danie Hefer, Financial Support Services, Potchefstroom Campus
'Bursary scheme: Students will struggle', Rapport, 27 July 2013



Writing less means that people, specifically children, no longer see or hear their own vocabulary. You do not experience what you write, and the brain does not see it, and because of cellphone language fewer and fewer characters are used in order to save money – at the expense of correct grammar and spelling. There is also a connection between writing and personality – if children do not write any more, the child skips a few steps on his way to develop into the person that he should be. ”

Prof Elda de Waal, School of Education Sciences, Vaal Triangle Campus
'Development suffers when children don't write', Rapport, 3 August 2013



// Don't be a professional student! Professional students move around the university for four to eight years, failing courses and modules. This type of student in institutions of higher learning across the country is blocking the learning opportunities of other youngsters who wish to study. //

Prof Thanyani Mariba, Rector: Vaal Triangle Campus
'Professor: Finish your studies in the set time', Daily Sun (KZN), 8 August 2013



It is very disturbing that there are still so many unqualified teachers, as the quality of the education that children receive impacts on every level of their development. Various factors play a role in the further training of teachers who are already appointed in a school system... Possible factors include whether they are motivated to improve their qualifications, whether they have a sustainable support network, and whether there are qualified substitutes at their schools who can accept responsibility for their classes. ”

Ms Hannelie du Preez, School of Education Studies, Potchefstroom Campus
'Doubt about better performance in schools', Volksblad, 13 August 2013



From talks with officials in the North West education department it does not seem that a well-developed plan for the implementation of a third language at schools exists. I am of the opinion that a multilingual reading project (like the one that the Language Directorate of the NWU implements successfully at seven schools in North West), could be an excellent model for the introduction of African languages. We are trying to talk to the department about this. ”

Mr Johan Zerwick, Institutional Language Directorate and School of Humanities for Education, Potchefstroom Campus
'NW schools not ready for education in a third language', Beeld, 16 August 2013



And the winners are...

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



Institutional Office:

Ms Frieda Fiellis, senior administrative assistant, Technology Transfer and Innovation Support



Mafikeng Campus:

Ms Tlotlo Segotso, Thuthuka facilitator, School of Accounting



Potchefstroom Campus:

Ms Luché Cloete, administrative assistant, Marketing and Communication



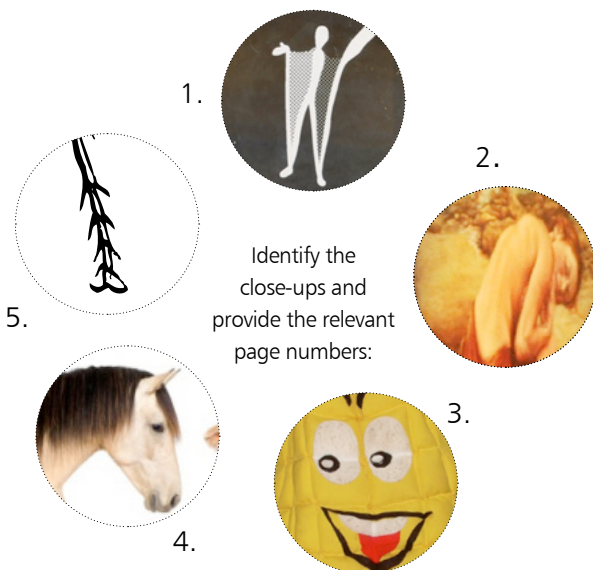
Vaal Triangle Campus:

Ms Nombulelo Khumalo, administrative assistant, Office of the Vice-Rector: Academic, Quality and Planning

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. Identify the close-ups and provide the relevant page numbers:
- 2.
- 3.
- 4.
- 5.
6. What is the NWU's health and wellness programme now called?
7. What is the title of Mr Ruan Spies' research about HIV?
8. Who is the new Vice-Rector: Teaching-Learning on the Potchefstroom Campus?
9. What does the name of Prof Rikus Fick, Dean: Student Affairs' dog, Grex, mean in English?
10. Who are the three academics of the Vaal Triangle Campus who wrote a book about Public Administration in Africa?

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 FLY ON THE WALL...

In this instalment of our series on how staff members feel about specific topics, the buzz is all about being a fly on the wall. The question we asked was: if you could be a fly on the wall, whose wall would you sit on and why?

Mr Lester Mpolokeng, executive manager, rector's office, Mafikeng Campus: "If I were a fly, I would sit on the wall of the Vice-Rector: Teaching-Learning and Research, Prof Mashudu Maselesele. She is a dedicated, hard worker who is always energised. She leads by example and is goal oriented. I think I would be able to learn a lot from just sitting and observing her."

Ms Rika Huyser, senior laboratory technician, Biological Sciences, Mafikeng Campus: "There are a lot of walls I would like to sit on. There are some walls, though, that I would not like to sit on and that includes any wall in our house. With my husband growing up on a farm and our two little children, we have a whole series of fly swatters, from the traditional leather fly swatter in a variety of colours to the new plastic ones in different shapes, including frogs, hands, dogs, etc. No, nobody should ever want to be a fly on our walls. There won't be any time to hear anything except a loud WHAM!"

Ms Leona Cain, administrative assistant, Institutional Governance and Secretariate Services: "I would like to be on the wall of actor, director and screenwriter Tyler Perry. I would like to see what inspires him to write the type of screenplays he does. He writes about family values, the roles of fathers, men, mothers and women. There is always a good story behind the story. I love his films because

one can learn from them. Maybe the lesson is not always for oneself but can be passed on to your children or other loved ones."

Ms Esmé Labuschagne, human capital practitioner, Institutional Office: "I am very inquisitive, which is why one fly on the wall would simply not be enough. I would rather send out a whole squadron of flies to keep me up to date with all the happenings in the world. The first fly is on its way to Prince William and Duchess Kate. I have always wondered how it is with a royal baby in the room. The other flies must still report back so, if you see a fly on your wall, it might just be one of my many informants."

Mr Vincent Eastes, manager in the office of the rector, Potchefstroom Campus: "If I could be a fly on a wall, I would have liked to sit on the wall of former president Paul Kruger's house. I would've liked just to hear where he hid the Kruger millions – the treasure that was allegedly hidden at the end of the Second Boer War."

Ms Kiewiet Scheppe, media liaison officer, Marketing and Communication, Potchefstroom Campus: "I would like to be a fly on the wall of former President Nelson Mandela. I would like to know how his health really is. There are so many conflicting reports and I would like to know what the truth is. On second thought, I do not think I would like to be a fly. Somebody might just squash me."

Mr Jacob Simango, Director: Student Affairs, Vaal Triangle Campus: "I would be elated to be on the wall of the Public Protector, Ms Thuli Madonsela. I am impressed with the way she does her work. She is a committed government official. Our country, Africa and the world need more people like her to restore order and to root out corruption."

"The moral decay we are experiencing in tertiary institutions will only be managed through interventions such as those which she is promoting. As a disciplinarian and a student affairs practitioner, I am inspired by her and every day in my line of duty I use her approaches and methods to manage student life."

Ms Elbie Steyn, campus registrar, Vaal Triangle Campus: "I would like to sit on the wall of Mr Neels Vermeulen, the director of Academic Administration on the Vaal Triangle Campus. I think I will then experience the campus community in all its variety and also secretly laugh a lot. All the heart-wrenching stories and promises of students whose studies have been terminated would most probably bring tears to my eyes. I would like to hear the young Einsteins who did not get admission and their parents' empty promises of how hard their little boy or girl will work at their studies if they get the opportunity. I would also like to hear why some lecturers do not want to give classes at 08:00 on a Monday or after 12:00 on a Friday."

OUR people

Prof Shikha spends some LovCaSh

The people who work at the NWU have many talents and interests beyond the workplace. In this instalment of our series on our people, Eish! visits a true humanitarian who cares deeply about people.

Healing humanity through love, care and sharing is the motto in life of Prof Shikha Vyas-Doorgapersad, an associate professor in Public Management and Administration at the School of Basic Sciences on the Vaal Triangle Campus.

She lives out her passion to make life better for all through her home-based community service project, Heal Humanity: A Love, Care and Share initiative (LovCaSh).

"The wellbeing of our community has been overlooked. People in various circumstances are in desperate need of help from others," says Prof Shikha.

"The LovCaSh initiative is extending a helping hand to desperate people in need of basic es-

entials such as food, health and happiness."

She says the foundations of LovCaSh are to love humanity unconditionally and to care for fellow human beings with kindness. "We want to share our joy with less privileged members of society."

Prof Shikha, together with mother-and-daughter duo Elsa and Rika Kleynhans, are the founding members of LovCaSh.

They established the initiative in November 2012 to identify families in need of assistance.

She says one of the biggest challenges is to find sponsorships to aid in support efforts. "We are grateful to each and every individual and business that supports LovCaSh."

Prof Shikha says she is especially excited about a new partnership with the dance school, Dance Fusion, in Alberton. Through this partnership they hope to raise much-needed funds.

Although LovCaSh is in its infancy, it has already undertaken a few charity projects.

Recently, they visited the old age home Kowa Pienaar Tehuis in Elspark to bring joy and gifts to the 62 disabled and frail residents.

Everyone received bags filled with toiletries, soft sweets, biscuits and various other gifts.

Prof Shikha is a dynamic woman with an impressive academic career who has remained humble and caring.

She has a Master of Administration, Master of Philosophy (MPhil) and Doctor of Philosophy (PhD) in Public Administration.

She began her career in India and moved to South Africa in April 2001, joining the Vaal Triangle Campus in January 2007.

When she is not raising funds, bringing smiles and support to the needy or working dedicatedly at the Vaal Triangle Campus, she is a loving wife to her husband, Annish, and mother to her daughter Apsara (9).

◀ Prof Shikha Vyas-Doorgapersad with a few children during LovCaSh's visit to the Masakane Day Care Centre.

* 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.



Joining hands to benefit province

A Memorandum of Understanding signed between the NWU and the North West provincial government will improve and enrich the lives of the people of North West.

This agreement, signed on 20 August during a ceremony in Mafikeng, forms the foundation for cooperation in diverse areas of interest.

It involves the sharing of expertise and will build capacity in research, development, socio-economic planning, poverty alleviation and agricultural development.

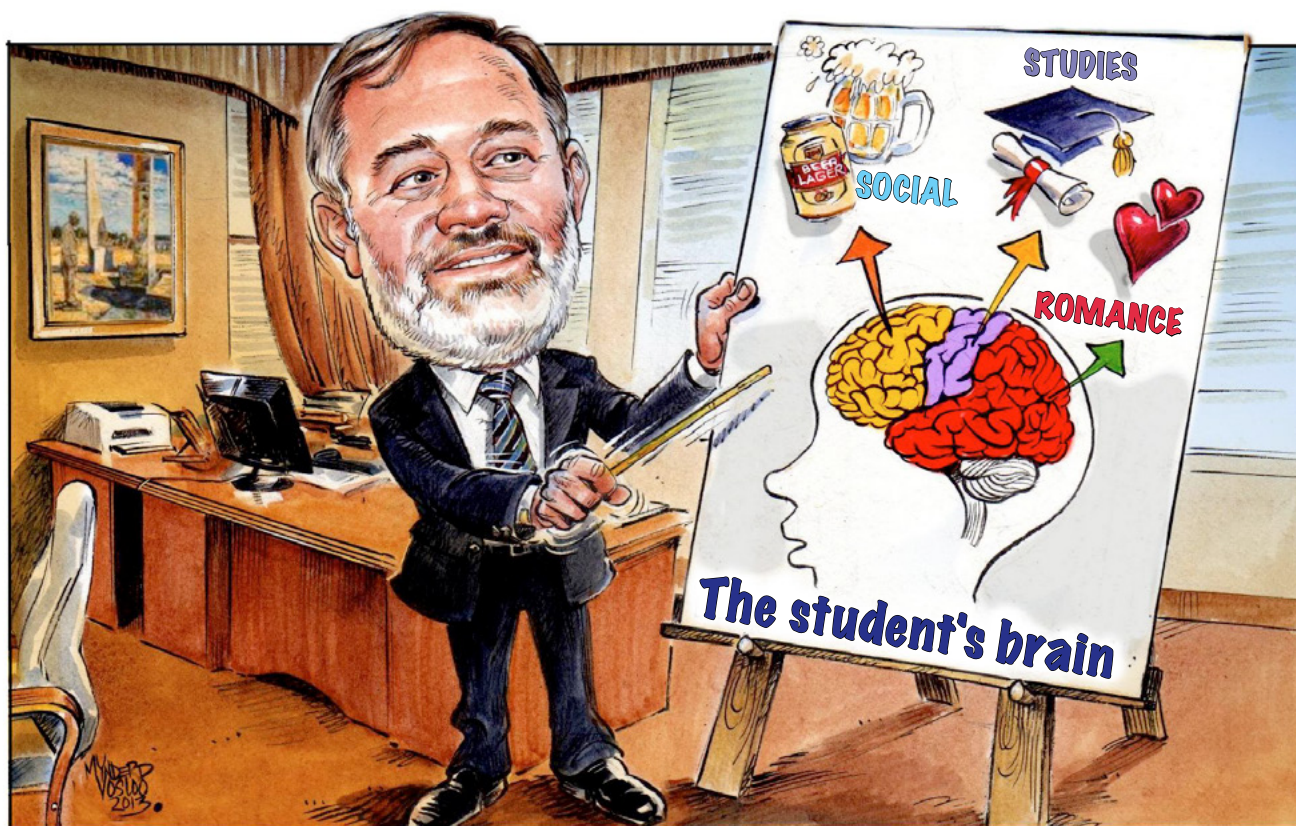
According to Dr Theuns Eloff, the vice-chancellor, the agreement is aligned with the National Development Plan. "It also supports our three-year Institutional Plan and will promote the development of the various campus niche areas."



By working together, we can do more... Dr Theuns Eloff, the vice-chancellor, and Premier Thandi Modise signed a Memorandum of Understanding which will benefit the people of the province and give NWU students opportunities for practical work.

Premier Thandi Modise says the agreement is "a marriage between the people of the North West and academic expertise".

She believes that the expertise of the NWU will enable government to move "into those spaces we failed to get into".



Prof Rikus Fick, Dean: Student Affairs on the Potchefstroom Campus, says during his 18 years as an ordained minister, he learnt how students think. Turn to p 10 and 11 to read more about this former clergyman and his deep sense of caring for students.



IT ALL STARTS AT THE NORTH-WEST UNIVERSITY

Next year the North-West University will commemorate the first decade of a successful merger. In 2004 we took a giant leap into our future so that you could take a giant leap into yours. Today we are continually looking for new ways of defining the future, as we want you to be as proud to be a part of the NWU as we are to have you as a staff member.

It all starts here TM



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