



# NWU Council

The first six months ...

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BECOME **GREATER**  
TODAY **THAN** YOU WERE YESTERDAY!

**#MyNWU | #GreaterThan**

November 2022



# NWU chancellor receives prestigious international award

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The chancellor of the NWU has been honoured with a prestigious international award for making a difference not only in her community but also globally.

Dr Anna Mokgokong, who was inaugurated as the NWU's chancellor in 2019, is the recipient of the Women Who Make A Difference Award for 2022 of the International Women's Forum (IWF). The IWF award ceremony took place on 3 November in Las Vegas, Nevada in the United States of America.



# NWU principal and vice-chancellor honoured with appointment as adjunct professor at top US university

The College of Engineering at the North Carolina State University has appointed Dr Bismark Tyobeka as adjunct professor in Nuclear Engineering for a period of three years effective 1 November 2022.

Adjunct professors in the United States' system of higher education occupy non-remunerative positions. This appointment will enhance Dr Tyobeka's work as principal and vice-chancellor of the NWU and enable him and the NWU to build engagement opportunities between the two institutions. The Centre for World University Rankings (CWUR) ranks the North Carolina State University among the top 1% globally.

In 2021, the US News & World Report released their rankings and the NCSU Nuclear Engineering Graduate Programme was ranked #3, and among public universities, the NCSU Nuclear Engineering programme ranks #2.

# NWU 2022 Memorial Service in honour of staff and students

A memorial service on 26 October 2022 was held across all three campuses to honour staff and students who have sadly lost their lives during the year.

In support of the university's values, the University Management Committee resolved to host annual memorial services to remember NWU community members who have passed away.



# Student-value proposition

## **NWU students get a practical perspective on safety management**

The NWU's School of Management Sciences, in partnership with ArcelorMittal South Africa (AMSA), recently hosted a guest lecture for undergraduate BCom safety management students and lecturers at the Vanderbijlpark Campus.

Lecture title "Safety Management and Legal Compliance within AMSA".

Purpose: to give the students a glimpse into the safety management industry and an understanding of how the content they learn will be applied in the workplace.



## **NWU hosts the first ever Agri-Career Fair for Soil Science**

The NWU's School of Agricultural Sciences hosted its first ever Agri-Career fair on 19 October on the Potchefstroom Campus. During the event, final-year students presented the findings of their soil science research and had the opportunity to network with the agricultural industry.

The aim of the fair is to prepare students for the world of work to expose them to new agricultural skills and technology"



# NWU student chosen as expert to train competitors in prestigious BRICS Skills Challenge

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Sibongiseni Buthelezi, a third-year BSc computer science, mathematics and statistics student at the NWU, has been chosen as one of the experts to train competitors taking part in the Brazil, Russia, India, China and South Africa (BRICS) Future Skills Challenge that will take place in China from 1 to 6 November.

In this challenge, individuals and/or teams from BRICS countries work on real-world problems in their specific skill areas to develop solutions using their specialised skills and experiences.



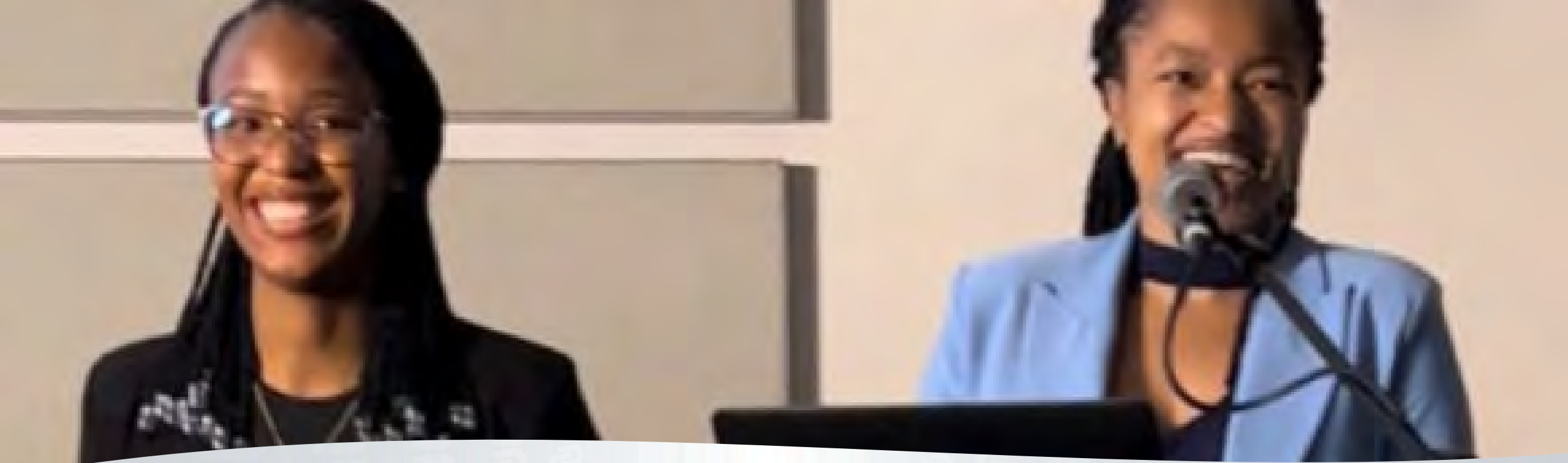
# NWU alumnus is one of 100 South African Shining Stars

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NWU alumnus Keorapetse Mashimo has been selected as one of the 100 South African Shining Stars by Inside Education for his contribution to sport in his community.

This annual event recognises young individuals – nominated by their peers and organisations – for giving their time and talent to make their communities, and their country, a better place to live.

This year's 100 finalists were drawn from a pool of over 800 entries in various categories, including arts and culture, business, education, law, sports, etc.



## NWU engineering students' innovative vending machine secures a win in SAIE competition

The South African Institute of Industrial Engineers (SAIIE) held its first annual student competition this year, and two students from the NWU's Faculty of Engineering walked away with the spoils.

The competition was open to all tertiary students in industrial engineering who are members of the SAIIE. Nine entries were submitted, and the top three teams presented their solution to a panel of SAIIE members.



## NWU partners with Standard Bank to help students with their studies

The lack of finances remains a stumbling block in accessing tertiary education, particularly in South Africa. NWU partnered with Standard Bank in launching a Standard Bank student loan to assist undergraduate and postgraduate NWU students to finance their 2023 studies. This student loan is different because eligible students can apply without providing surety.

Eligible: learners from families with a gross household income of R600 000 per year or less.

The maximum loan amount is R120 000 and can be used for accommodation, study fees, books and other study equipment. Students can also use the loan to repay up to R80 000 of outstanding university debt from their previous years of study, which might be preventing them from completing their studies.



 **NWU<sup>®</sup>**  
**Seek more.**  
**Find more. Be more.**

#DiscoverNWU



# NWU students and staff take part in Universities Against Gender-Based Violence campaign

Students and staff from the NWU recently attended a national gender-based awareness campaign, dubbed #UniversitiesAgainstGender-BasedViolence, hosted by Wits University.

Under the banner of Practitioners against Gender-based Violence (GBV) in South African Universities, Community of Practice (CoP) representatives – consisting of students and staff – marched to raise awareness about gender, gender-based harm, overall gender relations and queerphobia.



The CoP is composed of 28 universities across South Africa and was created in 2020 when Wits University approached institutions in Gauteng about meeting regularly to do benchmarking and to provide support and guidance. Its working groups focus on governance, research, advocacy, interventions, and monitoring and evaluation.

# Graduates crossing the stage in 2022 ceremonies

Qualification	Graduates
Advanced Diploma	815
Undergraduate diploma	1939
Undergraduate degree	8283
Postgraduate diploma	513
Honours degree	7
Postgraduate bachelor's degree	1537
Master's degree	706
Doctor's degree	234
<b>Total</b>	<b>14034</b>



# NWU Workforce Profile

NWU WORKFORCE PROFILE AS AT 30 SEPTEMBER 2021														
Occupational Category	Male				Female				Male	Female	Grand Total	% Total Blacks	% Total FN	% Total Whites
	African	Coloured	Indian	White	African	Coloured	Indian	White	Foreign National					
Top Management	4		1	1			1	3			10	60,00%	0,00%	40,00%
Senior Management	17	1	3	28	6	4	1	18	3		81	39,51%	3,70%	56,79%
Prof Qualified and Experienced Specialist and Mid-Management	312	32	13	501	208	31	14	598	49	13	1771	34,44%	3,50%	62,06%
Skilled, Academic, Jr Mgmt, Supervisors, Foremen and Supts	230	47	8	205	283	71	11	554	1	2	1412	46,03%	0,21%	53,75%
Semiskilled and Discretionary	168	28	3	35	149	43	5	113	1		545	72,66%	0,18%	27,16%
Unskilled and Defined Decision	54	5		2	89	5		1			156	98,08%	0,00%	1,92%
<b>Total Permanent</b>	<b>785</b>	<b>113</b>	<b>28</b>	<b>772</b>	<b>735</b>	<b>154</b>	<b>32</b>	<b>1287</b>	<b>54</b>	<b>15</b>	<b>3975</b>	<b>46,47%</b>	<b>1,74%</b>	<b>51,80%</b>

NWU WORKFORCE PROFILE AS AT 30 SEPTEMBER 2022														
Occupational Category	Male				Female				Male	Female	Grand Total	% Total Blacks	% Total FN	% Total Whites
	African	Coloured	Indian	White	African	Coloured	Indian	White	Foreign National					
Top Management	4		1	1			1	4			11	54,55%	0,00%	45,45%
Senior Management	13	1	3	26	8	5	1	18	4		79	39,24%	5,06%	55,70%
Prof Qualified and Experienced Specialist and Mid-Management	317	38	16	490	229	30	16	573	59	16	1784	36,21%	4,20%	59,59%
Skilled, Academic, Jr Mgmt, Supervisors, Foremen and Supts	235	48	9	189	299	72	12	522	4	4	1394	48,42%	0,57%	51,00%
Semiskilled and Discretionary Decision Making	177	29	2	30	159	42	3	94			536	76,87%	0,00%	23,13%
Unskilled and Defined Decision Making	45	7		2	85	6		2			147	97,28%	0,00%	2,72%
<b>Total Permanent</b>	<b>791</b>	<b>123</b>	<b>31</b>	<b>738</b>	<b>780</b>	<b>155</b>	<b>33</b>	<b>1213</b>	<b>67</b>	<b>20</b>	<b>3951</b>	<b>48,42%</b>	<b>2,20%</b>	<b>49,38%</b>

# NWU Workforce Profile

## People living with disabilities

PEOPLE LIVING WITH DISABILITY PROFILE AS AT 30 SEPTEMBER 2021

Occupational Category	Male		Female			Grand Total
	African	White	African	Coloured	White	
Senior Management						0
Prof Qualified and Experienced Specialist and Mid-Management		7			6	13
Skilled, Academic, Jr Mgmt, Supervisors, Foremen and Supts		4		1	5	10
Semiskilled and Discretionary Decision Making	1	1		1	1	4
Unskilled and Defined Decision Making	1					1
<b>Total Permanent</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>28</b>
Temp			1		2	3
<b>Grand Total</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>14</b>	<b>31</b>

## Summary: Staff Turnover

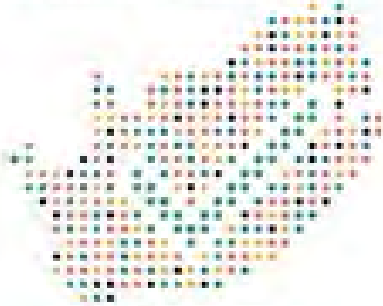
Staff turnover (1 July -30 Sept 2022)	Blacks	Foreign Nat	Whites
External new appointments (%)	83,3%	2,2%	14,4%
External new appointments	75	2	13
Internal recruitment	32		7
Terminations	36		30

PERSONS LIVING WITH DISABILITY PROFILE AS AT 30 SEPTEMBER 2022

Occupational Category	Male		Female			Grand Total
	African	White	African	Coloured	White	
Senior Management		2				2
Prof Qualified and Experienced Special	0	7	1		8	16
Skilled, Academic, Jr Mgmt, Supervisor	2	7			10	19
Semiskilled and Discretionary Decision	2	1		1	2	6
Unskilled and Defined Decision Making						0
<b>Total Permanent</b>	<b>4</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>43</b>
Temp	1				2	3
<b>Grand Total</b>	<b>5</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>22</b>	<b>46</b>

# Social responsiveness

THE SOUTH AFRICAN  
SPELLING CHECKER TOOL



COMPATIBLE WITH THE  
MS OFFICE SUITE ONLY

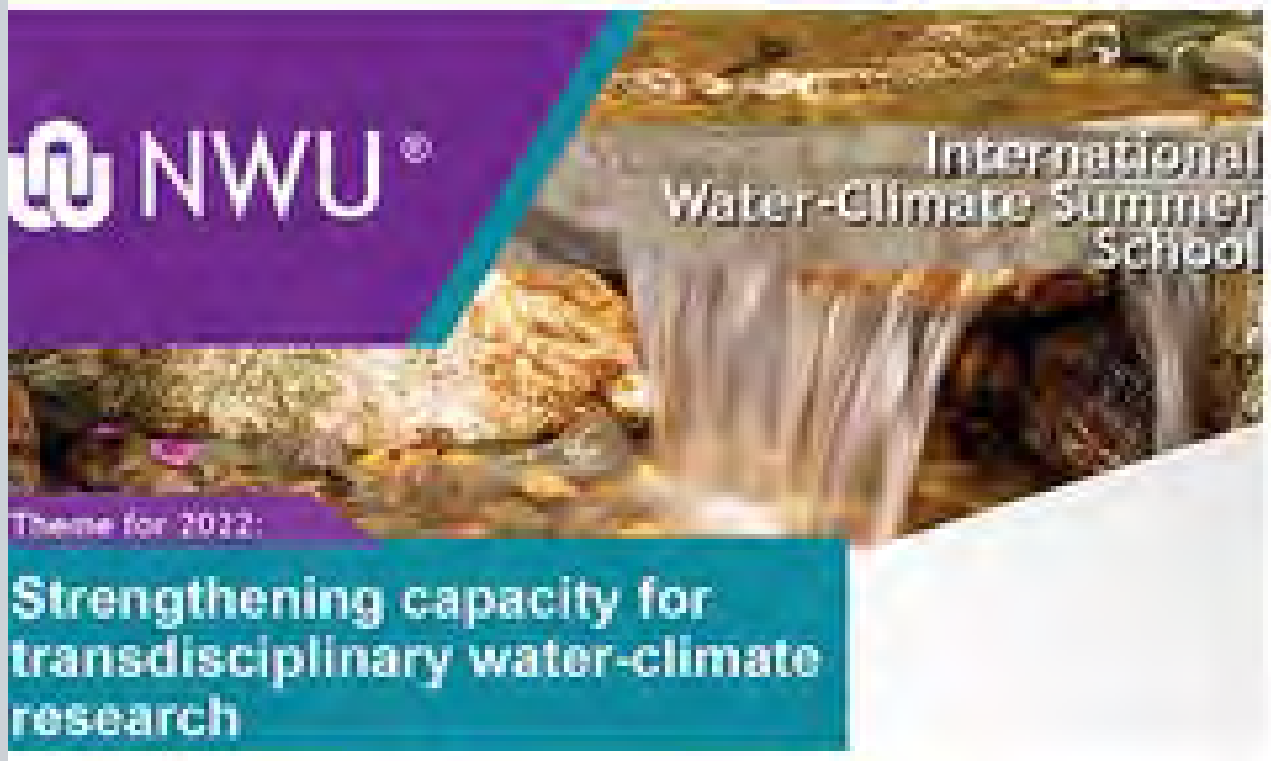
## Spelling checker tool for SA languages now available to download for free

The Spelling Checkers for South African Languages, a spelling and hyphenation checker tool for ten of South Africa's official languages, excluding English, is now available to download for free from the website of the South African Centre for Digital Language Resources (SADiLaR).

It was developed by the Centre for Text Technology (CTexT®) and has been made available for free to the public by SADiLaR, funded by the Department of Science and Innovation as part of the South African Research Infrastructure Roadmap.

The spelling checker tool offers an extensive word list for **Afrikaans, isiNdebele, isiXhosa, isiZulu, Siswati, Sesotho, Sesotho sa Leboa, Setswana, Tshivenda and Xitsonga.**

# NWU hosts International Water-Climate Summer School



The NWU in collaboration with WATERnet and Baleware (Bridging Africa, Latin America, and Europe on Water and Renewable Energies Applications), is hosting an International Water-Climate Summer School from 4 to 18 October 2022.

The summer school is a hybrid, interactive, transdisciplinary event aimed at strengthening capacity to achieve Sustainable Development Goal (SDG) 6 – “Ensure access to water and sanitation for all”, and SDG 13 – “Climate action”.

# #Discover NWU

Channel	January	October	Follower Growth for period
Facebook	273 219	330 578	21%
Twitter	26 901	28 477	6%
Instagram	29 523	33 950	15%
LinkedIn	93 729	105 342	12%
TikTok	9 189	19 546	113%

- Creating better intentional experiences through custom-built hybrid event management tools
- Augmented reality to create intentional experiences through photo apps
- Machine learning to better service stakeholder groups through chatbots and for career guidance and the expansion of the virtual tours.



# Solar training a priority at the NWU

## Solar training



Renewable energy constitutes an increasingly important part of our country's energy package while we move away from fossil fuels. This, together with an attitude of becoming more environmentally friendly, means that renewable energy like solar and wind power will definitely continue to play a bigger role in power generation. That is why the North-West University's Faculty of Engineering presented a five-day short learning course from 3 to 7 October, which was facilitated by the NWU's Unit for Continuing Education.

This short learning programme was accredited by the Engineering Council of South Africa

## NWU's solar car wins Structural Design Award in Sasol Solar Challenge 2022



Naledi 2.0, the North-West University's (NWU's) solar car won the Structural Design Award presented by Euro Steel during this year's 2022 Sasol Solar Challenge. The challenge took place from 9 to 16 September, covering an estimated distance of 2 500 km from Johannesburg to the finish line in Cape Town.

# Internationalisation

## NWU academic receives prestigious international fellowship

The Alexander von Humboldt awarded Dr Brews Soyapi, a senior lecturer at the NWU's Faculty of Law, a Georg Forster Research Fellowship for postdoctoral research.

The Alexander von Humboldt Foundation links Germany to the knowledge of the world. In the global competition for the topmost experts, it offers to this end various programmes to attract scientists and scholars. This active international network has grown to include more than 30 000 academics since the foundation was founded in 1953.



*".. For me this also signifies growth, as I am slowly moving out of the shadows of doctoral studies, which is often daunting. I hope this award will help launch an elaborate international networking experience which I can tap into in future,"* says Dr Soyapi.



# NWU and France strengthen ties



NWU Vice-Chancellor and Chancellor at the French Embassy. The Ambassador expressed great willingness for France to support collaborations between NWU and French universities.

# International Indigenous Astronomy Conference and the Launch of the International Indigenous Astronomy Experts Society



NWU in partnership with the South Africa National Convention Bureau and the Department of Science and Innovation.

The conference was held at Royal Marang Hotel, Phokeng, Rustenburg in the North West Province, South Africa on the 27 - 29 July 2022. It was a Hybrid Conference attended by delegates from Australia, Botswana, Chile, USA, Namibia, South Africa, Zimbabwe just to mention thaew.

The conference was sponsored by the Department of Science and Innovation and the South African Convention Bureau.

# The NWU hosting the U.S Embassy South Africa



The Vice-Chancellor, UMC members and government officials with the United States Ambassador to South Africa, H.E Dr Reuben E. Brigety II in a speaking engagement to discuss the Role of Academia in Democracy and Human Rights.

# NWU principal and vice-chancellor addresses journalists at the National Press Club's (NPC) post-covid relaunch



NWU media coverage	2021 Jan - Oct	2022 Jan - Oct	Target for (5% increase)	% increase
External digital media	4 484	5 553	4 708	23,8%
NWU in all media	9 516	12 954	9 991	36%
Web newsroom articles	505	450	530	-10%
Unique webpage views	7 843 551	8 219 916	8 235 728	4,9%
AVE- Advertising Value Equivalent)	R 423 550 911	R 552 830 840	R 444 728 456	30,5%

Speakers at this engagement included Dr Bismark Tyobeka (keynote), the Deputy Minister of State Security, Hon. Zizi Kodwa, NPC chairperson, Ms. Antoinette Slabbert, and NPC deputy chairperson, Mr. Willem van de Putte.

# The NWU is set to host the Moses Kotane Memorial Lecture in collaboration with the North-West Provincial Government and Moses Kotane Foundation on 18 November 2022



**#AnnualMosesKotaneLecture**

 **Date: Friday, 18 November 2022 | Time: 14h00 - 18h00**

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**Theme: Resetting South African's journey towards Recovery and Rebuilding**



Let's Grow North West Together

**#DiscoverNWU**

# QS Sustainability Ranking

**Overall Rank**  
**281-300**

**National Rank**  
**7**

## Criteria 1: Social impact

Employment & Opportunities	(20%)
Equality	(30%)
Life Quality	(10%)
Impact of Education	(20%)
Knowledge Exchange	(20%)

## Criteria 2: Environmental Impact

Sustainable Education	(40%)
Sustainable Institutions	(35%)
Sustainable Research	(25%)

Strong focus on SDG's





# NWU's engineering is number one in South Africa

The North-West University (NWU) is the best choice among local universities for studies in the field of engineering. The latest subjects ranking by Times Higher Education (THE) places the NWU at the top of the ladder in this field and highlights the NWU's other quality subject offerings.

## Physical Science

This subject field ranks universities that are leading across the following disciplines: mathematics and statistics, physics and astronomy, chemistry, geology, environmental sciences, as well as earth and marine sciences.

Overall, 1,307 universities were ranked, up from 1,227 last year.

University	Ranking
University of Cape Town	401-500
University of the Free State	401-500
North-West University	401-500
Rhodes University	401-500
Stellenbosch University	401-500
University of the Western Cape	401-500
University of KwaZulu Natal	501-600
Tshwane University of Technology	501-600

## Engineering

This subject field highlights the universities that are leading across the following disciplines: general engineering, electrical and electronic engineering, mechanical and aerospace engineering, civil engineering and chemical engineering.

Overall, 1,306 universities were ranked, up from 1,188 last year.

University	Ranking
North-West University	401-500
University of South Africa	401-500
Stellenbosch University	401-500
University of Johannesburg	501-600
Tshwane University of Technology	501-600

## QS World University Rankings

The [QS World University Rankings](#) assesses universities on six performance indicators, relating to research, teaching, employability and internationalization.

- **Academic reputation** (worth 40% of the overall score)  
Based on a global survey of academics, who are asked to identify the leading institutions in their field.
- **Employer reputation** (10%)  
Based on a global survey of graduate employers, who are asked to identify the institutions producing the best graduates in their sector.
- **Student-to-faculty ratio** (20%)  
An indication of commitment to high-quality teaching and support.
- **Research citations per faculty member** (20%)  
This is normalized by subject area, and reflects the impact of an institution's research.
- **Proportion of international faculty** (5%)  
A measure of an institution's success in attracting faculty from overseas.
- **Proportion of international students** (5%)  
A measure of an institution's success in attracting students from overseas.

# Times Higher Education World University Rankings

The Times Higher Education World University Rankings uses 13 performance indicators, grouped into five categories.

- **Teaching** (worth 30% of the overall score)  
Based on a reputation survey (15%), staff-to-student ratio (4.5%), doctorate-to-bachelor's ratio (2.25%), doctorates-awarded-to-academic-staff ratio (6%) and institutional income (2.25%).
- **Research** (30%)  
Based on a reputation survey (18%), research income (6%) and research papers published per faculty member (6%).
- **Research citations** (30%)  
Based on the number of citations a university's research obtains, normalized by subject area.
- **International outlook** (7.5%)  
Based on international-to-domestic-student ratio (2.5%), international-to-domestic-staff ratio (2.5%) and international research collaborations (2.5%).
- **Industry income** (2.5%)  
Based on income earned from industry, relative to the number of academic staff employed, and adjusted for PPP.

# Academic Ranking of World Universities (ARWU)

ARWU assesses six performance indicators, all relating to research excellence. The ranking considers all institutions with Nobel Laureates, Fields Medalists, highly cited researchers, papers published in Nature or Science, or a significant number of papers indexed by the Science Citation Index-Expanded (SCIE) or Social Science Citation Index (SSCI).

- **Alumni** (worth 10% of the overall score)  
Number of alumni of an institution who have won Nobel Prizes and Fields Medals, with greater weight given to more recent recipients.
- **Awards** (20%)  
Based on the number of staff affiliated with an institution who have won Nobel Prizes in physics, chemistry, medicine and economics, and Fields Medals in mathematics, with greater weight given to more recent recipients.
- **Highly cited researchers** (20%)  
Based on an institution's number of highly cited researchers, according to the latest list published by Thomson Reuters.
- **Papers in Nature and Science** (20%)  
Based on the number of papers published in these two influential journals, drawing on a four-year period. For institutions specialized in social sciences and humanities, this category does not apply.
- **Papers indexed** (20%)  
Based on the number of papers indexed in the Science Citation Index-Expanded and Social Science Citation Index in the preceding calendar year, with a double weighting for papers indexed in the Social Science Citation Index.
- **Per capita performance** (10%)  
The weighted scores of the other indicators, divided by the number of full-time equivalent academic staff.

# What's Actually Behind University Rankings?

The ARWU ranking is criticized for leaning towards the Natural Sciences, research indicators, and emphasis on institutions that have been awarded Nobel Prizes, over other indicators such as the quality of teaching or graduate employability.

In comparison to the ARWU, the QS Rankings have been criticized previously for not taking into account the quality of research by institutions and **instead focusing on reputation surveys**, which are largely subjective. It, along with other ranking bodies, has also been critiqued for not considering graduate employment outcomes.

THE Rankings place high importance on citations when assessing a university, a metric that some say is open to manipulation. THE Rankings also take into account institutional income, which can be a difficult indicator to measure

Accurate for what?

*“Every ranking uses their own methodology. It is easy to see what they value and what weight it is given. That leads to various biases, and you can see them in the ratings. For example, Quacquarelli Symonds tends to have a STEM bias, ranking accomplishments in STEM higher than in the humanities. But that is clear in reading their rankings. Similarly the Times Higher Education ranking tends to have a bias toward British universities.”*

# Bosberaad Draft Program

## 30th November - 2nd Dec 2022



*“Strategic planning is the continuous process of making present entrepreneurial, risk-taking decisions systematically and with the greatest knowledge of their futurity; organizing systematically the efforts needed to carry out these decisions; and measuring the results of these decisions against the expectations through organized, systematic feedback.” Peter Drucker*

Future Forward	Strategic Considerations	Sticky Operation Issues	Group Allocations
1. Veterinary School	1. Industry 4.0 – NWU preparedness post the pandemic	1. Centralisation vs Efficiency / Decision Making: Campus DVCs	Group 1 Prof Lloyd Conley Prof Mxolisi Modise Mr Andile Swartbooi
2. Integration of Colleges of Agriculture	2. NWU Classification; Traditional or Comprehensive?	2. Proliferation of meetings	Mr Anton Styger Prof Michael Temane Prof Hennie Goede
3. School of Mines & Mining Engineering	3. Size & Shape PQM (credits overload) Student / staff ratio Market direction etc	3. Equity of provision across campuses	Group 2 Prof Linda Du Plessis Prof Liezl Van Dyke Pro Dumi Moyo
4. Increase the capacity of Municipal & Provincial Government	4. Structure Effectiveness/ Review	4. Integrated automated reporting	Prof Daryl Balia Ms Sanri Joubert
5. Medical School	5. “Triplification” - is that what Unitary Model seeks to achieve?	5. Remuneration model: functional allowances not sustainable	Group 3 Prof Robert Balfour Prof Awie Kotze
6. Internationalisation	6. Future of Distance Learning at NWU	6. Community engagement: to be in performance contracts	Prof Sonia Swanepoel Mr Jan-Hanrick Viljoen Mr Milton Nyamazdabo Prof Marlene Verhoff Prof Jeffery Mphahlele
7. Student Value proposition (Leadership Academy)	7. Fees Misalignment: fee regulation has changed this	7. Collective ownership for the management of people	Group 4 Dr Mzubanzi Tyobeka Ms Elmarie Debeer
8. Food Security	8. NWU Fundraising capacity	8. Clear roles and responsibilities (accountability)	Prof Sbu Chalufu Mr Clement Manoko
9. Staff Cost Optimisation	9. NWU stance on sustainability: third stream income, commercialization	9. The Business school: Competitive?	Group 5 Dr Mala Singh Prof Neo Morei
10. Postgraduate & Missing Middle Funding	10. Staff Optimisation (structure)	10. Attraction & retention: ethic of care?	Prof Yvonne Du Plessis Prof Raj Siriram Prof Anet Smit

# Future Focus : 2023 and beyond

1. Medical School
2. Veterinary School
3. School of Mines and Mining Engineering
4. Internationalisation
5. Integration of colleges of agriculture
6. Student Leadership Academy
7. Increase capacity of municipalities & provincial government
8. Staff cost optimisation
9. Funding of the “missing middle”
10. Food security
11. Review of the 2015-2025 Strategy, and unitary operations model to improve efficiencies