

**First feedback on the mid-term
evaluation of the Annual
Performance Plan and progress
made towards achievement of the
2023 targets**

Council - September 2023

Prof Tyobeka



NORTH-WEST UNIVERSITY

Goal 1: Promote excellent learning and teaching and reposition the NWU to attain the size and shape required by the market direction decisions

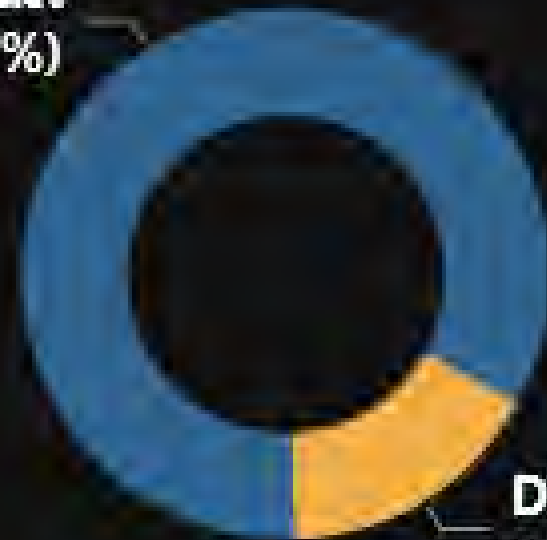


Undergraduate
48,614 (87%)



Postgraduate
7,092 (13%)

Contact
46,721 (84%)



Distance
9,208 (16%)

Another accreditation accolade for the NWU's School of Accounting Sciences

The School of Accounting Sciences at the NWU is an indisputable leader in its field with the recent announcement by the South African Institute of Chartered Accountants (SAICA) that the school's BCom in Financial Accountancy has been accredited for the purposes of SAICA's Associate General Accountant [AGA(SA)] designation.

The NWU is one of only two universities to receive this accreditation from SAICA in 2023, with the accredited programmes being the BCom in Financial Accountancy and the Extended BCom in Financial Accountancy.

Mr Robert Zwane, SAICA's executive director for Learning, Development and National Imperatives:

"SAICA is confident that the programme at the NWU met the formal regulatory accreditation requirements of DHET and the appropriate resources to deliver high-quality programmes at the required standard and quality to meet SAICA's requirements for the AGA(SA) designation".



SAICA ITS results

100% of NWU's SAICA class of 2022 passed the June 2023 ITC exam.

The country average pass rate for the June exam was 40% (for all candidates).



**Goal 2: Strengthen research and innovation with
a strategic focus on impactful globalisation**



Academic shines bright at Oxford innovation boot camp

Prof Rose Hayeshi, associate professor at the NWU's DSI/NWU Preclinical Drug Development Platform has just returned from the United Kingdom after a week-long innovation boot camp at the University of Oxford.

Prof Hayeshi was one of the 10 participants selected to deliver demo pitches, after which her presentation was chosen as one of the top five pitches.

Her trip follows her successful completion of a four-month virtual online training programme on innovation and entrepreneurship in health for Africa, offered by the Africa Oxford Initiative Health Innovation Platform (AfOx-HIP) at Oxford University.



University of Kigali, Africa Research Group conference explore contemporary organizational management

The seventh Africa Research Group International Conference represents a unique blend of research, collaboration, and capacity building, serving as a platform for scholars to come together, share insights, and collectively contribute to advancing the understanding of contemporary organizational management in Africa.



NWU psychologist to accompany SA team to World Games

Prof Ankebé Kruger from the NWU's Faculty of Health Sciences has been appointed as psychologist for the South African student team taking part in the World Student Games in Chengdu, China from 28 July to 8 August 2023.

The event marks the 32nd edition of the Summer World University Games, with approximately 8 000 athletes from more than 150 countries expected to compete in 18 different sport codes.

Prof Kruger's role at the World Student Games will primarily focus on safeguarding the mental health and wellbeing of individual athletes and players.



Scarce skill puts NWU taxonomist at forefront of describing parasites

“What is in a name?” Dr. Anja Erasmus She is currently believed to be the youngest gnathiid taxonomist in the world, at the forefront of describing these parasites and identifying their names – or the lack thereof.

Dr Anja Erasmus thrives on recording the tiny sea species and listing important information used to identify them. She is one of only a few active gnathiid taxonomists in the world — the others being in the Philippines, Japan, Australia and Europe.



Prof Monyeki to represent the Department of Health

NWU Faculty of Health Sciences commends Prof Andries Monyeki, who has been asked to represent the National Department of Health at an upcoming multi-country World Health Organization (WHO) workshop. This nomination both reflects his expertise and recognises his research contributions to public health policy.



Local researcher to collaborate with Cambridge University

The NWU takes pride in the calibre of its academic, especially international recognition.

Prof Paul Smit, associate professor of and programme leader for Labour Relations Management at the Faculty of Economic and Management Sciences, has been invited to collaborate as a **visiting fellow** with the Centre for Business Research (CBR) at **Cambridge University** in the United Kingdom.

The visit will enable Prof Paul to conduct research on the use of metrics in labour law research. This includes connecting with their labour index (CBR-LRI) dataset and developing a social justice scorecard.



South African Women in Science Award

Prof Shan Simmonds from
the Faculty of Education
received an accolade at the
South African Women in
Science awards

South African in Science A



Lifetime achievement

Prof Stuart Piketh received Gold award for his lifetime contribution to the cause of clean air from NACA – the National Association for Clean Air



WaterNet executive manager makes history

Prof Jean-Marie Kileshye Onema, executive manager for SADC WaterNet and extraordinary professor at the NWU's Faculty of Natural and Agricultural Sciences, has been elected the secretary-general of the International Association of Hydrological Sciences (IAHS).

Prof Onema's election, which took place during the 28th International Union of Geodesy and Geophysics in Berlin, Germany, marks a momentous occasion in the history of IAHS. He is the first African to hold this significant position since the association's inception 101 years ago.

This achievement is a testament to his exceptional expertise and contributions to the scientific community. The IAHS, with its vast and diverse membership of more than 10 000 professionals from 152 countries, plays a vital role in advancing the understanding of hydrological processes worldwide.



NWU - another top placement to its impressive performance in rankings

Academic Ranking of World Universities (ARWU)

The NWU has added another top placement to its impressive show in international rankings. The ShanghaiRanking Consultancy ranks the NWU in the category for the **top 5 to 7 South African universities in its 2023** on 15 August 2023

ARWU places the NWU in the **501 to 600** ranking category internationally – a considerable achievement, as it was ranked in the 601 to 700 category in 2022.



Quacquarelli Symonds (QS)

The latest (QS) World University Rankings, published on 27 June, placed the NWU among the top seven South African universities in their Top Global Universities rankings for 2024 – moving up from eighth position locally. In this ranking the NWU showed significant improvement in its international placement, moving into the 801 to 850 ranking category from last year's 1 001 to 1 200 placement.



Goal 3: Integrate and align community engagement with teaching-learning and research to develop a culture of active citizenship



Three meetings were held as part of a **Stakeholder Forum inception meeting** at each of the campuses. There were 72 participants, and 27 organisations were presented. The formal launch of the forums will take place in October and will be more widely advertised to ensure broader participation.

Faculties and internal stakeholders are requested to invite their stakeholders and community partners to participate in these forums.

These forums will assist with the accuracy and assurance of placement of students with validated external stakeholders which may include NPCs, NGOs, Faith-based organisations, businesses, and schools.



July 2023

Welcome to the second edition of *IMPACT@NWU*, the North-West University's (NWU's) community engagement newsletter.

This quarterly publication features details about our sustainability initiatives, upcoming community activities, volunteering opportunities and how you can become an active part of the NWU's commitment to serving our community.

NWU Vice-Chancellor's Science Day: Empowering young minds

The NWU hosted its inaugural Vice-Chancellor's Science Day on 31 July 2023 at Mabeskraal near Rustenburg as part of National Science Week.

This landmark event served as a platform for fostering partnerships and collaboration among educational institutions, government departments, private companies, communities, and other stakeholders in the North West province.

The Science Day-themed "Transforming Lives Through Evidence-Based Science" was attended by approximately 2 000 learners from the area and nearby villages.



North West Cricket and NWU take hands in prosperous partnership

The North West Dragons unveiled spanking new kit as well as an exciting long-term partnership with the North-West University (NWU) ahead of the upcoming 2023/24 season.

This prosperous new agreement was made official on Thursday, 7 September at the Garden Willows Hotel



NWU Business School empower young entrepreneurs

Young entrepreneurs from more than 70 small and medium-sized enterprises (SMEs) benefitted from a SME Business Finance Clinic hosted by the NWU.

The Small Business Advisory Bureau (SBAB) of the NWU's Business School, in collaboration with the Small Enterprise Development Agency (SEDA), recently hosted an SME Business Finance Clinic to empower young entrepreneurs and youth-owned cooperatives.

Several stakeholders delivered presentations about their funding opportunities, including the SEDA, the Small Enterprise Finance Agency, Old Mutual Masisizane Fund, Investment Business Partners, and the National Empowerment Fund.

Oarabile Manyapelo, manager of the SBAB and senior lecturer at the NWU Business School, says they are grateful for the agencies' support.



Alumnus donates thought-provoking artwork to NWU Library

Retired professor Jan Buscop donated 4 paintings to NWU and these artworks will be hosted in the library. He completed his PhD at UNIBO and was appointed as senior lecturer in 1993 and retired in 2019.

One of the artworks was painted by George Bhunu, who also attended the hand-over. This painting was created in 1993 and holds profound symbolism. “It embodies the concept of an artist striving to establish a new order,” explains George. “The artwork serves as a reminder of our shared humanity with the subjects portrayed, urging us to reflect on the foundation upon which future generations build their understanding.”



Goal 4: Develop a clearly differentiated student value proposition with a focus on creating an inclusive environment aimed at developing students holistically through structured and unstructured co-curricular programmes which are relevant, desirable and meet students' needs



NWU Career Centre hosts campus work- readiness session

The NWU Career Centre recently hosted work-readiness sessions on all campuses.

Work-readiness sessions have become an integral part of the NWU's goal to provide companies with the platform to highlight and provide information on job openings and the corporate culture. The goal of this event was to create relationships with current students and alumni by equipping them with crucial job skills to bridge the gap between student life and the world of work.



North West High Court judges lead NWU-Juta Mock Trials

A full bench of North West High Court judges presided over the annual NWU-Juta Mock Trial finals held at the High Court in Mahikeng on 7 August 2023.

Leading the panel was Deputy Judge President Tebogo Djaje, accompanied by esteemed justices Francies Reid, André Petersen and Myron Dewrance.

North West Judge President Ronald Hendricks viewed the proceedings from the gallery.

The NWU-Juta Mock Trial competition is the brainchild of Adv René Koraan, senior lecturer at the Faculty of Law.



The mock trial competition is an ideal opportunity to foster a passion for law, establish a spirit of collegiality, and bridging the gap between theory and practice.

A team of 2nd-year students from the Mahikeng Campus was announced this year's winners.

Student entrepreneurs compete for tomorrow's success

The fifth annual Leopards Lair® student business pitching competition took place on 1 September 2023, hosted jointly by TTIS, FEMS, the NWU Business School, the Small Business Advisory Bureau (SBAB) and the Bhive Enterprise Development Centre.

This competition offers NWU students a valuable learning journey into the world of entrepreneurship and start-up businesses



Alumnus to shine at National Netball championships

In 2019, Jennifer Dipheko enrolled for a BSocSC degree. She secured a spot on the Mahikeng Campus netball team and proudly represented the team from 2019 to 2021. She also had the opportunity to compete in the University Sports SA tournament in 2019 and 2020, showcasing her skills at university level.

She will represent the Ngaka Modiri Molema District at the upcoming National Netball Championships that will take place from 1 to 7 October in Rustenburg.





NWU Eagles on a winning streak

The NWU Eagles netball team keep proving that teamwork makes the dream work during the 2023 FNB Varsity netball tournament.

They made it to the semi-finals with a 43-36 win against Kovies, 59-26 win against Wits University and a 51-36 win against the University of the Western Cape.

They lost in the semi-final against UJ



NWU Eagles secure semi- final spot in Varsity Football

The NWU Eagles are now gearing up to face the 2023 log leaders, UJ, in the semi-final at the UJ Stadium on 14 September



Bodybuilding team claims fifth USSA championship title

The NWU's Vanderbijlpark Campus once again emerged victorious in the national University Sports South Africa (USSA) championship for 2023.

This is the fifth time the team scooped the top spot, despite facing stiff competition from other teams. This year the event took place at Forte Hare University in the Eastern Cape.

Their victory is a testament to the hard work, dedication, and passion of the 22 team members who put in countless hours of training and preparation.



**Goal 5: Attract, develop and retain excellent staff
and create an equitable staff profile**



Vanderbijlpark Campus landscaping wins an award

Rothe Plantscapers' landscaping on the NWU's Vanderbijlpark Campus recently scored the garden maintenance company a silver award at the South African Landscape Institute's (SALI's) Awards of Excellence ceremony.

Their outstanding landscaping work earned them the award for their exemplary performance within the 75% to 84% range.

Additionally, they earned a Merit Water Wise point of 60% to 69% for their landscape and turf maintenance services.

"Their beautiful landscaping has significantly impacted the well-being of students, staff, and the surrounding community and enhances the overall aesthetic appeal of the campus."



NWU launches Women in Leadership Programme

The programme launch, themed "How to thrive as an influential woman leader in higher education", took place at Vanderbijlpark

The programme flowed from a CTL project that focused on women in leadership in the context of teaching and learning. Throughout its three-year duration, the primary objective of this project was to create a community of practice that includes women in leadership roles in the T&L learning domain.

The strategic initiatives is led by the principal and vice-chancellor, Prof Tyobeka, and aligns with the university's multigenerational strategy. Its goal is to identify and nurture women with high potential, ensuring a steady supply of qualified candidates for leadership positions. The programme also aims to close the gender gap in the talent pool and facilitate long-term succession planning.

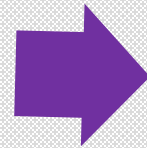


Goal 6: The development and implementation of a digital business strategy to create a competitive advantage for the university and ultimately unlock



Anthology SIS and Nexus CRM Blueprint

- Jun 2022 – Feb 2023



CRM (Phase 1) System configuration and Class Room Pilots (1,2 and 3)

- Feb 2023 – Sep 2023
- Hands-on experience and configuration



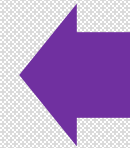
Nexus CRM Training

- Sep 2023 – Oct 2023
- Training of nominated Subject Matter Experts (SME)



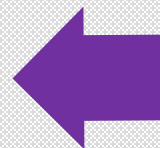
User Acceptance Testing

- Oct 2023 – Dec 2023
- Completed by SME



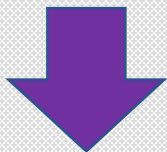
Go-live Activities

- Des 2024 – Feb 2024
- Data migration, End-user training, roll-out, switch over, integration)

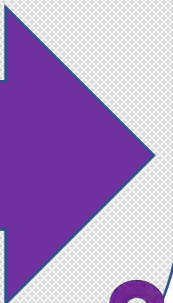


CRM support starts

- Feb 2024



Anthology SIS (Phase 2) Implementation activities (Feb 2024 – Jan 2025)



Total process underpinned by change management and communication



**NORTH-WEST
UNIVERSITY**

NWU Strategic projects



Taking the NWU forward – review of structure implementation – Phase 1

CONTEXT	CONTENT	PROCESS	LEADERSHIP	SUSTAINABILITY
<p>Criterion 1: Unitary university</p> <ul style="list-style-type: none"> GOOD Unity of purpose GOOD Common identity NEEDS IMPROVEMENT Shared standards GOOD Overriding single philosophy NEEDS IMPROVEMENT Core values throughout NEEDS IMPROVEMENT Strong brand position in market 	<p>Criterion 12: Efficient, accessible & value-contributing support services</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Improve effectiveness and efficiency of support services in order to strengthen and add value to the core business 	<p>Criterion 15: Role clarity</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Minimise role overlap NEEDS MAJOR IMPROVEMENT Resolve ambiguity and duplication NEEDS MAJOR IMPROVEMENT Ensure clear responsibility/authority NEEDS MAJOR IMPROVEMENT Promote joint accountability 	<p>Criterion 6: Effective strategic and institutional decision-making</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Enabling effective strategic decision-making at institutional level 	<p>Criterion 6: Effective strategic and institutional decision-making</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Enabling effective strategic decision-making at institutional level
<p>Criterion 5: Lean and flat</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Optimal management levels within NEEDS MAJOR IMPROVEMENT Eliminating excessive bureaucracy NEEDS MAJOR IMPROVEMENT No unnecessary reporting levels NEEDS MAJOR IMPROVEMENT Eliminating silos NEEDS MAJOR IMPROVEMENT Streamlined 	<p>Criterion 13: Utility; Ease of working</p> <ul style="list-style-type: none"> NEEDS IMPROVEMENT Simple NEEDS IMPROVEMENT Understandable NEEDS IMPROVEMENT Logical, with clearly identified units 	<p>Criterion 16: Integrated functioning</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Promote inter-dependence and co-operation NEEDS MAJOR IMPROVEMENT Facilitate optimal workflow NEEDS IMPROVEMENT Enhance staff development NEEDS MAJOR IMPROVEMENT Promote joint priority-setting 	<p>Criterion 7: Rapid operational decision-making</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Enabling speedy operational decision-making at the appropriate level taking, into consideration the delegation of authority 	<p>Criterion 8: Affordable, sustainable and efficient</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Optimum benefit from cost incurred in respect of human talent and material resources. NEEDS MAJOR IMPROVEMENT Reaching the desired outcome at the lowest possible cost
<p>Criterion 9: Access-promoting</p> <ul style="list-style-type: none"> NEEDS IMPROVEMENT Making it easy for qualifying students to enrol 	<p>Criterion 14: Effective communication</p> <ul style="list-style-type: none"> NEEDS IMPROVEMENT Ensure good internal and external communication infrastructure NEEDS MAJOR IMPROVEMENT Facilitate open and effective leadership communication NEEDS MAJOR IMPROVEMENT Promote communication feedback loops 	<p>Criterion 17: Performance-enabling</p> <ul style="list-style-type: none"> NEEDS IMPROVEMENT Focus on value-adding activities NEEDS IMPROVEMENT Delivery of core business NEEDS IMPROVEMENT Outcome focused 		<p>Criterion 19: Effective management of geographically dispersed campuses</p> <ul style="list-style-type: none"> NEEDS IMPROVEMENT Due consideration of physical constraints pertaining to campuses' location and foci NEEDS IMPROVEMENT Appropriate contact between staff NEEDS IMPROVEMENT Effective management of attendance NEEDS IMPROVEMENT Performance NEEDS MAJOR IMPROVEMENT Discipline
		<p>Criterion 18: Optimal resource sharing & distribution</p> <ul style="list-style-type: none"> NEEDS MAJOR IMPROVEMENT Maximise the use of resources through sharing and collaboration NEEDS IMPROVEMENT Promote equitable resource allocation NEEDS MAJOR IMPROVEMENT Minimise waste 		



GOOD

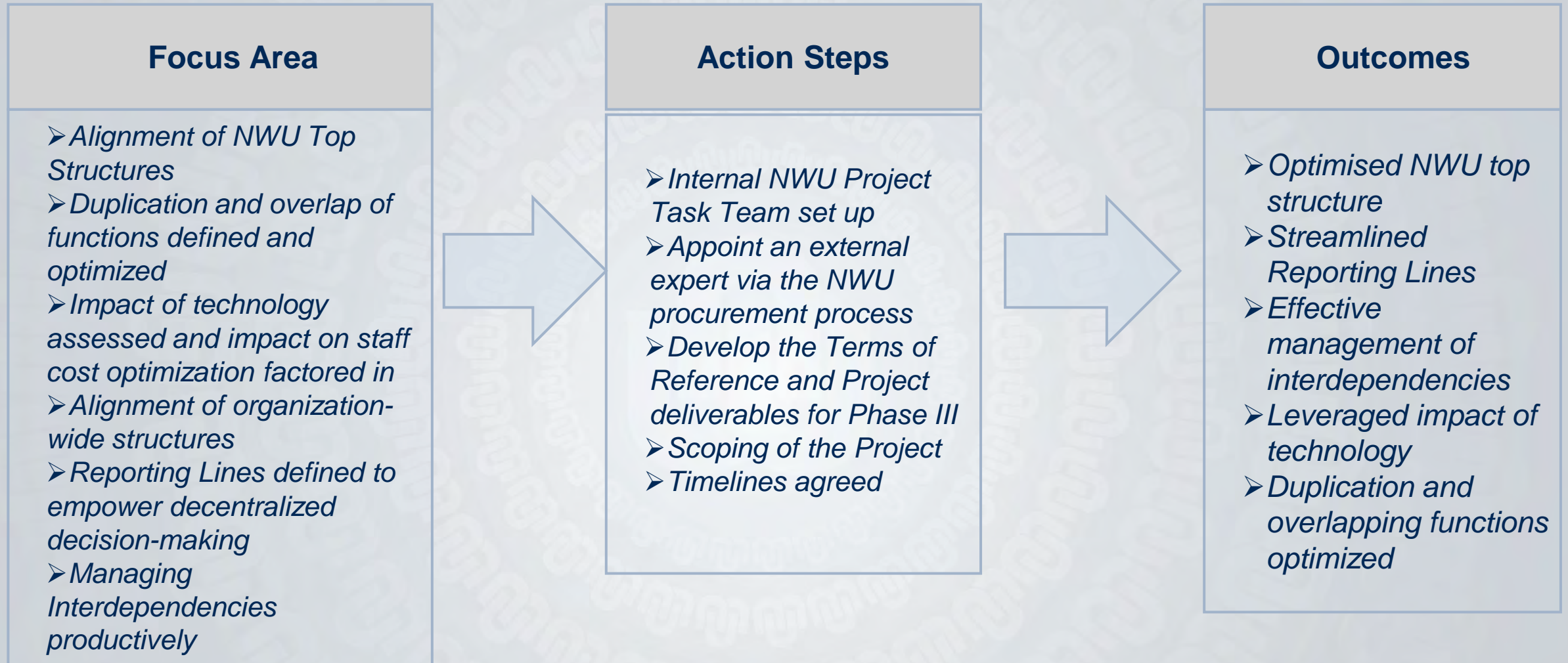


NEEDS IMPROVEMENT



NEEDS MAJOR IMPROVEMENT

Taking the NWU forward - Phase 2



Capacitating Provincial Government and Municipalities

The NWU, in collaboration with the Department of Cooperative Governance and Traditional Affairs (COGTA), pledged 100 graduates to assist the local government with a turn-around strategy on 22 June 2023.

This partnership aims to deploy 100 postgraduate students from various fields to assist different municipalities within the North West province. Acting premier of North West province and COGTA MEC honourable Nono Maloyi says several municipalities in the North-West are currently facing challenges that affect their service delivery to communities. As an initial step, the deployment of these graduates will form part of the incremental implementation of this collaborative effort to assist municipalities around the province.



NWU Enterprises

- Appointment of project manager – 1 Sept 2023
- Envisaged launch – March 2024

ALIGN UNIVESRITY POLICY TO ENABLE RESEARCHERS AND MANAGE CONFLICT OF INTERESTS
CHOOSE AND IMPLEMENT REPOSITIONING OF EXISTING ACTIVITY
SECURE FINANCIAL RESOURCES
BUILD CAPACITY TO ESTABLISH/GROW PORTFOLIOS

Consulting	Research	Short Learning	Spin-outs
<ul style="list-style-type: none">• Advisory• Expert• Analytical/ Specialist	<ul style="list-style-type: none">• Contract• Multi-faceted projects	<ul style="list-style-type: none">• Online• Accredited• Organisation training	<ul style="list-style-type: none">• Investment• Portfolio• Governance
Business Sports Education Engineering Health	Education Engineering Health	Business Theology Engineering	From IP Portfolio managed by TTO



Duncan Raftesath

Experience:

Wits Commercial Enterprise (Pty) Ltd
– CEO - 2011 - 2023

- Leadership – Translating mandate into strategic choices.
- Business turnaround – loss to profit, stagnant to 30-50% sales growth.
- Planning – Plans and budgets to meet and exceed targets.
- Organisation building – Hiring, motivating, and developing diverse people to deliver.

Technology Innovation Agency

GM: Fund Management- 2010
Development of the Investment Policy and presentation to the board investment committee.

Mining Engineering

The office of the Vice-Chancellor and the faculty of Engineering had a number of engagements with the office of Minister of the Department of Mineral, Resources and Energy.

The VC's and space management had an opportunity to explore a site which has been demarcated in the Rustenburg area, close to the N4 Highway.

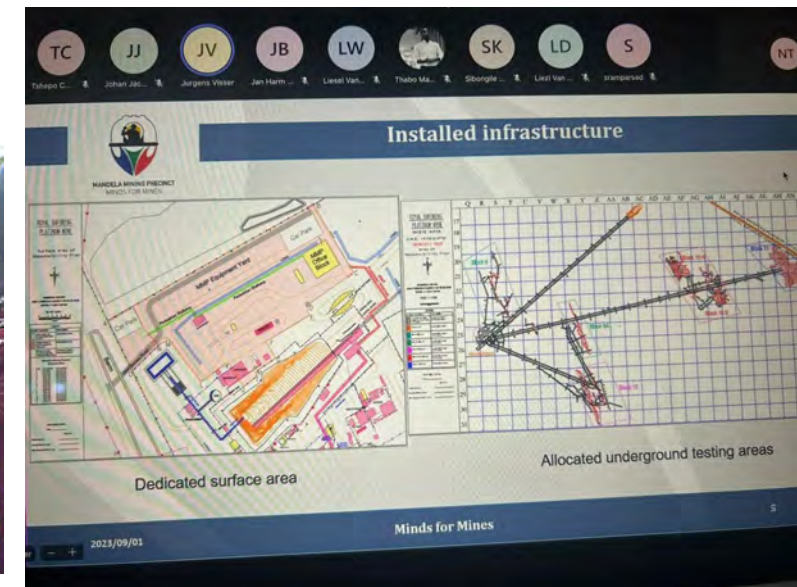
Stakeholders present: Office of the Minister of the Department of Mineral, Resources and Energy, the North West Premier's office, the HoD of Corporative Governance and Traditional Affairs, colleagues from the Department of Education and Mayors as well as colleagues from Moses Kotane District and Rustenburg municipalities.

Way forward:

Once we have a clear stance and way forward, we should Facilitate the next meeting (within the next month)

The NWU has committed to give a presentation, keeping the following in mind.

- The thinking and plans around the establishment of the school
- How will the phased in approach work
- NWU needs and support required.
- Anticipated timelines
- What quick wins have we identified?



Medical School

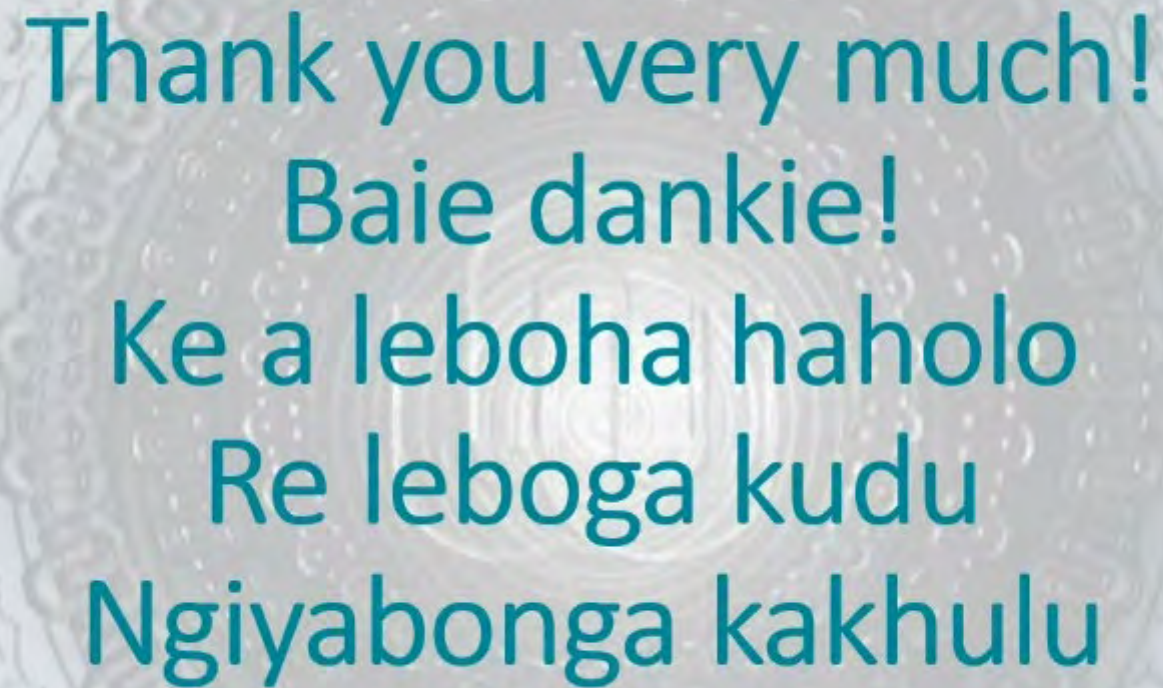
1. Meeting with National DOH officials held on 29 August 2023 (DDG: Clinical services and Tertiary Service)
2. Feedback was that approval will be recommended to the Minister of Health
3. Follow-up meeting to be held in early October with the Minister of Health and the DG
4. A delegation of NWU will visit NMU in September 2023 for benchmarking purposes
5. Curriculum development is ongoing

First-time intake envisaged in 2027/ 2028



Veterinary Sciences

Feasibility Stage



Thank you very much!
Baie dankie!
Ke a leboha haholo
Re leboga kudu
Ngiyabonga kakhulu