

# eish!



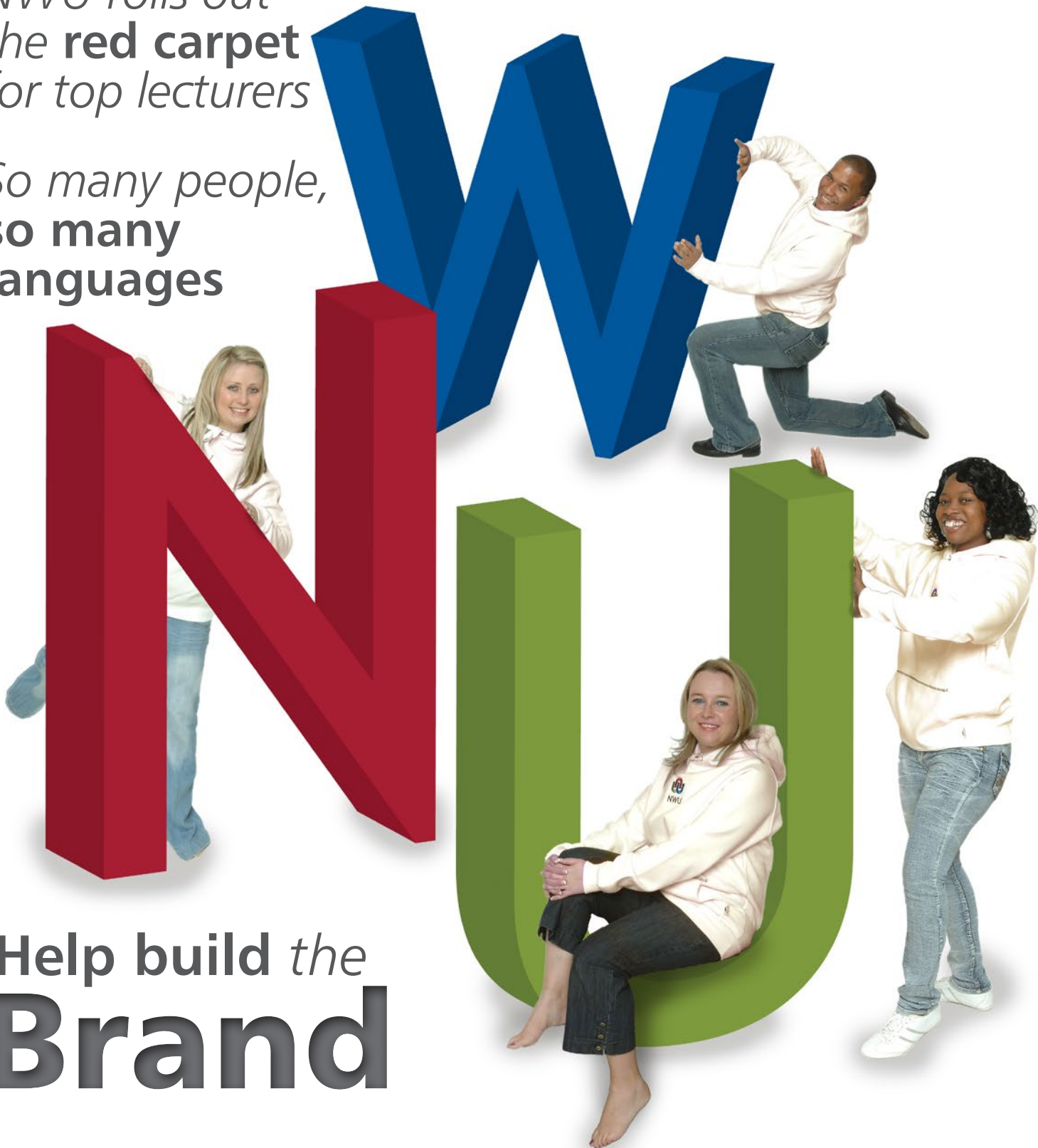
NORTH-WEST UNIVERSITY<sup>®</sup>  
YUNIBESITHI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT

Personeelblad van die NWU

VOLUME 6 No 2 April 2012

*NWU rolls out  
the red carpet  
for top lecturers*

*So many people,  
so many  
languages*



Help build *the*  
**Brand**

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**Front page:** During the recent internal brand awareness campaign these colleagues helped promote the brand at the Institutional Office. In the back is Mr Tommy Pietersen and in front from left are Ms Coréne van der Merwe, Ms Bernice Smit and Ms Queen Ntsoelengoe. (Article on p12)

## Institutional Plan revamped for readers

The 2012-2014 Institutional Plan (IP) is available on the web. Apart from the addition of a new mission element, the IP now also boasts a fresh, reader-friendly look.

The new mission element involves transformation and was added to place more emphasis on the NWU's transformation aspiration and objectives, with specific reference to 10 identified transformation elements.

Another change is that whereas the previous IP was written as a narrative, this one has been laid out in columns for easy reference. Each mission element has clear objectives and performance markers, and the reader can see at a single glance which member of the Institutional Management (IM) is responsible for it.

This new format makes it easier for readers to interpret performance agreements and objectives. It will also facilitate management reporting.

Adding to its user-friendliness, the document abounds with hyperlinks to improve navigation and to link related information – such as the tables to be read with the IP objectives. A PDF word search function helps readers to find specific core words.

The IP is available on the page <http://www.nwu.ac.za/content/north-west-university-institutional-plan>

The IP is currently being translated and the Afrikaans version will soon be available on the web too.

The IP serves as a compass for the NWU and the IP objectives form part of NWU staff members' task agreements on all levels. In this way, everyone at the NWU helps to achieve the university's objectives.

**Redaksionele span:** Nelia Engelbrecht en Marelize Santana, Louis Jacobs, Pertunia Thulo, Pheny Mokgothu, Kiewiet Scheppel, Annette Willemse, Elmarie Cronje, Rolien Roos, Sharon W Dzwaïro. **Bladuitleg:** Graphikos. **Drukwerk:** Platinum Press. **Fotografie:** Maclez Studios, Nelia Engelbrecht, Pertunia Thulo, Pheny Mokgothu, Kiewiet Scheppel, Annette Willemse. **Spotprent:** Mynderd Vosloo. **Vir verdere navrae/korrespondensie:** Nelia Engelbrecht – Tel (018) 299 4937 of Bussie 260. *Eish!* word deur die Korporatiewe Sake en Verhoudinge-department van die Institusionele Kantoor van die NWU in Setswana, Engels en Afrikaans voorberei en uitgegee. Indien u nog kopieë verlang, skakel gerus vir Nelia Engelbrecht. Om die *Eish!* in elektroniese formaat te ontvang, stuur asseblief 'n e-pos aan [marelize.santana@nwu.ac.za](mailto:marelize.santana@nwu.ac.za).

# BOODSKAP VAN DIE **Visekanselier**

## *Beste kollegas*

As ek soggens werk toe ry, wys die bome my dat die somerseisoen besig is om plek te maak vir herfsdae.

Dit is moeilik om te glo dat die einde van die eerste kwartaal sowaar reeds verby is! Maar dit is egter ook 'n gulde geleentheid om op die eerste kwartaal terug te kyk en te kan sien wat reeds gedoen is om ons strewe na 'n gebalanseerde onderrig-leer en navorsingsinstelling nog duideliker kenbaar te maak.

Lees gerus verder in hierdie uitgawe van Eish! hoe ons intern besig is om ons prosesse te verfyn sodat 'n optimale onderrig-leer-en-navorsingsomgewing geskep kan word, en ook oor NWU-personeellede wat erkenning kry vir hulle uitsonderlike prestasies.

Daar is 'n paar ander belangrike sake wat op 2012 se institusionele agenda lê en waarvan

die uitkoms vir ons almal van wesenlike belang gaan wees:

- Die Hoëronderwys-kwalifikasieraamwerkprojek is tans in sy tweede fase. Hierdie reuseprojek onder die leiding van die Adjunk-visekanselier: Onderrig-leer, prof Martin Oosthuizen, verg geweldig baie institusionele energie en werk op baie gedetailleerde manier met die mikro-elemente van ons onderrigleerprosesse by die NWU. Baie dankie vir die harde werk van so baie mense tot nou toe, en baie sterkte vir die groot taak wat nog in hierdie verband voorlê.
- Ons is ook besig om die aanvoorwerk te doen vir 'n institusionele projek waardeur ons 'n plan van stapel kan stuur om besigheidsprosesse by die NWU te verbeter. Ons het besef dat onnodige burokrasie effektiewe bestuur by die NWU belemmer en wil graag 'n aanvaarbare proses in plek kry om dit teen te werk.

- Na die Raadswerkswinkel in Maart 2011 waar die kwessie van volhoubaarheid in al sy fasette onder die soeklig gekom het, is ons besig om goeie vordering te maak met die voorbereiding vir 'n institusionele omgewingswetlike-voldoeningsoudit (environmental legal compliance audit). Die projek sal deur die kantoor van die Adjunk-visekanselier: Navorsing en Innovasie, prof Frikkie van Niekerk, gecoördineer word en sal deur prof Johan Nel van die Sentrum vir Omgewingsbestuur aan die Potchefstroomkampus bestuur word.

Baie sterkte vir die res van 2012, kollegas! Ons beleef heerlike opwindende tye in die Suid-Afrikaanse hoëronderwysomgewing terwyl die NWU met harde en onvermoeide werk op vele terreine sy merk bly maak.

Vriendelike groete

*Thems Cloff*



## **Eish!** they're working hard

You've probably heard golf legend Gary Player's wise words: "The more you practise, the luckier you get" and "You must work very hard to become a natural golfer".

In other words: hard work is a prerequisite for achievement.

This edition of Eish! contains many examples of staff members who understand that principle very well.

On p4 and 5 you can read about the 49 ITEA winners who honed their teaching skills through hard work, and on p19 about Prof Louis Kotze whose dedicated research

earned him the NRF's coveted President's Award (P rating).

Prof Melvin Mbaos advice to his students and his own sons is to be diligent. More about that on p11.

Our second-milers (p17) are as always a model of diligence – with a smile and a positive attitude to boot.

This mindset also ties in well with the new approach in the brand awareness campaign, namely that the NWU unlocks the future for people (see p12). Hard work – on the part of staff and students alike – remains one

of the most important keys to a successful future.

Good luck to all – academics and support staff. Let's bring out the best in ourselves.

However, let's remember that all work and no play is not the answer either; we also need to enjoy what we're doing. Logan Pearsall Smith, an American essayist and critic, said the following: "There are two things to aim at in life; first to get what you want, and after that to enjoy it. Only the wisest of mankind has achieved the second."

Happy reading,

*Marelize & Nelia*



Best of the best: Overall ITEA winner Ms Stefanie-Marié (Stef) Esterhuizen from the Faculty of Humanities on the Vaal Triangle Campus receives the Vice-Chancellor's Prestigious Award at a gala event in Potchefstroom from Dr Theuns Eloff.

# NWU celebrates superb teaching skills

**M**s Stefanie-Marié (Stef) Esterhuizen from the School of Educational Sciences in the Faculty of Humanities on the Vaal Triangle Campus fared the best in the challenging Institutional Teaching Excellence Awards (ITEA) process during 2011.

For this achievement, she received the Vice-Chancellor's Prestigious Award at a gala event held on 2 March 2012 in Potchefstroom. She received a floating trophy from Dr Theuns Eloff, the vice-chancellor of the NWU.

Apart from being the overall winner for 2011, Stef is one of the three campus winners. The other two are Dr Ralph Manyane from the Faculty of Human and Social Sciences on the Mafikeng Campus and Mr Pieter Van der Zwan from the Faculty of

Economic and Management Sciences on the Potchefstroom Campus.

In 2011, 49 NWU lecturers received ITEA awards, compared to 46 in 2010. The Mafikeng Campus showed the biggest increase in award recipients. A record number of 18 Mafikeng lecturers received awards in 2011, compared to only eight in 2010 and three in 2009.

On the Potchefstroom Campus there were 20 recipients in 2011 and on the Vaal Triangle Campus 11. The latter constituted an increase of five, compared to the six Vaal Triangle recipients in 2010.

"Lecturers play a very important role in the lives of students and tonight we celebrate those who have excelled in their dedication to their subject and their passionate influence on their students," Dr Theuns said during the ceremony.

## *What is ITEA all about?*

ITEA aims at recognising and rewarding lecturers who excel in teaching-learning.

As part of the strict ITEA evaluation process, panels assess the lecturers' portfolios, feedback from students, innovation and excellence in contact sessions and the utilisation of technology in teaching-learning.

## *Faculty figures*

The NWU faculty that received the most awards is the Faculty of Economic Sciences and Information Technology on the Vaal Triangle Campus, with six recipients.

The runners-up were Human and Social Sciences and Agriculture, Science and Technology on the Mafikeng Campus, Economic and Management Sciences on the Potchefstroom Campus and Humanities on the Vaal Triangle Campus. Each of them had five participants.

# Here are the ITEA winners

## Mafikeng Campus

Human and Social Sciences	Ms Limpho Lekaota Mr Kiran Odhav Prof Themba Ngwenya Dr Ralph Manyane Prof Moses Kibet
Education	Mr Andrew Mutsvangwa Mr Matthews Makunye Ms Koboetsile Saane Dr Elbie Mwenesongole
Law	Mr Joseph Modise
Agriculture, Science and Technology	Ms Naledi Seheri Dr Olubukola Babalola Mr Collins Ateba Ms Hunadi Rakhuhu Ms Kgomotso Direko
Commerce and Administration	Mr Daniel Metsileng Dr Peter Bogopane Mr Fritz Kgotle

## Potchefstroom Campus

Economic and Management Sciences	Dr Eileen Koekemoer Mr Johan Jordaan Ms Sanlie Middelberg Prof Danie Schutte Mr Pieter van der Zwan
Health Sciences Engineering	Dr Ben Coetzee Mr Pieter van den Berg Mr Frikkie Conradie Mr Hannes du Toit Mr Marco le Roux
Arts	Prof John Botha Ms Carina Grobler Dr Marlies Taljard Ms Gerda Wittman
Natural Sciences Education	Prof Gunther Drevin Ms Lynette Drevin Dr Marietjie Havenga
Law	Adv Pieter Du Toit Ms Rene Koraan Dr Hein Lubbe

## Vaal Triangle Campus

Economic Sciences and Information Technology	Ms Chanelle Pienaar Dr Diana Viljoen Dr Natasha de Klerk Ms Malie Zeeman Dr Roelien Goede Me Elsje Venter
Humanities	Dr Erika Serfontein Dr Biotumelo (Tumi) Mzini Dr Marieta Jansen van Vuuren Ms Stefanie-Marié Fourie Ms Susan Maree



*Rewarded for his teaching skills: Potchefstroom Campus winner, Mr Pieter Van der Zwan from the Faculty of Economic Sciences and Management, receives his award from Prof Herman van Schalkwyk, the rector of that campus.*



*Congratulations are in order: Prof Dan Kgwadi, the rector of the Mafikeng Campus (left), hands the campus winner, Dr Ralph Manyane from the Faculty of Human and Social Sciences his award.*

## Registrars gather at HESA Imbizo

The NWU hosted Higher Education South Africa's Registrars' Imbizo in the Magaliesburg on 1 and 2 March.

Prof Themba Mosia, the NWU's Registrar, and Mr Frans du Preez, the executive advisor in the office of the vice-chancellor, attended the event on behalf of the NWU. (Frans is acting NWU registrar, as Prof Mosia is currently administrator of the Tshwane University of Technology.)

Dr Theuns Eloff, the vice-chancellor of the NWU, opened the Imbizo (a forum for dialogue and information exchange) and delivered the welcoming address.

The Registrars' Imbizo is one of seven bodies, known as Communities of Practice, initiated by HESA to offer higher education institutions an opportunity to cooperate and share experience and expertise with each other.



*Sharing experience and expertise: Two of the speakers at the Registrars' Imbizo are (from left) Mr Abbey Mathekga from HESA and Mr Khulekani Mathe from the National Planning Commission. With them are Prof Themba Mosia, the registrar of the NWU, and Dr Theuns Eloff, the vice-chancellor of the NWU.*

# Telling the whole story of sustainability

The NWU is currently moving towards integrated reporting, a phenomenon that has become increasingly common since 2011 and is promoted by institutions such as the international Global Reporting Initiative (GRI)\*.

The university has already done a number of things to achieve this objective.

For one thing, the NWU included the pursuit of sustainability under mission element four in the 2011 Institutional Plan, and has requested a group from Environmental Sciences and Management on the Potchefstroom Campus to carry out an investigation into the environmental impact of the NWU as a whole.

Most recently, a workshop on integrated reporting was held at the Institutional Office on 9 and 10 February, following which a work group consisting of staff from all three campuses was formed.

The workshop was organised by Ms Bibi Bouwman, Institutional Director: Community Engagement, and Ms Elmarie de Beer, Institutional Chief Director: Finance. Approximately 26 staff members from across the NWU attended the workshop.

The work group must provide guidance on the process of promoting sustainability at the NWU and on reporting on it in an integrated manner.

Bibi believes that the university should be ready in about two years' time to publish an external integrated report in accordance with the minimum guidelines of the GRI. The NWU will, however, attempt to prepare an internal report this year.

\* The GRI is a non-profit organisation that promotes sustainability and integrated reporting worldwide.

## Workshop sheds light on integrated reporting

The following came to light during the workshop:

- Integrated reporting refers to the integrated representation of an organisation and its activities and how these aspects affect the organisation and its financial, social and environmental context.
- Sustainability entails more than just reducing an organisation's carbon footprint. It also includes aspects such as the environment, human rights, labour practices, community, product responsibility and finances.
- In the past, organisations published separate annual reports (containing financial information) and sustainability reports. These days, most organisations publish integrated reports.
- The GRI provides clear guidelines that companies and organisations can use for integrated reporting.
- In 2010, the Johannesburg Stock Exchange made integrated reporting a prerequisite for listing.
- Integrated reporting is in line with recommendations in the King III report on governance in South Africa, which the NWU uses as a guideline.
- The NWU is not obliged by law to report according to the framework of the GRI, but all indications are that this may be required in future. At this stage, the NWU uses the guidelines contained in the Higher Education Act (Act 101 of 1997) to compile its annual report for submission to the Department of Higher Education and Training.



Attending the workshop on integrated reporting were, from left to right, Ms Aldine Oosthuysen from the Vaal Triangle Campus, Mr Bethuel Ngakane from the Mafikeng Campus, Ms Bibi Bouwman from the Institutional Office, Ms Reana Roussouw, the external facilitator from Next Generation Consultants, and Prof Merwe Oberholzer from the Potchefstroom Campus.

# Prof Harry puts on his blue suede shoes

For most NWU alumni, “Blue Suede Shoes” are much more than an eye-catching pair of shoes, and “Jailhouse Rock” definitely more than the latest dance at a correctional facility.

In fact, for many alumni, these titles probably evoke fond memories of the King of Rock, Elvis Presley.

Possibly the most fervent fan of Elvis at the NWU, Prof Harry Sewllall from the department of English on the Mafikeng Campus, has not only admired this great rock star since he was a young boy, but has also written two academic articles about him.

## CHILDHOOD ADMIRATION

“My admiration for Elvis started when I was about 11 years old. For me, Elvis was an example of a poor boy who reached the pinnacle of stardom through talent and hard work. As poverty is something I was personally acquainted with, the early Elvis was an excellent role model for me and some of my friends.”

Prof Harry says as a youngster it was not so much the hip-swivel or what Elvis sang that appealed to him, as his rebel image.

“Every young man in my community who could afford to dressed like Elvis, or tried to look like him. The rebel image, combined with his inimitable singing style, was reinforced when I saw his early movies like ‘Loving You’, ‘Jailhouse Rock’ and ‘King Creole, which were certainly his best movies.”

## ACADEMIC ARTICLES

As a scholar of English, Prof Harry’s childhood interests also became one of the focal points of his studies.

In June 2010 he published an article: ‘Image, Music, Text: Elvis Presley as a Postmodern, Semiotic Text’ in the South African Journal of Literary Studies.



Prof Harry Sewllall admires the gold disks in Graceland's Trophy Room,

“This article examines the mystique of the Elvis image both in South Africa and internationally, including India, Africa and the Far East. It explores the ubiquity of his image in various forms, such as films, commercials, architecture and even a novel by a well-known African writer.”

The other article, ‘Memphis, Tennessee: A Metonym for Rock ‘n Roll, the Child of the Blues ...’ was published in the American Journal of Literature and Art Studies in 2011.

“Although this article focuses on the city of

Memphis, the birthplace of Rock ‘n Roll, Elvis takes centre stage in it,” he says. Prof Harry says Elvis’s unique legacy is unlikely to be paralleled in a long while, if ever. Great performers such as Bruce Springsteen and Cliff Richard, as well as the late John Lennon, have openly acknowledged his influence on them.

He thinks that Elvis’s God-given talent, combined with his humility and generosity, made him the charismatic star that he was. “As I say in one of my academic articles, the name ‘Elvis’, like ‘Coke’, needs no context or explanation.”

## Graceland, forever

Prof Harry Sewllall believes that there isn’t a more awesome monument to a pop star anywhere else in the world than Graceland, the American home of the rock legend, Elvis Presley.

His first visit to Graceland coincided with the 25th anniversary of Elvis’s death in 2002. “It was a very moving experience, almost like a pilgrim visiting a holy shrine,” he says.

Since then, he has returned to Graceland three times, in 2007, 2009 and 2010.

“These visits were of a more academic nature, with me taking notes and spending time in the Trophy Room with its more than 150 gold and platinum disks and other displays.”

Other attractions at Graceland include an automobile museum with over 20 automobiles and several Harley Davidson motorcycles owned by Elvis, a 24-hour radio station dedicated to his music, several gift shops and tiny museums with Elvis paraphernalia on display, and a fast food restaurant.

“One disappointment for the Elvis fan is that the upstairs rooms of Graceland are out of bounds to the visitor. That’s the King’s domain!”

Graceland attracts over 600 000 visitors a year. Although Elvis lived in Hollywood while making movies, Graceland was home to him and this is where he died on 16 August 1977.

# Opening up new horizons for the NWU website user

Making the website work: some of the NWU web team members are, back from left, Ms Elmarie Cronje, the NWU's web content manager, and the three campus web coordinators, Ms Ronel Beukes Van Zyl, Mafikeng Campus, Ms Elmien Botha, Potchefstroom Campus, and Mr Jeremy Mooi, Vaal Triangle Campus.



The NWU is set to embark on a journey to create a website that is simple, elegant and functional, with the relevant content that our stakeholders might need or search for.

This journey was sparked by the crisis the NWU website experienced during 2011. The crisis started with the migration of the content on the website from OpenCMS to a new content management system, Drupal.

Ms Elmarie Cronje, web content manager at the Institutional Office, says: "However, the crisis was not the result of Drupal, but rather an accumulation of inherited problems in various areas to do with the website. The migration merely highlighted these problems."

As a result, Corporate Affairs and Relations asked an outside company, VCom Solutions\*, to do a situational analysis of the website environment.

This analysis revealed a very complex and multi-layered environment and identified three main

issues that need to be looked into, namely technical, content and managerial issues. The same issues were also pointed out by Information Technology Central and the campuses.

## UNDER THE SPOTLIGHT

Firstly, some technical issues resulting from the migration to Drupal need to be addressed, while the second issue revolves around the content of the website.

Elmarie explains that a decentralised publishing model has been used until now, with staff members across the university publishing content. This resulted in content that lacks coherence, defined outcomes and consistency.

"Since the website is almost like a display window for the university and often the first point of contact for prospective students and other stakeholders, it is important that the content is impeccable and the facts are checked and correct," she says.

To achieve this, some areas of the publishing model need to be more closely monitored, includ-

ing content publishing strategy, editorial consistency and the quality checking of content.

Another important issue of content publishing involves the multilingual environment of the website. The question is how the NWU will keep its multilingual "face" without hampering the functionality of the content management system and the publishing process.

The last issue identified involves the managerial roles and the overall vision of the NWU website.

"Up until now, the content on the website has been shaped by the immediate needs of the publishers and not those of the university," says Elmarie.

During the next six months the web team at Corporate Affairs and Relations will, with the help of expert consultants and various role-players within the university, attempt to find workable solutions for the problem areas identified.

## THE IMPORTANCE OF RESEARCH

Research informing the look and feel, as well as the goals and vision of the NWU website, will play a major role in this process.

Issues that will be looked into include the development of the following: a business case and goals for the website, a workable web management and content management model, a content and publishing strategy, a user research project and a redesign of the NWU website.

## PARTICIPATION IS KEY

"However, all of these won't be possible without participation from all role players," says Elmarie.

Staff members who would like to share ideas for the improvement of the NWU web, are welcome to contact her at [elmarie.cronje@nwu.ac.za](mailto:elmarie.cronje@nwu.ac.za) or x994913.

"This is the time for us to talk," she says.

*\* VCom Solutions and Inquisition are specialists in the field of digital products for emerging markets.*



# Together we're multilingual

The NWU community believes that interpreting is the best way to deal with multilingual classes on campus, and English is the language of choice for publishing and disseminating research results.

These are just two of many insightful facts that emerged from the results of the five-yearly language audit done at the NWU in October and November 2011.

"The results show how language-diverse the NWU community is and that we must be tolerant of people's different language preferences and accommodating in our language offering," says Prof Marlene Verhoef, Executive Advisor: Strategy and Projects in the Office of the Vice-Chancellor.

The language audit, conducted under her leadership, is probably the biggest ever undertaken by a South African university. "As far as I know, the University of Johannesburg is the only other university to have done a language audit, but ours had a thousand more responses than theirs," says Prof Marlene.

A total of 5 812 staff members and students participated in the NWU language audit – approximately 1 000 more than the previous audit in 2005.

After the results of the language audit were published, several consultation sessions were held with role-players on the campuses. The next step is to use this information to revise the NWU's language policy, and this process should be complete by the end of July.

The full results of the language audit are available on the webpage of the Language Directorate on the staff intranet.

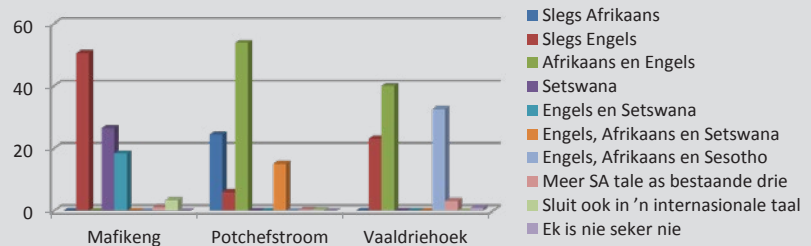
According to Prof Marlene, the contributions of the NWU's language task team are invaluable. The following staff members are part of this team:

Institutional Office: Prof Marlene Verhoef (convenor), Mr Johan Blaauw Mafikeng Campus: Me Eileen Poee, Dr Sammy Thekiso, Ms Mokgadi Molohe Potchefstroom Campus: Prof Wannie Carstens, Prof Rigardt Pretorius, Dr Jako Olivier  
Vaal Triangle Campus: Prof Susan Coetzee-Van Rooy, Prof Thapelo Selepe, Mr Johannes Mahlasela

## So lyk van die resultate

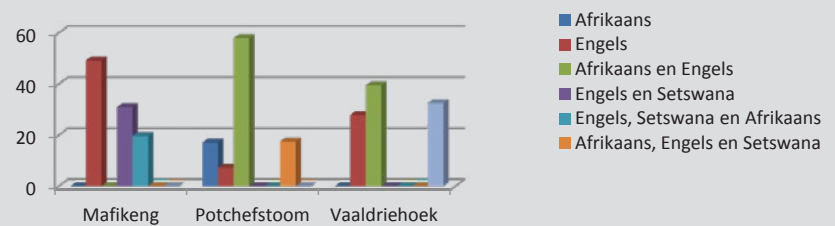
Hier volg 'n uiteensetting van wat die meerderheid personeel en nagraadse studente op 'n spesifieke kampus of by die Institusionele Kantoor se reaksie op 'n paar van die vrae was.

### Advies oor watter taal gebruik moet word vir voorgraadse klasse op die kampusse



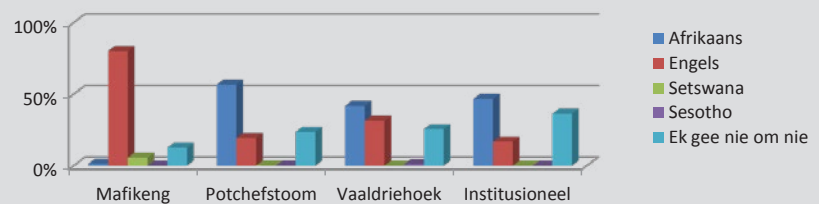
Prof Marlene: "Dié uitslag weerspieël reeds die huidige taalpraktyk op die kampusse, hoewel dit interessant is dat hier reeds 'n beduidenis is van aanvraag vir die insluiting van Afrikatale as tale van hoër onderrig."

### Advies oor watter taal gebruik behoort te word op kampusvlak vir administratiewe of werksdoeleindes

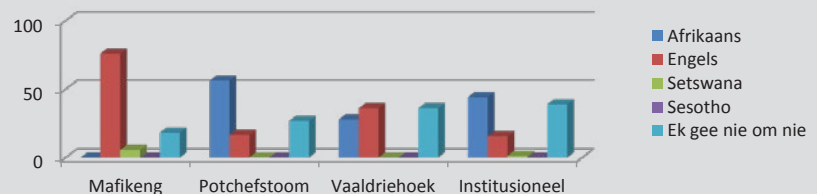


Prof Marlene: "Dis opvallend dat die Mafikengkampus se keuse op Engels val as primêre werkstaal, hoewel daar 'n behoefte is vir 'n meertalige werksomgewing. Op die Potchefstroom- en Vaaldriehoek-kampus is die opsie vir die vestiging van 'n Afrikaans/Engelsomgewing duideliker, met - veral aan die Vaaldriehoek-kampus - 'n behoefte om Sesotho hierby te voeg."

### Taalvoorkeur vir interne, geskrewe kommunikasie



### Taalvoorkeur vir deelname aan vergaderings



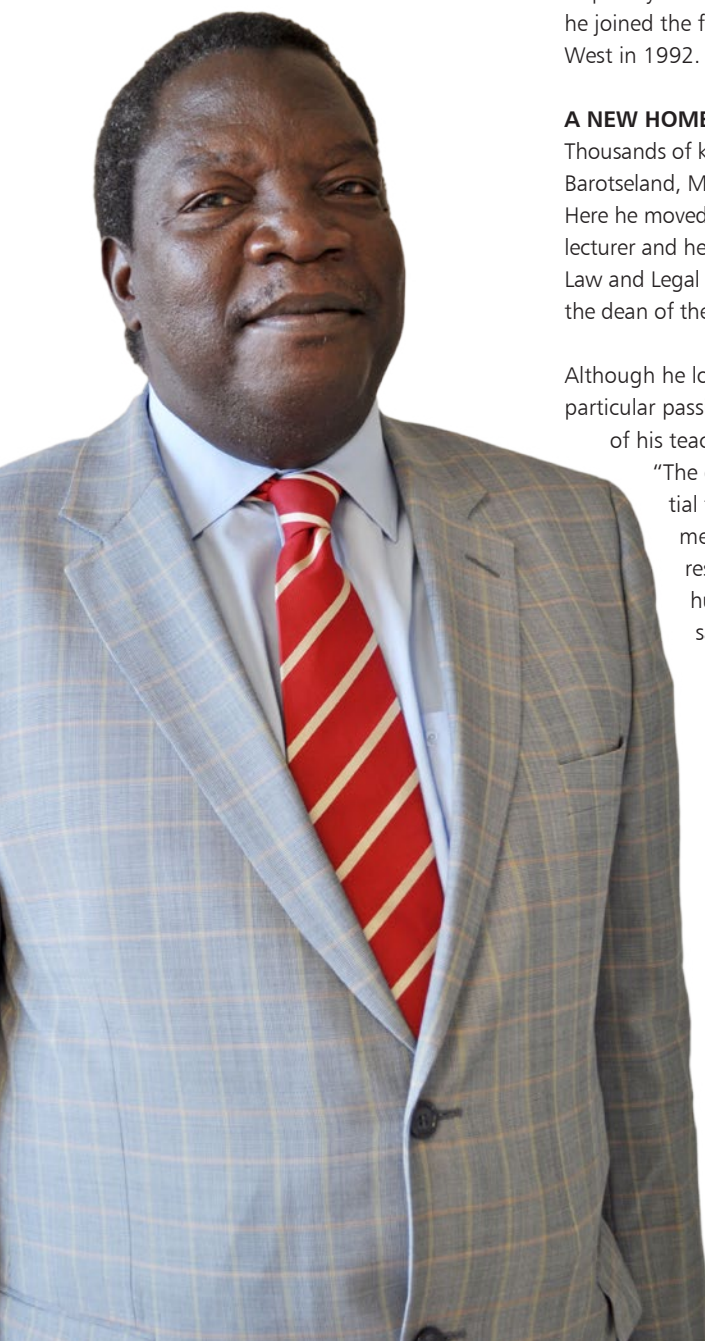
Prof Marlene: "Hoewel daar by die twee grafieke hierbo 'n effense aanduiding van diverse taalbehoefte is, is dit duidelik dat die voorkeure baie sterk rondom Engels en Afrikaans is."

# Living his African dream

*In our ongoing series about the NWU deans, we feature Prof Melvin Mbao, the dean of the Faculty of Law on the Mafikeng Campus. He shares with us his fondest childhood memory, his love of Law and his viewpoints on topics such as the fight against corruption and the redistribution of land.*

**A**s birds greet the new day dawning over the Barotse plains in Zambia, a young boy and his father herd their cows into the milking shed ...

This is the favourite childhood memory of Prof Melvin Mbao, the dean of the Faculty of Law.



Growing up in the former British Protectorate of Barotseland, now part of Zambia, he still has many family members in that part of Africa and he visits them at least once a year.

After graduating in Law at the University of Zambia, he lectured at that university and subsequently at the University of Botswana, before he joined the former University of the North West in 1992.

## **A NEW HOME**

Thousands of kilometres away from the plains of Barotseland, Mafikeng became his new home. Here he moved through the ranks as senior lecturer and head of the department of Public Law and Legal Philosophy, eventually becoming the dean of the Faculty of Law in 2007.

Although he loves Law in general, he has a particular passion for Public Law, the topic of his teaching and research since 1982.

"The question of power and its potential for abuse has always fascinated me and has inspired my current research on good governance, human rights and poverty," he says.

## **THREE COUNTRIES, TWO SYSTEMS**

Living in Zambia, Botswana and South Africa, he has experience of two different judicial systems. "The Zambian legal system is based on English Common Law, whereas the legal systems in Botswana and South Africa belong to the Roman Dutch Law system.

There are obvious differences between the two systems, especially in the field of Private Law. However, there are also many similarities in the field

of Public Law, due to the English colonial influence in South Africa."

Another difference between these three countries is that, although all of them have written constitutions with Bills of Rights, only the South African constitution specifically entrenches socio-economic rights, while those of Botswana and Zambia do not.

## **SA AT THE FOREFRONT**

Prof Melvin believes that South Africa's constitutional and human rights jurisprudence is without parallel. But this is not the only positive attribute. When doing commissioned work for the Presidency in 2003 on South Africa's leading role in Africa, Prof Melvin concluded that South Africa is at the forefront of the continent's search for "African solutions to African problems".

"There is no doubt that South Africa is the economic power-house on the continent. It has a solid economic base, infrastructure and human capital. In addition, it has some of the leading universities on the continent, as well as very good sports facilities and amenities."

## **COMBATING CORRUPTION**

However, South Africa is also not without its challenges, for instance combating corruption. On this, Prof Melvin has strong viewpoints.

"The scourge of corruption is universal and is found in all political systems and in all societies, regardless of the levels of development in those societies," he says.

"It has been aptly described as an insidious evil, a cancer remorselessly eating away at the very fibre of our societies. My research shows that corruption must be fought with all the resources at our disposal. There must be unwavering political will in the fight against corruption – half-hearted measures and political sloganeering won't do."

*Prof Melvin Mbao*

## LAND FOR EVERYONE

Another challenge still facing South Africa is finalising land redistribution. In 2002, Prof Melvin wrote an article on land restitution, with specific reference to the North-West Province.

"I believe that the pace of settling the claims could have been quicker, but it was a good start. Unfortunately many claims still remain unresolved, and in some instances where restitutions were made, the results have not always gone according to plan."

## FAMILY MAN

When Prof Melvin is not conducting research, delivering conference papers or managing the Faculty of Law, he spends time with his family.

His wife, Gertrude, is a lawyer with the Department of Economic Affairs in Mahikeng. The couple has four sons: the eldest, Dr Melvin Mbao (junior) is a medical doctor now special-



In January 2011 Prof Melvin Mbao and his wife, Gertrude, spent a week in Mauritius.

ising in Internal Medicine at Wits University, while his younger brother, Wamuwi, is reading for his PhD in English and Literature at Stellenbosch University. The third son, Chabala, is a third-year student (BSc Geology) at Rhodes and Mundia, the youngest, is in grade 10 at the Sol Plaatje Secondary School in Mafikeng.

He has the following advice, not only for his own sons, but also for his students: "There are no short-cuts to success. Today's students should work smarter, but still always conscientiously. They should also live responsibly, but balanced lives, combining studies with sport."

## *A scholar to be reckoned with*

During his student years at the University of Zambia, Prof Melvin won several awards as best student in his group. These include the Lusaka Hindu Association Prize for the best student in the School of Law at second-year, third-year and graduation level.

Following scholarships awarded to him, Prof Melvin became a Cambridge Livingstone Scholar from 1981 to 1982 and again from 1984 to 1987. During this period, the Committee of Vice-Chancellors and Principals of the United Kingdom Universities and Colleges awarded him a research studentship, which is an award made to outstanding foreign students.



In the end, he studied at Cambridge for four and half years, obtaining his master's and doctoral degrees.

"What impressed me most about Cambridge was the high level of scholarship, relevant and focused research and academic freedom, and the tranquil atmosphere to pursue one's chosen calling. Postgraduate students like me came from all corners of the globe but we were all united in our pursuit of knowledge, studying at the feet of some of the greatest sages of our time.

"In almost every discipline and field of study, one could find the leading scientists and scholars in that discipline, including Nobel Prize winners."

Prof Melvin says he thoroughly enjoyed his stay in Cambridge, save for the English winters.

Asked what motivated him during those long winters, his answer was: "The thought that I will once again return to the sunshine and blue skies of Africa motivated and sustained me, even during the darkest, coldest days."

Prof Melvin Mbao in his academic attire.

## Other interesting facts:

**Favourite food:** Lean chicken, rice and salads, washed down with a glass of red Grapetiser.

**Favourite film:** Bridge on the River Kwai.

**Favourite books:** The Holy Bible, followed by General Sun Tzu's Art of War and President Barack Obama's Audacity of Hope.

**Favourite music:** Western classical, modern jazz and traditional Zambian music.

**Famous person I would like to meet:** Mr Nelson Mandela, because of his infinite capacity to forgive, his fortitude and tenacity to soldier on in the face of adversity and for his generosity of spirit.

**Relaxation:** I love playing golf, watching sport and religious programmes on television and reading about serious subjects.

**Best vacation destination:** I have been to the pyramids of Giza in Egypt, the Great Wall of China, Gory Island in Senegal, Mount Kilimanjaro, Zanzibar and of course Victoria Falls in Livingstone, Zambia, but none can beat my favourite holiday destination, Mauritius.

**Favourite animals:** We do not keep pets in our house, but my favourite animals have to be my herd of cattle.



# Internal brand awareness campaign

*In February this year, the NWU launched an internal brand awareness campaign. Eish! asked Ms Lindi Cameron, Institutional Brand Manager, to tell us more about this campaign.*



**Q:** *First of all, how does the internal awareness campaign fit into the bigger picture of branding?*

**A:** It forms part of the brand roll-out plan which the Executive Director of Corporate Affairs and Relations, Ms Phumzile Mmope, initiated in 2006 as a starting point for engaging with stakeholders. Briefly, the campaign is aimed at increasing the emotional connection that employees have towards the NWU.

**Q:** *How has the brand story evolved since 2006?*

**A:** In a nutshell, corporate identity elements such as stationery, ceremonial regalia, signage and corporate interior design have been established and included in the Corporate Identity Manual. Process and policy documents have also been developed to start to address the alignment of communications and marketing messages and strategies. The Institutional Corporate Branding and Identity committee and the Marketing and Communications Alignment committee assist in this, through the representation of each business unit.

**Q:** *How did the internal brand awareness campaign develop?*

**A:** As one of the Institutional Plan targets, internal brand awareness was a project that formed part of the scope of McCann Worldgroup's involvement in developing the NWU brand. In September 2011, a contract was signed with this international, award-winning agency, following pitches by five shortlisted agencies.

McCann was then briefed by a panel comprising the Institutional Corporate and Branding Identity committee, campus marketing and communications directors or their representatives, and Corporate Affairs and Relations from the Institutional Office. The scope of work included revising the positioning of the NWU and the brand strategy, as well as new creative direction and plans for marketing

and communications, and an internal brand awareness campaign.

**Q:** *Can you tell us more about the internal brand awareness campaign?*

**A:** This six-week programme was launched in mid-February, comprising various fun-filled and educational activities. These included three competitions encouraging creativity and brand loyalty, knowledge of the NWU and camaraderie, with the incentive of each campus winning R10 000 towards a nominated campus project.

Interaction was encouraged through posters, sms, email, direct mailers, campus radio interviews and live-reads, and a mobi-site. A brand ambassador programme was also launched to reward a select group of individuals chosen to 'live the brand' and encourage correct Corporate Identity (CID) application.

**Q:** *What was the intention with the internal campaign?*

**A:** Our brief to McCann was to increase the sense of unity among staff within the merged NWU and encourage compliance with brand identity guidelines, as well as to foster employee engagement and pride in the NWU brand, and nurture employees' feeling of being valued.

The overarching goal was to foster a sense of belonging and increase the emotional attachment to the NWU, because when individuals are attached to their organisation, there is often a lower turnover of employees, less sick leave and higher productivity (Towers-Perrin 2007).

In addition, the internal campaign presented an opportunity to introduce the idea of a new brand philosophy or approach, namely that the NWU is an enabler of the future.

**Q:** *What does 'enabler of the future' mean?*

**A:** It's about the opportunity that education

enables – specifically that the NWU can offer more than just an education; we can offer a place in the world.

**Q:** *How did this new philosophy come about?*

**A:** It was developed by McCann and presented in December 2011, and was based on research findings, market analysis and trends, and current competitor positioning, as part of the revised brand strategy.

**Q:** *How was the idea received?*

**A:** It was unanimously accepted when initially presented to the special advisor to the vice-chancellor, campus marketing and communications directors and Corporate Affairs and Relations, and was applauded at the relevant Institutional Management and Senior Management meetings.

**Q:** *What sort of response has the internal campaign had so far (early March)?*

**A:** Statistics from McCann showed that on 2 March 2012, the mobi-site – which is central to the campaign and showcases all activities and updates - attracted 3320 visits and 603 registered users in less than a month. In Australia, the UK and USA, reports show high levels of disengagement in companies (at around 80%). With this in mind, and considering that 'design by committee' is unavoidable within the NWU management model, Corporate Affairs and Relations is particularly pleased with the response up to now.

All information (even some critique) has been useful, with valuable back-end data gathered for meaningful future stakeholder engagement.

The campaign has been greeted with enthusiasm, as has the interim television commercial broadcast during the Varsity Cup on SuperSport. It's an exciting time for the NWU brand to take flight through a planned, coordinated approach.

# Kanseliersmedaljes vir twee besondere musikante

Die Mafikengkampus het twee lede van die burgerlike samelewing vir Kanseliersmedaljes benoem.

Hierdie toekennings sal tydens die Mei-gradeplegtigheid gemaak word.

Die Fakulteit Geestes- en Sosiale Wetenskappe het mnr Babsy Mlangeni en adv Steve Kekana benoem ter erkenning van hul uitstaande musiekprestasies en -bydraes ten spyte van hul gesiggestremdheid.

Albei hierdie legendes het duidelik bewys dat daar 'n groot verskil is tussen gestremdheid en onvermoë. Hulle het naam gemaak en 'n groot bydrae gelewer tot die musiekbedryf.

Babsy is in Soweto gebore en het by die Athlone Skool vir Blindes in Kaapstad skoolgegaan. Hy is 'n bekende sanger, kitaarspeler, komponis en entrepreneur (hy was die eerste swart persoon

wat 'n platemaatskappy besit het). Hy het gewys dat blindheid nie 'n hindernis hoef te wees wat mens die geleentheid ontnem om 'n bydrae te maak tot die samelewing nie.

Adv Kekana is in 1958 naby Zebediela in die Limpopoprovinsie gebore en het al meer as 40 albums agter sy naam. In 1979 en 1980 was hy die wenner van die SAUK se Swart Musiektoekenning vir beste manlike sanger. Hy het ook al Radio Zulu se toekenning gekry vir beste manlike sanger en was naaswenner op die Tswana- en Sotho-radiostasies. Sedert 2001 het hy al verskeie CD's saam met ander bekende sangers gemaak.

Die NWU Kanseliersmedalje word toegeken aan 'n persoon of instansie buite die universiteit wat uitsonderlike verdienstelikheid getoon het met nie-akademiese bedrywighede in enige lewensfeer wat versoenbaar is met die NWU se visie en missie.

## Mafikengkampus bring Wetgewer na mense

Die Mafikengkampus het as gasheer van die amptelike opening van die Parlement van die Noordwes-provinsie op Vrydag 17 Februarie 2012 opgetree.

Dit is 'n jaarlikse geleentheid waar die Premier die Toespraak oor die Stand van die Provinsie (TSVP) lewer na die President van die Republiek van Suid-Afrika die Toespraak oor die Stand van die Nasie gelewer het by die gesamentlike

sitting van die Nasionale Vergadering en die Nasionale Raad van Provinsies.

“Die Great Hall het die doel gedien om die parlement na die mense te bring om sodoende openbare deelname te bevorder,”

Só het mnr Lawrence Modimokwane, woordvoerder van die Kantoor van die Speaker van die Noordwes Provinsiale Wetgewer, gesê.

## Internasionale somerskool fokus op menslike sekuriteit

Die regs fakulteite op die Mafikeng- en Potchefstroomkampus het onlangs in samewerking met die Fakulteit Regte van die Tilburgse Universiteit in Nederland 'n internasionale somerskool aangebied oor die regsaspekte van menslike sekuriteit.

Die tiendaagse gebeurtenis het op die Potchefstroomkampus plaasgevind en het 'n kruiskulturele perspektief op menslike sekuriteit gebied deur die verkenning van 'n stel kontemporêre tendense, kwessies en uitdagings. 'n Vergelyking is getref tussen menslike sekuriteit in Afrika en Europa, en die deelnemers het gesprek gevoer oor toepaslike optrede deur die Europese Unie, die Afrika-Unie en ander organisasies.

Die somerskool was 'n groot sukses en is bygewoon deur 11 studente en twee dosente van Tilburg Universiteit, drie studente en een dosent van Mafikeng en 14 studente en vyf dosente van Potchefstroom.

Hoewel daar geen universeel aanvaarde definisie van menslike sekuriteit bestaan nie, is die twee belangrike komponente van die konsep vryheid van vrees en vryheid van gebrek. Die fokus word dus verskuif van staatsgesentreerde na mensesentreerde sekuriteit. Menslike sekuriteit is beskou vanuit die perspektief van die omgewing, menseregte, handel en strafreg. Die groep het ook gedebatteer oor die rol van maatskappye en organisasies sonder winsoogmerk met betrekking tot die waarborg van menslike sekuriteit.

Behalwe die lesings, werksopdragte en aanbiedings, het die groep ook uitstappies onderneem na die Konstitusionele Hof en die Apartheidsmuseum in Johannesburg, en die Leeu- en Renosterpark by Kromdraai.

Dit was die sewende somer- of winterskool wat in vennootskap met die Tilburgse Universiteit aangebied is. Die volgende skool sal in Januarie 2013 in Tilburg gehou word.

*Die Great Hall op die Mafikengkampus, met sitplek vir meer as 3 000 mense, was die mees gepaste plek vir die Toespraak oor die Stand van die Provinsie.*





Die onlangse beursoorhandigingsfunksie van die Fakulteit Opvoedingswetenskappe het akademiese bekwaamheid gevier. Van links is die dekaan van die Fakulteit Opvoedingswetenskappe, prof Robert Balfour, die koningmoeder me Semane Molotlegi, haar dogter, me Prinses Motswana en die rektor van die Potchefstroomkampus, prof Herman van Schalkwyk.

## Koningmoeder se naam vereer met nagraadse beurse

Die moeder van die Koning van die Royal Bafokeng en die NWU-Kanselier, Kgosi Leruo Molotlegi, se naam is vereer toe drie nagraadse beurse na haar vernoem is tydens 'n onlangse beursoorhandigingsfunksie vir meesters- en doktorsale studente van die Fakulteit Opvoedingswetenskappe.

"Wat julle vandag hier ontvang het, is 'n voorreg en nie 'n reg nie. Neem dit terug na julle gemeenskappe en ploeg terug wat julle hier geleer het." Dit is die boodskap wat me Semane Molotlegi, die koningmoeder, aan die

ontvangers van nagraadse onderwysbeurse gesê het.

Sy het die drie Semane Molotlegi-beurse vir MEd-studies oorhandig. Hierbenewens is drie nuwe Sol Plaatje-fakulteitsbeurse vir doktorsale studies ook aangekondig.

Die dekaan van die fakulteit, prof Robert Balfour, het die samewerking tussen die Royal Bafokeng en die fakulteit uitgelig as 'n belangrike bydrae tot onderwys. Die koningmoeder is ook bedank vir haar persoonlike belangstelling in die fakulteit se werksaamhede en onderwys in die algemeen.

## NWU-dosent in Kenia vereer

Prof Peet van Schalkwyk, 'n dosent aan die Skool vir Meganiese Ingenieurswese het onlangs die Academy of Sciences for the Developing World (TWAS)-Streekstoekenning in Nairobi, Kenia, ingepalm.

TWAS het vyf streekkantore en hy het hierdie toekenning van die Sub-Sahara Afrika-streekskantoor ontvang. Die toekennings is gemaak aan individue wat besonderse bydraes tot die ontwikkeling van wetenskaplike opvoedkundige materiaal gemaak het.

Prof Peet het hierdie toekenning ontvang vir die ontwikkeling van 'n reeks unieke rekenaar-animasies in wiskunde en fisiese wetenskap. Hierdie animasies is daarop gemik om skoolleerders te help om verskeie wiskundige en wetenskaplike konsepte beter te verstaan.

Onderwysers van regoor die land word vanaf 1 Maart opgelei in die gebruik van dié animasies. Gaan kyk gerus by [www.science-animations.com](http://www.science-animations.com) om van die animasies te sien.

## Minister bied lesing aan op kampus



Die minister van Openbare Dienslewering en Administrasie, mnr Roy Padayachie (regs), ontmoet met die rektor van die Potchefstroomkampus, prof Herman van Schalkwyk.

Foto: Susan Cilliers van Beeld.

'n Groot eer het ongeveer 100 nagraadse studente te beurt geval toe die minister van Openbare Dienslewering en Administrasie, mnr Roy Padayachie, 'n lesing op kampus kom aanbied het.

Volgens prof André Duvenhage, direkteur van die fokusarea: Sosiale Transformasie, was nagraadse studente vanuit verskeie kurrikula in regeerkunde en transformasie, rampbestuur, waterstudies, openbare bestuur en korporatiewe sosiale verantwoordelikheid, deel van die lesing.

Tydens sy lesing het mnr Padayachie skokkende feite bekend gemaak en gesê dat die Limpopo-onderwysdepartement sowat 300 "spook"-onderwysers gehad het. Hy het gesê daar is baie korrupsie in Suid-Afrika en dat sekere kernwaardes waarna in die bevrydingstryd gestreef is, sedert 1994 verlore gegaan het. "Jy hoef nie van die staat of jou buurman te steel om voorspoedig te wees nie. Ons moenie mekaar uitbuit of stelsels ondersteun wat dit doen (uitbuiting toelaat nie), ons het 'n kollektiewe verantwoordelikheid om die regte waardestelsels te vestig."

Volgens die minister speel universiteite nie net 'n kernrol om mense op te lei in vaardighede wat nodig is vir die land nie, maar ook om navorsing te doen wat kan help om 'n staat te vestig wat in die behoeftes van burgers kan voldoen. "Ons moet meganismes ontwikkel om (onder meer) armoede en ongelykhede uit te wis," het hy gesê.

# Studente rol hul moue op ten bate van liefdadigheid

Wat kry jy as jy 1 834 eerstejaarstudente, 160 liter verf, besems, grawe en 'n byna tasbare gevoel van opgewondenheid en afwagting saamgooi? Die antwoord is eenvoudig: 'n gemeenskapsprojek sonder weerga.

Die Vaaldriehoekskampus het onlangs die eerste 'Homecoming'-projek geloods en dit het deel uitgemaak van die jaarlikse Verwelkoming en Oriënteringsprogram vir nuwe eerstejaarstudente. Hierdie projek poog om nie net die vlak van gemeenskapsbetrokkenheid onder studente te verhoog nie, maar ook om 'n pro-aktiewe bydrae tot die sosio-ekonomiese welstand van die plaaslike omgewing te maak. Buiten die insameling



Hierdie twee eerstejaarstudente van die Akasia-dameskoshuis het aan die "Homecoming"-projek deelgeneem.

van broodnodige fondse het die studente ook tyd spandeer by verskeie welsynsorganisasies.

Volgens mnr Jacob Simango, Direkteur: Studentesake, het die studente onder meer met opknappingswerk, skoonmaakprojekte en die versorging van veral jong kinders gehelp. Welsynsorganisasies wat baat gevind het by die projek sluit in die Johan Heyns-kliniek, die

Mwathwala Kinderhuis en vier gesondheidsorgsentrums in Boipatong.

Jacob sê gemeenskapsbetrokkenheid is volgens hom 'n "noodsaaklike leerskool" ten einde 'n gebalanseerde en vervullende studentweeservaring te geniet. Die 'Homecoming'-projek sal deur die jaar voortgaan en sal op 'n jaarlikse basis plaasvind.

## VOE 'n gedugte eenheid

In 2011 het die Vaardighedsontwikkelings-eenheid (VOE) meer as 800 sertifikate in verskeie ontwikkelingsterreine toegeken – onder meer onderwysopleiding, projekbestuur, bestuursvaardighede, kantoorbestuur, biblioteekvaardighede en gevorderde arbeidsverhoudinge.

Met meer as sewe jaar ervaring van vaardighedsontwikkeling in die werkplek, is hierdie 'n eenheid wat weet wat hulle doen. Die VOE is belas met die administrasie van alle kortkursusse, werksinkels en konferensies wat deur

die Vaaldriehoekskampus aangebied word, en spog met 'n indrukwekkende rekord in die privaat sowel as die openbare sektor.

Die kern van die eenheid se bedrywighede is hul strewe om 'n positiewe kennispad daar te stel ten einde armoede en werkloosheid in Suid-Afrika te verlig en individue toe te rus met noodsaaklike besigheidsentriese vaardighede. Die eenheid het al verskeie nasionale en internasionale konferensies suksesvol aangebied, soos die jaarlikse Onderwyspraktyksimposium en die Internasionale Waterhistoriese Vereniging se konferensie.

## Ontmoet ons Kollega en Persoonlikheid van die Jaar-wenners

Wat begin het as 'n manier om op 'n informele wyse erkenning te gee aan goeie dienslewering op die Vaaldriehoekskampus is nou 'n trotse jaarlikse instelling. Die kampus het onlangs sy Kollega van die Jaar 2011 en Persoonlikheid van die Jaar 2011 aangekondig. Te oordeel na die toemende aantal nominasies vir hierdie gesogte titels dien die inisiatief as motivering vir personeel om dienslewering deurlopend te verbeter.

Die wedywering tussen die verskillende departemente het gesorg vir 'n gevoel van opwinding en afwagting voor die aankondiging van die gesogte titels. Mnr Neels Vermeulen is aangewys as Kollega van die Jaar, en mnr Levi Mofokeng en mnr Jan Tshabalala het die titel van Vaal Persoonlikheid van die Jaar gedeel. Neels en Levi is van die Departement Akademiese Administrasie en Jan is van Tegniese Dienste. Die wenners word gekies ná 'n nominasie- en stemproses.



Kennis is mag en 'n lewensvatbare antwoord vir die uitdaging van werkloosheid en armoede-verligting. Hierdie afgevaardigdes het in die onlangse verlede verskeie ontwikkelingskursusse aan die Vaardighedsontwikkelingsseenheid voltooi.

# NWU-kundiges kén hul storie

Lede van die NWU-gemeenskap het die afgelope tyd weer hul kundigheid by verskillende geleenthede met die gemeenskap gedeel – hetsy tydens toesprake of onderhoude met die media. In ons voortgaande reeks deel ons graag die volgende aanhalings met ons lesers.



“Eerstejaars pas elke jaar moeiliker aan by die universiteitslewe. ‘n Mens verwag die kinders sal ‘n makliker oorgang beleef omdat hulle tuis deesdae meer vryheid het, maar hulle het ook minder verantwoordelikhede tuis.”

*Me Suzette Weideman, kliniese sielkundige, Kampuskliniek, Potchefstroomkampus  
Beeld (Pols), 17 Februarie 2012*

“Die staatsrede was oor die algemeen ietwat teleurstellend. President Jacob Zuma het niks nuuts gesê nie en daar was ‘n afwesigheid van inspirasie, strategiese visie en leierskap. Dit was wel interessant en positief dat hy die erkenning van Khoisan-groepe uitgelig het.”

*Prof André Duvenage, Skool vir Sosiale en Owerheidstudies, Potchefstroomkampus  
Die Burger, 10 Februarie 2012*



“Mense onderskat en onderspeel oor die algemeen die voorkoms en die impak van boeliegedrag. Boeliegedrag kan gesien word as gedrag wat die redelike persoon sal beleef as vyandig, intimiderend, beledigend en krenkend, vernederend of ‘n misbruik van mag. Sommige lande, soos Australië en Kanada, het spesifieke wetgewing teen boelie-gedrag in die werkplek, maar dit is nog nie die geval in Suid-Afrika nie. Suid-Afrikaanse werkgewers kan nie hul oë sluit vir boelie-gedrag nie omdat dit ‘n groot uitwerking op slagoffers se produktiwiteit het. Boelie-gedrag vind oor ‘n lang tydperk plaas en kan verwoestende gevolge vir die slagoffer meebring.”

*Dr Tiaan Kirsten, Skool vir Opvoedkunde, Potchefstroomkampus  
Rapport (My Tyd), 26 Februarie 2012*



“Elkeen van ons het ‘n ondersteuningsstelsel nodig vir emosionele en geestelike ondersteuning, praktiese hulp en noodsaaklike inligting.”

*Dr Emmerentia du Plessis, Skool vir Verpleegkunde, Potchefstroomkampus  
Noordwes Gazette, 24 Januarie 2012*



“Die dele van die 2012-Begroting waarop ekonomiese besonder opgewonde is, is dat die minister duidelike voorstelle het om groei en werkskepping aan te spoor... Die bestuur van besteding en dienslewering is egter die grootste uitdaging. Die probleem is nie noodwendig die hoeveelheid geld wat beskikbaar is nie, maar eerder die besteding daarvan.”

*Prof Waldo Krugell, Skool vir Ekonomie, Potchefstroomkampus  
OFM, 15 Januarie 2012*





# Mense wat myle stap

*Soos in die vorige uitgawes wil Eish! weer eens erkenning gee aan al die NWU-kollegas wat altyd bereid is om die tweede myl te loop in hul daaglikse werksverrigting.*

**Mev Esme Labuschagne**, 'n praktisyn by Mensehulpbronne in die Institusionele Kantoor is 'n ware staatmaker. "Esme is altyd vriendelik en hulpvaardig," sê me Isabelle Botha, senior administratiewe assistent by Fisiese Infrastruktuur en Beplanning in die Institusionele Kantoor. "Ek het die vrymoedigheid om haar enige tyd te skakel of te e-pos, sy help my altyd dadelik en as sy nie kan nie, verwys sy my na iemand wat my wel kan help."

Mnr Greg Roberts, Direkteur van die Departement Finansiële Administrasie: Inkomste op die Potchefstroomkampus huiwer nie een oomblik om **mnr Johan Combrink** van dieselfde departement te nomineer vir die tweede myl nie. Volgens Greg is Johan een van daardie mense wat altyd uit sy pad sal gaan om 'n kollega of student te help. "Daar is niks wat jy nie vir Johan kan vra nie, hy is altyd vriendelik, altyd behulpsaam en soms selfs ten koste van homself. Johan neem self die inisiatief om probleme aan te spreek en is werklik 'n staatmaker," sê Greg.

**Mnr Jacob Simango**, Direkteur: Studentesake op die Vaaldriediehoekampus verdien ook 'n pluimpie. Me Lethiwe Kubheka, 'n kultuurbeampte by Studentesake op dié kampus, sê hy stap werklik die tweede myl vir studente. "Jacob gee regtig alles wat hy kan in sy werk, hy is altyd positief en glo in sy studente," sê sy.

Me Annemarie Venter, 'n senior belastingbeampte by Belastingdienste in die Institusionele Kantoor, prys **mnr Andrew Fouché**, 'n aankoper by Finansiële Administrasie in die Institusionele Kantoor, vir sy harde werk. "Bo en behalwe dat hy altyd tyd het om mens vinnig te help, is hy altyd kalm en geduldig, beleefd en vriendelik. Ek voel hy stap nie net die tweede myl met betrekking tot dienslewering nie, maar doen dit boonop op 'n positiewe manier," sê Annemarie.

Me Danica Liebenberg-Weyers, 'n vakkundige in die Skool vir Omgewingswetenskappe en Ontwikkeling op die Potchefstroomkampus nomineer graag vir **me Anita du Preez**, 'n senior finansiële beampte by die Navorsingseenheid vir Omgewingswetenskappe en Bestuur.

Volgens Danica is Anita 'n baie bekwame personeelid en is sy altyd vriendelik en hulpvaardig. "Sy maak altyd tyd vir personeel én

studente, en sal nie skroom om self in te spring nie. Sy maak werklik die werkomgewing 'n aangename plek om te wees."

Me Pertunia Thulo, redaksionele assistent by Korporatiewe Sake en Verhoudinge in die Institusionele Kantoor, neem graag haar kans waar om sommer drie personelede vir die tweede myl te nomineer. **Me Géna Thompson**, 'n senior konsultant by IT-sentraal in die Institusionele Kantoor, help altyd met 'n glimlag. "Maak nie saak hoe elementêr jou navraag is nie, sy laat jou altyd voel asof jou navraag werklik saakmaak."

Pertunia nomineer ook graag vir **mnr Willie Cloete** en **me Karien Brits**, albei taalpraktisyns by die Institusionele Taaldirektoraat. "Willie en Karien is altyd bereid om te help, veral wanneer jy dringend hulp benodig. Baie dankie dat julle altyd probeer om ons te akkommodeer in julle besige skedules."

Nog 'n personeelid wat 'n pluimpie verdien, is **me Alet Smith**, 'n administratiewe assistent in die Departement Finansiële Administrasie: Inkomste op die Potchefstroomkampus. Me Maggie Parkin, 'n senior administratiewe assistent in die Departement Akademiese Administrasie op dié kampus nomineer haar graag as 'n besondere mens wat altyd die tweede myl stap.

"Alet lewer nie net 'n uitstekende diens nie, maar het ook altyd 'n positiewe gesindheid teenoor haar werk, kollegas en studente. Sy is nooit te besig om te help nie en doen dit altyd met 'n glimlag," sê Maggie.

*As jy graag 'n kollega wat die tweede myl in die uitvoering van sy/haar daaglikse pligte stap, wil nomineer, stuur gerus 'n e-pos aan [Marelize.Santana@nwu.ac.za](mailto:Marelize.Santana@nwu.ac.za). Onthou om jou en die persoon wat jy nomineer se postitel en departement of skool ook in die e-pos aan te dui.*

ALET SMITH



KARIEN BRITS



WILLIE CLOETE



GÉNA THOMPSON



ESME LABUSCHAGNE



JOHAN COMBRINK



JACOB SIMANGO



ANDREW FOUCHÉ



ANITA DU PREEZ



# En die **wenners** is....

Baie geluk aan die volgende kollegas wat elk 'n korporatiewe geskenk gewen het:



**Institusionele Kantoor:**

Me Annemarie van Zyl, senior belastingbeampte, Belastingdienste.



**Mafikengkampus:**

Mnr Lionel Keebine, lektor, Skool vir Geesteswetenskappe



**Potchefstroomkampus:**

Mnr Phaniel Santho, bode, Posafdeling



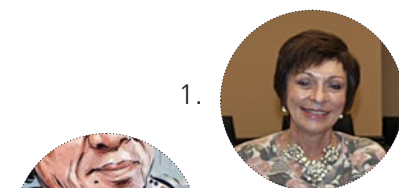
**Vaaldriehoekkampus:**

Me Riana Prinsloo, administratiewe assistent, Finansies

Baie dankie aan almal wat deelgeneem het! As jy hierdie keer nie so gelukkig was nie, is daar nou wéér 'n kans om aan ons opwindende kompetisie deel te neem:

# Wen! Wen! Wen!

Jy kan 'n korporatiewe geskenk wen – vind net hierdie 10 antwoorde!



Identifiseer die nabykote deur te sê wat dit is en verskaf die bladsynommers waar hulle verskyn.



6. Waarvoor staan die afkorting ITOU?
7. Watter personeelid van die Mafikengkampus is 'n groot Elvis-aanhanger?
8. Wie is die webinhoudbestuurder van die NWU?
9. Waar het prof Melvin Mbao grootgeword?
10. Watter aangehaalde kundige het oor die 2012-Begroting gepraat?

**STUUR JOU ANTWOORDE AAN:**

Pos: Marelize Santana, Interne bussie 260

E-pos: Marelize.Santana@nwu.ac.za met Eish! in die onderwerpblakkie.

Onthou: Noem ook asseblief jou personeelnommer, titel, voornaam, van, postitel, naam van jou afdeling en kampus.

*Die eerste korrekte inskrywing per besigheidseenheid wat getrek word, sal 'n prys losslaan!*



# Prof Louis receives rare rating

Prof Louis Kotzé of the Faculty of Law on the Potchefstroom Campus has received a President's Rating (P rating) from the National Research Foundation.

He has been with the NWU for the past eight years and has a BCom Law degree, LLB and LLM (Import and Export), while his doctoral thesis was in environmental law.

Following a process of international peer evaluation, this illustrious award is made to outstanding young researchers and scholars who, during their doctoral studies and early post-doctoral careers, have already shown the potential to become future leaders in their chosen fields.

Prof Louis says he is excited about the future of environmental law in South Africa and especially the direction that the NWU is taking.

Prof Louis is a widely published researcher on South African and international environmental law. His latest monograph is entitled "Global Environmental Governance: Law and Regulation for the 21st Century", and is set to appear with Edward Elgar Publishing in the second part of 2012.

For instance, the Faculty of Law offers a comprehensive master's degree in environmental law and has some of the leading environmental law academics in South Africa.

In addition, it is the only faculty in the country that currently teaches a comprehensive separate postgraduate module on climate change law and governance

*Prof Louis Kotzé from the Faculty of Law on the Potchefstroom Campus, who recently received a P rating from the National Research Foundation, says the faculty is in an excellent position to contribute nationally and internationally to the development of environmental law scholarship.*



*Prof Harry Sewlall van die Departement Engels op die Mafikengkampus se kleintydbewondering vir die beroemde sanger, Elvis Presley, het daartoe gelei dat hy al twee akademiese artikels oor hom geskryf het. (Lees gerus meer hieroor op p.7.) Vandaar dus die effense wysiging van Elvis se bekende liedjie "Blue suede shoes" na "... two for the Mafikeng Campus" in die spotprent hierbo. Stuur gerus 'n e-pos aan [nelia.engelbrecht@nwu.ac.za](mailto:nelia.engelbrecht@nwu.ac.za) as jou eie of 'n kollega se kindertydbelangstelling tot navorsing of die publikasie van 'n akademiese artikel gelei het – ons wil dit graag met ons lesers deel.*



Vir me Mpho Modupe, kantoor-bestuurder in die kantoor van die Uitvoerende Adviseur: Strategie en Projekte in die Institusionele Kantoor, is die volgende gesegde spesiaal:

“As jy van **beter weet,**  
doen jy **beter.**”

- Maya Angelou, Amerikaanse skrywer en digter

Het jy 'n gunsteling-gesegde of -aanhaling wat jou deur jou lewensreis bybly en vir jou spesiaal is of baie beteken? Deel dit asseblief met ons – ons gebruik dit graag in die volgende uitgawe van Eish!. Stuur asseblief die gesegde/aanhaling en oorsprong/outeur daarvan, jou kort motivering hoekom dit 'n impak op jou maak, asook jou naam, van, postitel en departement/skool aan [marelize.santana@nwu.ac.za](mailto:marelize.santana@nwu.ac.za).

[www.nwu.ac.za](http://www.nwu.ac.za)