

eish!



NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
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Staff newsletter for the NWU

Meet
our top
researchers

Numbers wizards
shine nationally

Teaching-learning benefits
from open source partnership

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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 Abayomi Oyekale of the Mafikeng Campus was crowned the most productive researcher at the NWU. Read more about this on p 4 and 5.

NWU web: milestones achieved

This year the NWU has achieved a number of milestones with the development of the website. Eish! asked the web manager, Mr Cobus Steenkamp, about these milestones and their plans for 2014.

"Our first milestone was to change the appearance of the website. This allowed the publishers to better structure their content," says Cobus.

The publishers are staff members across the NWU who publish on the web – a group that the web team focused on this year.

"We improved our communication with our publishers and listened to their needs. Furthermore we have developed a textbook which we plan to use in 2014 during workshops to improve their writing skills."

The web team also implemented a project to upgrade the website from Drupal 6 to Drupal 7 with the help of external consultants. (Drupal is open source software for web content management.)

According to Cobus, the upgrade will help the NWU to manage the web in a more meaningful way. It will also help to clarify ownership of the content and the allocation of responsibilities, and will improve content analysis by means of Google Analytics. (This is an instrument that generates detailed statistics about a website's traffic.)

Another development in 2013 was that the web team revised the web policy to keep up with the changing web environment.

For next year they plan to develop a multiple domain web environment – in addition to the workshops for publishers. This means that some entities will be able to get their own, unique subdomains.

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MESSAGE FROM THE VICE-CHANCELLOR

Dear colleagues

The year 2013 has gone by like a flash. Now that the last of the exam papers are being finalised, we can once again look back with gratitude on a very successful and stable academic year.

There are many highlights, and in this edition you can read about one of our core business elements where we are showing a healthy upward curve, namely our research outputs. This edition focuses on the winners of the different research award categories, but the true winners are all the staff members, either academic or support staff on both the teaching-learning and research side, who have helped improve our total research output since the merger in 2004 by 133%!

The future awaits – we get new leadership in 2014 (this edition was already at the printers at the time of Council’s decision about senior appointments), and under their leadership there will probably be a new and fresh positioning process later in 2014. You can also read about the latest initiatives around an open source

partnership for teaching-learning, as well as our international partnerships in the Quali context – this is the future of higher education, and it will require a paradigm shift from all of us.

But for starters we will kick off the new year with a retrospective evaluation by an internationally-led panel that will assess how effectively we have achieved the merger objectives and our mission statement over the past 10 years. I am more than ready and very proud to show up for this “exam”.

The article, “My wish for 2014” is very interesting. This is my wish: “To the staff and students from the NWU: your achievements towards a balanced teaching-learning and research institution are phenomenal. Not even a process such as a merger could break your speed.

“My wish for you is that the outside world will sooner rather than later come to realise ‘it all starts here’ – here at the NWU with her diversity, innovative thinking and dedicated staff.” Take a breather with this edition of Eish! – and on



behalf of everybody, thank you also to our Eish! editorial team for such a fine publication!

Thank you for everybody’s hard work in 2013, and I wish each of you a good rest, as well as a blessed time with your loved ones.

Regards,

James Eloff

Eish!, our people are excelling!

This edition of Eish! is again packed with news about the achievements of our staff members.



Read on p 4 and 5 how our researchers have been honoured for their hard work.

Prof Abayomi Oyekale has been named the most productive senior researcher, and Prof Martinette Kruger the most productive junior researcher. Prof Abayomi is from the School of Agricultural Sciences on the Mafikeng Campus and Prof Martinette from the research focus area Tourism Research in Economic Environs and Society (TREES) on the Potchefstroom Campus.

The question is: what drives or inspires people to such heights? Is it passion, the desire to make a positive difference, or perhaps the need for self-realisation?

Viktor E Frankl, the Austrian psychologist who survived three years in German concentration camps, believes that the desire to find meaning in life is the most powerful motivator for people.

The motivation for artists such as Prof Nicholas Allen from the Institutional Office (article on p 18) is possibly to make sense of the things in life that seem without meaning. Or is it perhaps to witness the wonder of the ordinary and to present it in a new, creative way?

Ultimately, all of us are motivated by a unique combination of incentives. Whatever it is that has inspired the NWU community in 2013, we wish to congratulate all of those who have excelled.

May these achievements motivate us to even greater heights in 2014.

Happy reading,

Nelia and the Eish! team

Cool researchers receive top honours

More than 70 NWU researchers were acknowledged for their hard work during a gala event on Friday, 1 November 2013.

"We are celebrating the fact that research is cool and that it is cool people who excel in research," says Dr Theuns Eloff, vice-chancellor of the NWU.

He says research is cool when it makes a distinct difference to the positioning of an institution in the national higher education fraternity. It is also cool when it adds to finding solutions to real-world challenges and when it provides personal development opportunities to people who are passionate about contributing to the knowledge economy.

"You, as the cream of the crop of NWU research excellence, are the people who embody the research culture of the university.

"You have demonstrated that a balance is indeed possible between financial constraints and breaking new ground with new research ventures," says Dr Theuns.

Guest speaker at the event, Dr Albert van Jaarsveld who is currently the CEO of the National Research Foundation (NRF) SA, praised the NWU for its research achievements.

Dr Albert is a prolific researcher who has published more than 100 articles in peer-reviewed academic journals.

MAFIKENG RESEARCHER IS MOST PRODUCTIVE

This year's recipient of the most productive researcher award is Prof Abayomi Oyekale from the Faculty of Agriculture, Science and Technology on the Mafikeng Campus.

His research can broadly be divided into three areas. These are environmental studies, poverty and inequality analyses and health-related issues.

On environmental issues he has conducted studies on land use, deforestation, sustainable land management, climate change and sustainable use of energy.

The poverty and inequality studies focus on poverty decomposition, inequality decomposition, and income shock assessment.

His health-related research focuses on matters such as HIV and Aids, potable water, malaria, health risk assessment and health insurance.

"It should be emphasised that the linkages between environment, poverty and health

have formed the hub of my research using several econometric techniques. This award is testimony to the faithfulness of God," Prof Abayomi says.

YOUNG RESEARCHER STANDS OUT

Prof Martinette Kruger from the Faculty of Economic and Business Sciences on the Potchefstroom Campus is this year's most productive junior researcher.

Her research for the focus area Tourism Research in Economic Environments and Society (TREES) looks at market segmentation in order to determine the optimal tourist. Her research about tourism events not only



This year the trophy for most productive researcher was awarded to Prof Abayomi Oyekale from the Mafikeng Campus. Dr Theuns Eloff, vice-chancellor, hands him his trophy.



Prof Marius Potgieter from the Potchefstroom Campus received the leadership in research award. His research has broadened our knowledge of the activities of cosmic rays from far-off galaxies and their interaction with the heliosphere and solar wind which are influenced by the sun and its activities.



The WorkWell Research Unit for Economic and Management Sciences under the leadership of Prof Jaco Pienaar received the award for the most productive research entity. The primary focus of their research is what the effects of work and organisational factors are on the well-being of employees and the impact thereof on organisational outcomes.

makes a difference in tourism literature but also in the industry.

Prof Martinette is involved in numerous research projects conducted by TREES at selected national parks, arts festivals and events in South Africa.

LEADERSHIP LEADS TO AWARD

Prof Marius Potgieter, director of the School of Physics at the Potchefstroom Campus, received the leadership in research award. He was also the recipient of this award in 2010.

Prof Marius recently received an A1 rating from the National Research Foundation (NRF). This is the highest rating a scientist can receive from the NRF. He is currently the only NWU researcher in his field with an A1 rating. This rating is awarded to researchers who are internationally recognised as leaders in their research fields.

Prof Marius has made our solar system's environment, called the heliosphere, his home

in terms of his research endeavours. He has published 163 refereed articles in various important journals and contributed three book chapters.

He has served on international review panels and organised various symposiums and conferences.

He has supervised seven postdoctoral fellows and is presently supervising six PhD students and two MSc students in computational space physics and heliospace physics.

WORKWELL TWICE CROWNED

The WorkWell Research Unit for Economic and Management Sciences, under the leadership of Prof Jaco Pienaar, received the award for the most productive research entity.

This is the second year in a row that WorkWell, located at the Potchefstroom Campus, has been acknowledged for their productivity. Last year WorkWell shared the award but this year it is all theirs.

WorkWell provide original, interesting and rigorous research aimed at attaining a broader scientific understanding of the world of people's work. They focus on the study of work as it relates to the people performing it, the enhancement of the transfer of knowledge from research through postgraduate training and innovative sharing of expertise in the key areas of their research focus.

THEY SHINE WITH CREATIVITY

Five NWU staff members were acknowledged for their creative output. The recipients in this category are Mr Steven Bosch (*Dismotief*, an interdisciplinary production of newly created poetry, compositions and visual art at Aardklop 2012), Prof Piet Koornhof (classical music), Mr Richardt Strydom (portfolio of national group and traveling exhibitions) and Mr Wessie van der Westhuizen together with Mr Ian Marley (nunology, a book of illustrations: *Hot cross buns and other visual puns*).

Other award categories included community involvement and innovation.



A golden partnership for teaching-learning

The NWU recently joined an international open source network that offer many benefits for the university. The network provides a unique opportunity for the NWU to build on its international profile and national leadership in open education.

Eish! spoke to Mr Rassie Louw, manager for teaching-learning and technology at the Institutional Office, about this exciting partnership with the Open Education Resources University (OERu).

Q: What is the OERu network?

A: OERu is an international consortium of like-minded institutions from five continents, working collaboratively to provide more affordable access to higher education.

The NWU joined OERu as a partner during the launch of the network on 1 November 2013 in Kamloops, Canada.

Q: How does OERu function?

A: It is first and foremost a philanthropic collaboration aimed at providing more affordable access to higher education for learners currently excluded from the formal sector. The partners assist in building programme content and at the same time also have access to each other's contributions.

Q: Who coordinates OERu?

A: It is coordinated by the Open Education Resources Foundation. This foundation is an independent, non-profit organisation that provides leadership, international networking and support for educational institutions to achieve their strategic objectives by using open education approaches.

The network and WikiEducator, a global community of approximately 60 000 educators, are the flagship initiatives of the Open Education Resources Foundation. Through WikiEducator, one of the world's largest and most productive educational wiki communities, the NWU will further raise its international profile.

Q: What are the economic implications for the NWU?

A: The United Nations Educational, Scientific and Cultural Organisation (UNESCO) confer-



Mr Rassie Louw, the manager for teaching-learning and technology at the Institutional Office (left) and Prof Martin Oosthuizen, the NWU's deputy vice-chancellor for teaching-learning are both very excited about the partnership with OERu.

ence on higher education projected that higher education will have to accommodate an additional 98 million learners worldwide over the next 15 years.

OERu will be able to provide learning at a fraction of the estimated cost of meeting the additional demand for higher education. However, it is not only the additional learners that will benefit, but also the OERu partners.

The network facilitates international thought leadership and networking for new models of financial sustainability and growth for institutions. The NWU's partnership with OERu offers great benefits for our own course offerings. For example, if we would like to develop a new program, we would be able to use the other partners' course content. In this way the NWU will reduce costs and produce high-quality courses in less time.

Q: Who determines the level of participation?

A: Anchor partners retain decision-making autonomy regarding the level of participation.

All planning activities for the university network are conducted openly and transparently in WikiEducator.

Q: The NWU is an anchor partner; what does this mean?

A: Anchor partners are institutions that joined the network prior to the launch. They also have the privilege of participating in the OERu council of executive officers.

For further information about the Open Education Resources University network, phone Rassie at 018 299 4869.

Attie is Kuali's first board member from Africa



Mr Attie Juyn, chief director of Institutional Information Technology, has been designated as the international Kuali Foundation's very first board member from Africa.

Kuali comprises a growing group of universities and colleges in Northern America and Canada, that have been developing software for higher designation institutions for the past nine years.

Attie believes his designation was the result of the NWU's growing involvement with Kuali.

◀ *On 1 January 2014, Mr Attie Juyn will join 13 other members on the Kuali Foundation board.*

"My most important role on the Kuali board, and the benefits that it holds for South Africa and the NWU, is that I will be in a position to promote the internationalisation of Kuali applications, and to streamline general cooperation and make it more productive."

He says Kuali's popularity in South Africa is increasing.

"The University of Stellenbosch has also become a formal member of the Kuali community, while the universities of Johannesburg and Cape Town – and possibly others too – are also moving closer. In other words, we are establishing a South African Kuali community."

Interpreters prevent confusion of tongues

For the first time ever, two interpreters from the Language Directorate of the NWU interpreted the proceedings into English at the General Synod of the Dutch Reformed Church.

A total of 13 delegates made use of this service during the three-day session. The interpreting team, continually taking turns, used cordless microphones to interpret for the attendees, who had cordless ear receivers.

Ms Susan Conradie and Ms Ann-Lize Boshoff provided so-called simultaneous interpreting during the synod, in much the same way as it has been done in classes at the NWU for the past 10 years. "The user has to receive the message in the same way and with the same emotional value as the rest of the audience," says Susan. According to Ann-Lize, if the speaker is passionate, the interpreter has to be vehement too to make sure that the full meaning is communicated correctly.

Susan and Ann-Lize had to prepare very well for the synod, as they do not regularly interpret theology lectures as part of their jobs.

"We had to study the agenda very well, compile terminology lists and develop a feeling for the texts," they say. Ms Anneliese Beukes, manager of Educational Interpreting Services, Language Directorate, says that the NWU currently has



Ms Ann-Lize Boshoff (left) and Ms Susan Conradie provided interpreting services at the General Synod of the Dutch Reformed Church.

77 interpreters who interpret as many as 1 800 lectures a week during peak periods. "Our 15 permanent interpreters mainly provide interpreting services outside the NWU.

Anneliese says that the NWU provides a wide range of external interpreting services. "For example, we have interpreted at various events of Grain SA, Afriforum and the Potchefstroom-

Tlokwe Chamber of Commerce, as well as at the recent conference of the Afrikaanse Handelsinstituut."

She says that the NWU's educational interpreting services, which were introduced in 2004, broke new ground in South Africa and internationally, and will in future be expanded as and when required.

NWU and Kaizer Chiefs team up

The NWU is joining forces with the famous soccer club, Kaizer Chiefs, to help develop young soccer players.

In terms of an agreement with Kaizer Chiefs, the NWU will make its expertise available for the training of young, talented soccer players from this club's youth academy in Johannesburg.

The Centre for Continued Professional Training (CCPT) on the Vaal Triangle Campus will be the point of contact between the soccer club and experts across the NWU.

The expertise will be used to develop young soccer players as well-rounded individuals – so it will not necessarily have anything to do with soccer.

“The specific type of knowledge required will depend on Kaizer Chiefs’ needs. If for instance they require knowledge on nutrition for sportsmen, we will put them in contact with the nutritionists on the Potchefstroom Campus,” says Mr Ederick Stander, project

manager at the centre. “The CCPT can therefore be viewed as the coordination unit that mobilises the expertise of the NWU for the purposes of the project.”

ENTIRE NWU CAN BENEFIT

According to Ederick, the collaboration with Kaizer Chiefs benefits the NWU in many ways.

Apart from the great marketing opportunities that an association with a leading sports brand such as Kaizer Chiefs brings, the NWU will also receive third stream income for the services and knowledge of its experts.

INNOVATION CENTRE

Another consequence of the collaboration between Kaizer Chiefs and the NWU is the Kaizer Chiefs Innovation Centre to be established on the Vaal Triangle Campus next year.

On the ground floor of the two-storey building of approximately 300 m², a wide range of Kaizer Chiefs products will be offered for sale.



Prof Thanyani Mariba, the rector of the Vaal Triangle Campus (left), and Mr Kaizer Motaung, the executive chairperson of Kaizer Chiefs and legendary soccer icon of South Africa, confirm the agreement between the university and the soccer club with a handshake.

The top floor will be used as office space where postgraduate students and academics from the NWU can do research on topics such as sports management, sports science and sports psychology.

Foursome tees off to a win at golf tournament

For the first time in a decade, the NWU has scored a winning team in the annual golf tournament for staff from South African universities.

The NWU’s B team, comprising Dr Flippie Cloete, Mr Johnny van der Merwe, Prof Rigardt Pretorius and Mr Tommy Pietersen, swung their way to victory in the tournament that took place on 26 and 27 September 2013 in Stellenbosch.

The A team – Prof Francois Retief, Prof Francois van der Westhuizen, Mr Hendrik Truter and Mr Winton Windell – came fifth.

A total of 25 teams participated in the competition.



The NWU’s A and B teams are from left Mr Johnny van der Merwe, Mr Winton Windell, Mr Hendrik Truter, Prof Francois van der Westhuizen, Prof Francois Retief, Dr Flippie Cloete, Prof Rigardt Pretorius and Mr Tommie Pietersen. All are from the Potchefstroom Campus, except Tommy, who is employed at the Institutional Office.

ITC figures to take into account(ancy)

The Faculty of Economic and Management Sciences on the Potchefstroom Campus is very proud of its students' excellent results in this year's national Initial Test of Competence (ITC) exams.

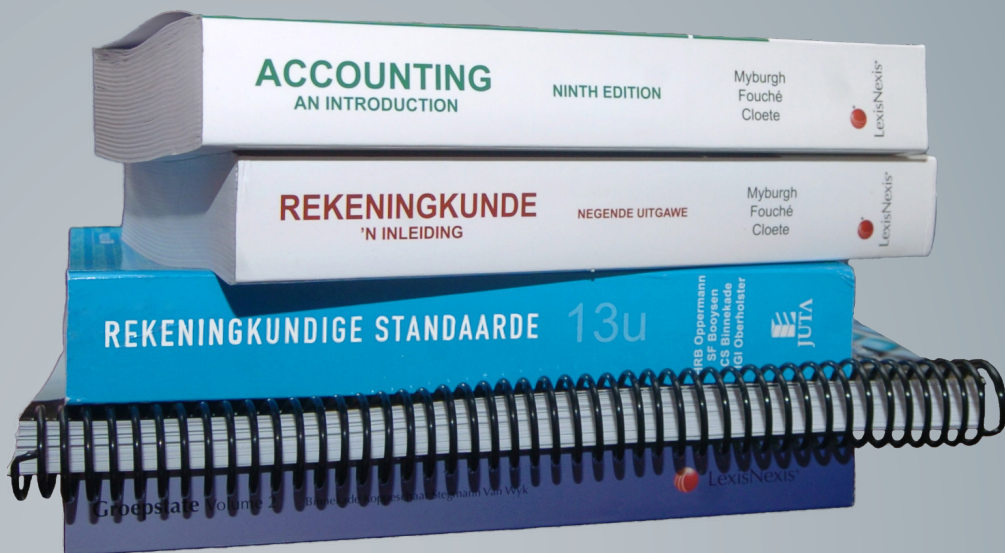
This is the first year that chartered accountancy students have had two opportunities (January and June) in one year to pass this exam, which co-determines whether students can become chartered accountants.

The South African Institute of Chartered Accountants (SAICA) released the June ITC results on 30 August 2013. Twenty-one students from the Potchefstroom Campus who failed the exam in January retook the exam in June. Of these candidates, 13 (62%) passed.

"We are now fourth in the country," says Prof Nico van der Merwe, programme leader of Chartered Accountancy. According to him, the national average is 48% for students who obtained a certificate in the theory of accounting (CTA) in 2012, and 41% for all candidates who wrote the second opportunity.

COMMITMENT IS REWARDED

Prof Susan Visser, the dean of the faculty, says the faculty is particularly proud of their achievements, also with regard to transfor-



mation. The number of successful students from the designated groups grew from three students (only one of whom was black) in 2012 to 10 students (six black) in 2013.

"Our aim is to effectively prepare students for the business world. We do everything in our power to turn out competent students who are able to excel in the job market," she says.

Prof Susan says the faculty's achievements can mainly be attributed to good students

and dedicated staff members who put in some hard work. The CTA lecturers (HonsCA lecturers) voluntarily gave up two Saturdays to present additional classes to help the students through the second opportunity.

"And all of that was only possible because of the wonderful support that we get from the management of the NWU at campus level as well as institutionally," she adds.

THE BEGINNING OF GREAT THINGS

Prof Jaco Fouché, director of the School of Accounting Sciences, says the ITC achievements are all the more impressive because chartered accountancy is one of the most difficult qualifications to obtain.

Not only are the admission requirements very high, but the studies also require students to be very strong emotionally. They need to be able to handle large volumes of work.

"The NWU is highly acclaimed in the accounting world. These achievements are just the beginning of great things," says Prof Nico.

For more information about the Faculty of Economic and Management Sciences, please visit their facebook page.

Pass rate grows impressively

After the second ITC exam opportunity, the NWU's overall pass rate was 88%. In 2012, 56 NWU students passed the ITC exam and that number rose to 83 this year, the most ever. This translates into impressive growth of 48%.

A further remarkable achievement is that the university was first in the country in one of the June questions that dealt with the strat-

egy, risk management and corporate control skills criteria. The NWU was third in the management accounting and financial management questions and fourth in questions about financial accounting.

In one of the questions in this skills area, the NWU also took third place. This achievement complements the objectives of the Faculty of Economic and Management Sciences.

Happiness is a choice fuelled by faith

In this edition Eish! talks to Prof Rantoa Letšosa, the new vice-rector for teaching-learning at the Potchefstroom Campus. Prof Rantoa, a deeply religious man, says his main purpose is to create a supportive environment where students and lecturers can reach their full potential.

Happiness is a choice and each person can decide to be part of a solution or part of a problem, says Prof Rantoa, the designated vice-rector for teaching-learning on the Potchefstroom Campus.

He believes that the right attitude, supported by faith and a favourable working environment, is all that is needed for students and staff to reach new heights.

FAVOURABLE ENVIRONMENT FOR OPPORTUNITIES

He says it is his job to aid in creating a good environment for all at the NWU.

This is a challenge that he believes he is fully equipped to meet.

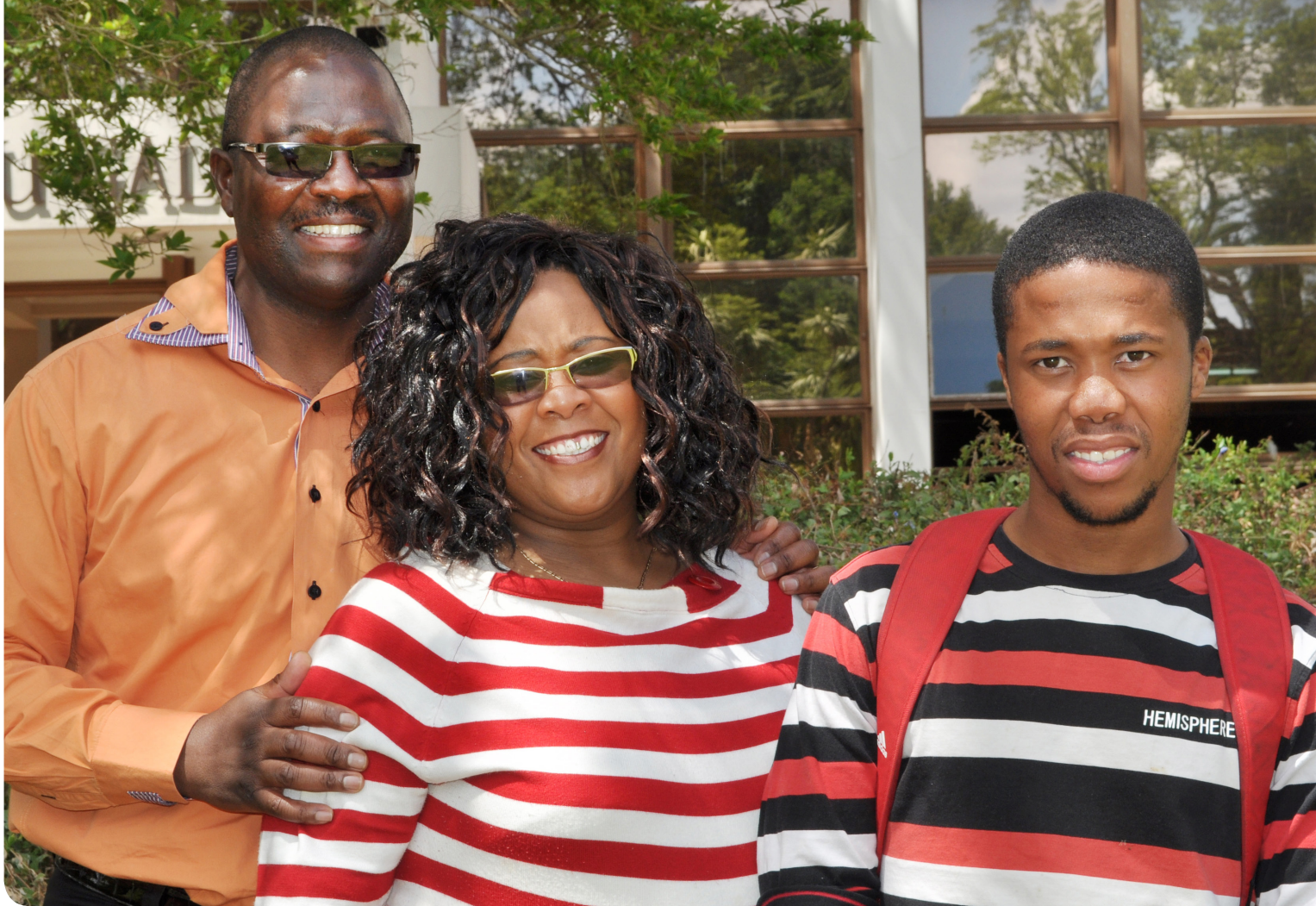
Prof Rantoa is taking over the reins from Prof Mariëtte Lowes, who retires at the end of 2014.

"I would like to see that all young people have the opportunity to study. The university must reach out to people everywhere, from farms to small towns."

Prof Rantoa is convinced that technology is key to realising this dream. He says that is why he ensures he is always up to date with the latest technological advances.

"One must always be a step ahead and you can only be if you are fully knowledgeable and aware of the resources at your disposal."

Prof Rantoa, a student of the liturgy within the African context, has travelled nationally and internationally.



The Letosa family: Prof Rantoa Letšosa and his wife, Sylvia, are very proud of their son, Thabang, who studies on the Potchefstroom Campus.

FAITH IS HIS MOTIVATION

Prof Rantoa is very excited about his appointment as vice-rector, for which he believes God has prepared him well. "Faith has taken me places and given me the most wonderful opportunities," declares the soft-spoken theologian.

His faith has made him a trailblazer. He is the first black vice-rector for teaching-learning at the Potchefstroom Campus, and before that was the vice-rector of the School of Theology of the Reformed Churches of South Africa (RCSA), where he was appointed in 2010.

Prof Rantoa says he firmly believes in building bridges where there are none. As a Reformed Church planter and active theologian, he has seen congregations grown, people from different races worshipping together in harmony and the youth uplifted.

BE A SOLUTION, NOT A PROBLEM

"Anything is achievable if you believe in yourself - do your work and trust in the Lord."

This is Prof Rantoa's recipe for his success. He says his philosophy is to be part of the solution and not part of the problem in every

challenge he tackles. "It is all about attitude: look beyond worrying circumstances and rise above challenges. That is why I choose, every day, to be happy. With a positive outlook you will always see the sun shine."

Happiness is not Prof Rantoa's only great attribute. He is also a very approachable and friendly person.

"I would like everyone to know that my door is always open. If you need help (or inspiration) or just want to have a friendly chat, I am available," he says with a smile.

Interesting facts

My favourite food: Greek salad and mutton.

My favourite book: Any book with a pastoral or worship theme.

My favourite film: I am fond of action movies.

My favourite music: Opera and classical music but I also love Gospel music.

My favourite artist: Rebecca Molohe.

My favourite pet: My two dogs, Bully and Cindy. We recently had an addition of four small puppies to our family.

What I do to relax: I am an avid gardener.

My favourite holiday destination: I love the sea, especially Durban.

Members of my family: My wife Sylvia, who is a library assistant on the Potch-

efstroom Campus, and my son, Thabang (21), who is studying financial bookkeeping.

The kind of child I was: I enjoyed being a child. I was very playful but could also be hard working.

Whatever I did in my youth, I always did it with great enthusiasm.

Take a new look at rural development

New simplified, effective and efficient approaches to rural development recently took centre stage during the inaugural Campus Academic Day.

The theme of the day was "Campus in dialogue with communities for rural development". The main objective of the dialogue was to create a platform for key stakeholders to discuss ideas on how to create a favourable environment for collaborative rural development programmes.

In her opening remarks, Prof Mashudu Davhana-Maselesele, the vice-rector for teaching-learning and research, highlighted the importance of rural development in the work of the campus. "In order for us to play a meaningful role in this critical aspect of rural

development and to measure progress made in the past, such dialogues with communities remain important," she said.

Prof Joseph Francis from the University of Venda, one of the keynote speakers of the day, discussed simple and innovative ways of approaching rural development.

According to Prof Dan Kgwadi, the campus rector, universities play an important role in rural development.

"The journey to a new era of rural development has just begun. It all starts here, at the Mafikeng Campus," he said.

The Campus Academic Day is intended to become an annual event.

Campus unites to tackle global issues

A chapter of the United Nations Association of South Africa (UNA-SA) was recently launched on the campus.

UNA-SA is a non-governmental organisation which supports the principles, goals and programmes of the United Nations (UN) and its agencies.

There are various UNA-SA chapters across the country, working in partnership with other organisations to promote peace and harmony, as well as economic, social and cultural progress in South Africa.

According to Prof Harold Herman, president of the UNA-SA, its activities include encouraging and facilitating research, organising conferences and initiating programmes that raise awareness of the UN and its work.

"Our country needs to be more effective at national level and we need to work together to tackle issues of global importance. To achieve that, the best possible place to start is at universities," he says.

Representatives from the Premier's office and high school learners from around Mafikeng and surrounding areas also attended the event.

The launch of the UNA-SA chapter was preceded by a "Walk for World Peace" by dignitaries, staff and students from the main gate to the student centre.

How to attract Generation Y employees

Generation Y employees expect to be promoted quickly, are already thinking ahead to retirement and want work-life balance and plenty of training opportunities.

These are some of the findings of a research study led by Prof Nicolene Barkhuizen of the Department of Industrial Psychology.

"Many employers are currently facing challenges attracting, developing and retaining Generation Y employees," Prof Nicolene says. "Our aim was to determine the reward and remuneration practices that will attract them to organisations."

Generation Y is the age group born between the early 1980s and the early 2000s. For the study, 202 final-year undergraduate students completed a survey questionnaire measuring 17 reward and remuneration practices on a five-point scale.

"Some of our findings were quite surprising," says Prof Nicolene. One surprise was that the most important employment requirement of Generation Y employees was career develop-

ment, which came in slightly ahead of a good base salary.

Another surprising result was that retirement benefits were the third most important factor for them.

The fourth and fifth most important reward and remuneration practices overall were training opportunities and work-life balance.

According to Prof Nicolene the study has opened up new avenues for further research, and the team is eagerly preparing to delve deeper into the issues uncovered.



Minister talks about tourism and water

The Minister of Tourism, Mr Martinus van Schalkwyk, recently spoke during a public lecture on the campus as part of this year's World Tourism Day celebrations.

The theme of the lecture was "Tourism and water". According to Mr van Schalkwyk, we consume more natural resources than the earth can regenerate. "For example, by August 2012 we had already consumed about as much as the earth was able to replenish during the whole year," he said.

"If we continue to borrow from the future at the current rate, we will kill off, among others, the future reservoir of natural resources that we need for sustainable tourism growth."



The Minister of Tourism, Mr Marthinus van Schalkwyk, flanked by Mr Kingsley Makhubela, the Department of Tourism's director-general, and Prof Herman van Schalkwyk, rector of the Potchefstroom Campus, after the public lecture on tourism and water.

According to Prof Melville Saayman, director of the research focus area Tourism Research in Economic Environments and Society, we need to look at the value and importance of water for tourism specifically and also the value of water for communities.

He says an incentive programme is needed for municipal employees working in water-related services. "They must understand why and what they do in terms of service delivery. Tourists and communities suffer when there are water shortages."

Conference on high-energy astrophysics is a first

Researchers from South Africa and Namibia recently gathered at the Sports Village for the first conference on high-energy astrophysics in Southern Africa.

Altogether 26 scientists attended from the NWU, the universities of the Witwatersrand (Wits), the Free State (UFS) Johannesburg and Namibia, as well as the Hartebeesthoek Radio Astronomy Observatory. They discussed a variety of scientific topics ranging from the remnants of massive stars that died violent deaths to active galaxies hosting the biggest black holes in the universe.

According to Prof Markus Böttcher from the Centre for Space Research, the conference marked the establishment of a South African Gamma-Ray Astronomy Consortium. This consortium will unite researchers at the NWU, Wits and the UFS in their quest for knowledge on the most violent phenomena in the universe, which reveal themselves through high-energy radiation such as gamma-rays.

The three institutions are also partners in the international High-Energy Stereoscopic System (HESS), the world's leading gamma-ray observatory, located near Windhoek, Namibia. Scientists and institutions from across the world are already working on plans for a next-generation gamma-ray observatory, called the Cherenkov Telescope Array.

Prof Markus Böttcher says the next conference on gamma-ray astronomy will be held in July 2014 in Bloemfontein.



Workshop focuses on teachers

The Faculty of Education Sciences hosted a very successful teacher development workshop on 5 October, World Teachers Day.

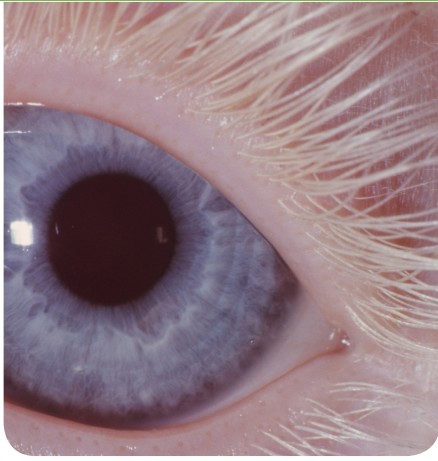
During the workshop teachers were helped to identify barriers to learning. This is also part of the NWU's commitment to provide practical help to the profession from an informed and innovative perspective.

More than 40 individuals, ranging from departmental heads to inclusive education specialists, participated in the activities.

In the morning sessions, a series of four plenary talks were held on current needs and tried-and-tested strategies to address barriers to learning. The afternoon session comprised a series of activities to enable teachers and inclusive education specialists to understand, identify and remediate barriers to learning.

The initiative reflects the professional development focus of the Partnership for Hope Memorandum of Understanding between the faculty and the Kenneth Kaunda District. This year's theme is "Learner support and addressing barriers to learning" and the theme for 2014 will be "The year of technology".

World Teachers Day encourages teachers' organisations worldwide to mobilise support for teachers and ensure that the needs of future generations will continue to be met.



Campus tackles misconceptions about albinism

Staff and students of the campus recently joined fellow South Africans by supporting National Albinism Awareness Month.

The aim of this national initiative is not only to raise much-needed awareness about albinism, but also to offer support to people living with albinism.

Albinism is the hereditary absence of pigmentation in the skin, hair and eyes. Statistics indicate that one out of every 3 800 South Africans is born with this genetic condition.

Most people living with albinism learn how to cope with their physical limitations, but often find it difficult to deal with the social stigma that tends to come with their condition.

According to Sister Mapeete Mulumba of the campus clinic, a lot needs to be done to make the condition more bearable and therefore increase the life expectancy of people living with albinism.

Two of the most important aspects that need to be addressed are the prevention of skin cancer and good eye care.

"It is important to make people aware of albinism to eradicate marginalisation, discrimination, myths and misconception," she explains.

"The campus aims to do this by organising educational workshops on living and dealing with albinism."

Centre awarded top honours

In just over a year since the inception of the Centre for Applied Risk Management, it has received two awards from the Institute of Risk Management South Africa (IRMSA).

The centre is based at the Faculty of Economic Sciences and Information Technology and provides risk management education at postgraduate level aimed at experienced employees across all sectors.

The first award was made in the education category of the IRMSA awards, after which the centre was named as overall winner of the Industry Specific Risk Initiative Special Award for Recognition of Exceptional Service.

"These awards recognise the faculty's innovative approach to risk management as an applied discipline," says Prof Hermien



Prof Hermien Zaaiman is the manager of the centre. With her is Prof Herman van der Merwe, the dean of the faculty.

Zaaiman, manager of the centre. The annual IRMSA awards programme acknowledges, celebrates excellence within the risk management sector nationally and pays tribute to professionals who have made a significant contribution.

By providing postgraduate risk management education, the centre aims to empower employees to better understand and manage risks. It also serves as the NWU's centre for applied research within the subject field of risk management.

Geexpo is a huge success

The Faculty of Economic Sciences and Information Technology recently presented a very successful Geexpo.

This initiative – a first of its kind for the faculty – focused on scarce skills such as mathematics and information technology. Deserving grade 12 learners were also rewarded with study bursaries for their commitment to their studies.

The Geexpo highlighted the importance of mathematics and information technology to learners in grades 10 to 12 and aimed to motivate schools to work with the faculty in improving the standard of learning in these scarce skills.

Schools from Alberton, Kempton Park, Johannesburg, Vereeniging, Roshnee and Vanderbijlpark took part in the Geexpo.

The programme for the day included a practical assessment task competition, a mathematics olympiad and a robotics challenge.

Presentations by the Serious Games Institute of South Africa (SGI-SA) and the Multilingual Speech Technology (MUST) research group illustrated the exciting world of applied research to learners.

According to Ms Daleen Gerber, coordinator of the Geexpo, the event is set to become an annual feature on the faculty's calendar.

The robotics challenge drew a lot of interest from learners who attended the Geexpo.



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.

It is important for the government and all stakeholders to stimulate innovation, especially in a country like South Africa, where unemployment is rife. There is a need for all stakeholders to join hands and support innovative ideas from young people to groom an emerging breed of entrepreneurs.

Dr Mulunga Mwanza, Faculty of Agriculture, Sciences and Technology, Mafikeng Campus

Statement by Paul Sebegoe, North West MEC for Finance, encourages young people to take entrepreneurship development seriously, Polity.org.za, 6 September 2013



It will help particularly when the South African Revenue Service starts a marketing campaign to inform the shop owners about the advantages of registering, as they will be able to obtain tax concessions among other things. (In answer to how the fact that 22 000 small businesses and spaza shops will obtain point-of-sale equipment or will be able to upgrade, will impact on the economy of the country.)

*Dr Diana Viljoen, School of Economic Sciences, Vaal Triangle Campus
"Small shops also in the tax net", Volksblad, 4 September 2013*

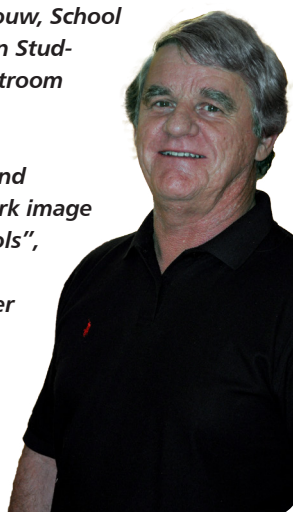
Although one does not hear of attacks resulting in assault every day, verbal abuse is common and that affects teachers as well as pupils.

Teachers have the right to a safe working environment and in this respect they do not always receive the necessary support from the education departments.

Departments often fail the governing bodies when they do not ratify their recommendations to expel trouble-makers permanently, or do not provide the necessary support to help children with problems. Teachers must realise that their rights are not subordinate to those of children.

Prof JP Rossouw, School for Education Studies, Potchefstroom Campus

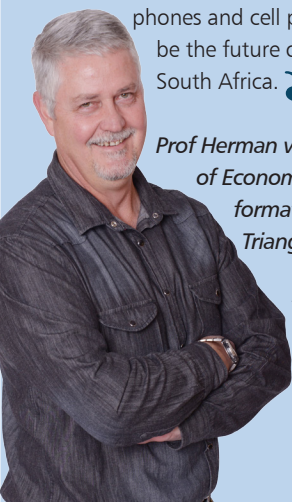
Comments and analysis: "Dark image of SA's schools", Beeld, 24 September 2013



Our faculty (Economic Sciences and Information Technology) wants to present the first mass open online course (MOOC) in accountancy and mathematics. I believe that cell phones and cell phone technology will be the future of higher education in South Africa.

Prof Herman van der Merwe, Faculty of Economic Sciences and Information Technology, Vaal Triangle Campus

"SA universities consider online courses", Die Burger, 18 August 2013



A lot of teachers are encouraging learners to do mathematics literacy (in high school) because they will achieve a higher overall pass rate. However the problem later down the line is that a lot of these learners enter university wanting to do accountancy or want to become a CA(SA) and we have to turn them away as the entrance requirements are at least a 50% core mathematics score at a matric level, which they don't have.

Prof Akbar Bootha, School of Accounting Sciences, Mafikeng Campus

PRESS RELEASE: "A career as a chartered accountant starts at home", PRMonitor, 23 October 2013



And the winners are...

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



Institutional Office:

Ms Michelle Bownes, employee relations practitioner, Human Capital



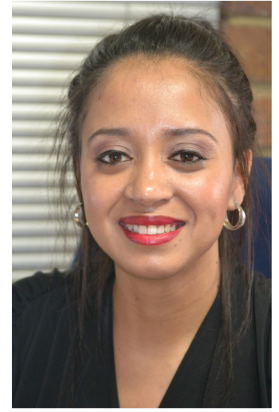
Mafikeng Campus:

Ms Kristina Travis, Manager: Committee Secretariat and Archives



Potchefstroom Campus:

Ms Monique van Deventer, administrative officer, Unit for Business Mathematics and Informatics



Vaal Triangle Campus:

Ms Cindy Dalwai, administrative assistant, Academic Administration

We would like to thank everyone who participated. If you were not so lucky this time, remember to try again next year.

Try this recipe

During the December holiday most of us will have the opportunity to take a break from work and to relax. Put aside some time, grab an apron and astound your family and friends with your culinary skills.

PS – You are welcome to tell us about your cooking attempts next year. (We will also gladly avail ourselves as tasting panel).

Fruit cake for those who don't eat fruit cake



Ingredients

- | | | |
|--|--------------------------|--------------------------------|
| ¼ cup maraschino cherries, cut in half | 80 ml brown sugar | 1 teaspoon bicarbonate of soda |
| ¼ cup dates, chopped | 175 ml maple syrup | ½ teaspoon salt |
| ¼ cup canned green figs, cut in cubes | 170 g margarine | 2 teaspoons ground ginger |
| ¼ cup preserved ginger, cut in cubes | 175 ml milk | 2 eggs, beaten until foamy |
| 80 ml white sugar | 1 dessert spoon brandy | Icing sugar for sprinkling |
| | 330 g self-raising flour | |
| | 1 teaspoon baking powder | |

Method

Place first eight ingredients in a pan and heat until sugar has dissolved. Remove from heat and add milk. Add brandy. Mix dry ingredients in a mixing bowl and make a hole in the middle. Pour in the melted ingredients and mix. Fold eggs into the mixture. Line the bottom of a 22-24 cm spring-form pan with wax paper and spoon the mixture on top. Bake for 50 minutes at 180°C. Remove from the oven, let it cool and remove from pan. Place a paper doily on top and sprinkle with icing sugar. (Remember to remove the doily!). *With acknowledgement to "Die Nataniël TAFEL" (<http://dienatanieltafel.co.za/>)





MY WISH FOR 2014...

In our continuing series of articles, Eish! asks staff members how they feel about a specific topic. In this edition we find out what gift they would choose for 2014 and why.

Mr Shahed Motara, senior internal auditor, Internal Audit, Institutional Office: "Without sounding too philosophical, the one thing I would really like is to have the ability to be more thankful for all the blessings and trials (things happen for a reason and we need to be thankful for that too) one comes across. Most importantly to be more thankful for the wonderful people we are surrounded with.

"In good times be thankful that you are blessed more than others and in bad times be thankful as it could have been worse."

Ms Lynette Ferreira, secretary in the office of the Executive Director: Human Capital, Institutional Office: "I would like to go on a Swiss skiing holiday. I have never been to Switzerland before and have always wanted to see the idyllic and impressive Swiss Alps. The mountains and the snow have a special enchantment for me."

Ms Canadia Musi, information librarian, Mafikeng Campus: "I would like to have more motivational books in 2014. These books provide moral and intellectual support. They also help in building self-confidence and assist with the life challenges that people may be faced

with. The books uplift people in their day-to-day lives."

Prof Harry Sewlall, Communication and Languages, Mafikeng Campus: "I would love a better South Africa in which the government and political parties respect the taxpayer and do not lie to voters during election time by making unrealistic promises.

"I would love to see that a higher standard of morality prevails in government, our civil service, our education system, our police and in local government.

"I would love a South Africa in which violent crime is a thing of the past and people do not express their frustration in violent and unacceptable forms."

Prof Awie Kotzé, the dean of the Faculty of Health Sciences, Potchefstroom Campus: "If I could choose a gift in 2014, it would be a mountain bike. The mountain bike must be strong enough to carry my weight. Maybe I will lose some weight if I cycle to work and back every day."

Ms Martie van der Merwe, secretary in the office of the rector, Potchefstroom Campus: "I would love to see a globally beautiful and blessed 2014, a year in

which happiness, peace, love and health prevail. I would love to know that in 2014 there would be no crime, and no women and child abuse. I would love a year in which we can worship our Heavenly Father to the fullest.

"Unfortunately this is just a wish and not reality. I can only pray for peace, hope and love in this broken world we live in. I wish everyone a beautiful 2014."

Prof Linda du Plessis, the vice-rector for academic, quality and planning, Vaal Triangle Campus: "I would like to see that the next president for our country obtains his degree from the NWU.

"If I can't have that I would love to have three plane tickets to Holland. I would love to take my daughter, who is turning 21, to see the beautiful tulips. Both she and my mother were born in Holland and it will be very special to experience the country with them."

Ms Johannah Montshonyane, assistant residence manager, Vaal Triangle Campus: "I want an adjustable bed for health purposes. I have a chronic stent due to a bypass. I have to sleep on my back and currently use five pillows to make my body more comfortable. The adjustable bed will also help with my blood circulation."

Prof Nicholas is a versatile artist



The NWU's people are not only hard workers from Monday to Friday; after-hours and on weekends they live life to the full, often using talents that you didn't even know they had. In our series on the fascinating people who work at the NWU, we pay a visit to an extraordinary artist.

Prof Nicholas Allen, the Institutional Office's director of international liaison, is a versatile artist and a finalist in the 2013 Sanlam Private Investments (SPI) Portrait Awards.

His portrait, *Ms Tshegofatso Phage Seated*, was one of the 40 chosen from 1 783 national entries and now forms part of an exhibition of the best entries that is currently touring the country.

A MAN OF MANY TALENTS

Prof Nicholas's talents include sculpture, drawing, ceramics and interactive CD ROM design.

Prof Nicholas initially completed a fine arts programme of study at Rhodes University culminating in a master's in fine arts (MFA in 1984). He originally specialised in sculpture

– an interest since he was three years old. "I am a 3D person who is happiest when I'm creating something sculptural."

His art is testimony to his excellent craftsmanship. For Prof Nicholas, being an artist has more to do with science than with talent. "Mathematics plays a big role in everything I do. Everything is precisely measured to make sure that it is exactly right," he says.

PORTRAIT REFLECTS PERSONALITY

Why does he paint portraits? "The first thing an infant recognises is his or her mother's face. As human beings we are also wired to make judgments about other people based predominantly on their facial features and expressions. Portraiture offers me a wonderful way to communicate to others the specific way I view the personality of a particular human being," he says.

"I try to capture the humour and mannerisms of the person I am portraying. In my recent portrait of Prof Annette Combrink (2012), for instance, I painted objects like books, the Spanish flag and even a DA badge in the background. Those objects say something about her as a person, for example, her particular sense of humour and those issues and achievements that are important to her."

ART IS BORN

Prof Nicholas says that true artists are like midwives. The artwork is an evolving process where the artist must try to remain humble and allow the medium to have its full say, giving birth as it were to the medium's child. In

Prof Nicholas Allen believes that art has more to do with science and dedication than with talent and inspiration.

this way, the final result is often unexpected and surprising, and challenges the viewer's preconceptions.

CAREER HIGHLIGHTS

He has also had numerous important commissions. These include the design and production of the Prix d'Excellence Trophy in bronze for the South African Broadcasting Corporation, the design and manufacture of the Foucault pendulum in bronze for the Albany Museum in Grahamstown and sculpting the twice life-size portrait of Prof Hennie Snyman, at the Port Elizabeth Technikon, also in bronze.

His recent career highlights include exhibiting at the Directions and Renaissance exhibitions of the Eastern Province Society of Arts and Crafts in Port Elizabeth, the Grahamstown Festival (Port Elizabeth Academy of Arts Showcase) and the Re-sponse exhibition of the Nelson Mandela Metropolitan University.

With such a diverse interest in different art forms, one wonders where Prof Nicholas finds his inspiration. "Inspiration has very little to do with it," he declares. "It is more about dedication, hard work and mastering the medium so that it can make logical sense."

Like his own works of art, Prof Nicholas is versatile, skillful and full of surprises.



◀ *With this portrait, Ms Tshegofatso Phage Seated, Prof Nicholas did very well in a national competition earlier this year.*

** 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.*

Human rights conference focuses on disability

The NWU's human rights committee examined disability in the workplace during a conference on 17 September 2013.

Special speaker, Adv Bokankatla Malatji, discussed the subject from a human rights perspective. Mr Jace Nair from the South African National Council for the Blind spoke about plans to develop and empower visually impaired people.

Ms Christel van Eeden, an intern at the Unit for Students with Disabilities on the Potchefstroom Campus shared her experiences as a physically challenged employee and student.

Some of the important issues raised during the conference were the challenges disabled people face in accessing buildings and facilities at the NWU, the importance of printing certificates in braille and the need to facilitate more

Sign Language interpreting during lectures and meetings. The human rights committee hosts conferences twice a year.

The NWU adopted a formal human rights policy in 2004. This policy recognises the fundamental rights and values of the Bill of Rights of our constitution and maintains that they should be respected and upheld in the university community.

There is a special NWU disability fund available to aid disabled employees in the workplace.

Anyone who wants to discuss human rights-related issues or complaints may send an email to humanrights@nwu.ac.za or phone 018 299 4816.

Mr Terrece Monyebodi (right) assists Mr Jace Nair, who is visually impaired.



The NWU has teamed up with the soccer club Kaizer Chiefs to develop young soccer players as well-rounded individuals. Prof Thanyani Mariba, the rector of the Vaal Triangle Campus, outlined the scope of the agreement with the soccer club at a recent media conference. Read more about this on p 8.

transforming the NWU:

It all starts here™

12%

2012 first-year drop-out rate (national = between 20% and 30%)

pass rate

undergraduate students

2005 2012

Black: 76,3% → 81,5%
White: 83,7% → 88,8%

(national pass rate = ±70%)

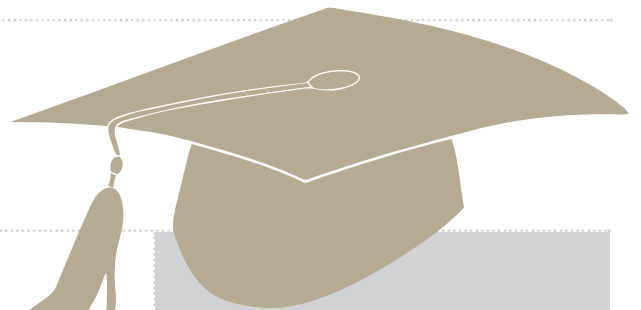
CONTACT STUDENTS

2005

2012

Black: 14 344 ▶ 18 199
White: 12 742 ▶ 16 188

27% TOTAL INCREASE



module pass rate



(contact)	2007	2012
Mafikeng Campus	76,40% →	82,60%
Potchefstroom Campus	80,90% →	87,20%
Vaal Triangle Campus	76,20% →	81,81%

number of degrees/diplomas

(contact students)

	2005	2012
Black:	2 951 ▶	3 868
White:	3 166 ▶	4 304

total increase of

33,5%

academics with PhDs

	2006	2012
Black	23,53% ▶	42,48%
White	50,93% ▶	53,25%

total research output

	2007	2012
	1 061 ▶	1 830

72,48% improvement

this is a place where your best has the opportunity to become better

it's not just about education but the OPPORTUNITY that education brings

a place that gives a

VOICE

to who you dare to be

research@mafikeng campus

2010: 58 active researchers
2011: 120 active researchers

post-doctoral fellows

2007 : 34
2012 : 114
= 235,2% improvement

total publication equivalents

2007 : 376
2012 : 935
= 148,67% improvement