

Februarie 2007 - 1 Amtelike nuusblad van die personeel van die UV / Official newsletter of the staff of the UFS / Phatlalatso ya Semmuoso ya ba Basebetsi ya Yunivesithi ya Freistata

## Draft charter evokes debate

The university has reached another important milestone with the release of a draft Institutional Charter that seeks to accelerate the further transformation and at the same time to strengthen the UFS as a place of scholarship and critical inquiry.

Speaking at the official opening of the UFS on 2 February 2007, the Rector and Vice-chancellor, Prof. Frederick Fourie, said the draft charter was an attempt to define the kind of university the UFS want to be and how we should reach this goal.

The document is an outcome of the Social Contract workshops in which hundreds of staff and students participated and gave their views on the future UFS and the values and principles that should underpin the institution. In these workshops there was initially heated debate and differences of opinion, but this was then followed by a large degree of consensus among participants about these basic values and principles.

Prof. Fourie said the draft charter therefore seeks to take forward this consensus among staff and students at the UFS about the ultimate goals of transformation at a higher education institution, so as to moderate the fears of some staff and the expectations of others.

The discussion document makes several important commitments, including the commitment to strengthening the core competencies of research,



*Herinnering van die vorige rektore is met die bekendstelling van die geskiedenisboek opgeneem. Hier teken hulle die boek oor die eerste honderd jaar. Van links is: proff. Wynand Mouton, François Retief, Stef Coetzee, en Frederick Fourie, huidige Rektor en Visekanselier aan die UV. Lees meer oor die boek op bl.3.*

teaching and learning as well as community service so as to ensure a robust university for future generations.

The charter commits the university, meeting the challenges of a transforming higher education institution in a developing society, in particular the challenges of nation-building, reconciliation, redress, non-racialism and non-sexism – in order to reach the ultimate goal of transformation: a normalised university community and life.

The draft charter accepts the existing values of the UFS and elaborates on these values, though there is room for other values to be added if necessary.

Then follows an important section of the document in which several constitutive principles are outlined as being the building blocks on which the UFS should be based, now and in the future.

These constitutive principles deal with:

- the intrinsic nature of the university

Draft charter... continues on p.2

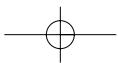


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## Executive mayor talks at opening of Governance programme



About 45 students from across the country attended a contact session of the Programme for Governance and Political Transformation, presented by the UFS. The opening address was delivered by Ms Gertrude Mothupi, Executive Mayor of the Mangaung Local Municipality. Some of the guests attending the opening ceremony were, from the left: Ms Mothupi, Dr Ezekiel Moraka, Vice-Rector: Student Affairs at the UFS, Mr Tembeni Lobe, Chief Executive Officer of Centlec and one of the first-year students in the programme this year, and Dr Tania Coetzee, acting Programme Director of the Programme for Governance and Political Transformation at the UFS.

Judge Hancke acting as Appeal judge



Judge Faan Hancke.

Judge Faan Hancke, chairperson of the Council of the UFS, was appointed as acting judge in the Supreme Court of Appeal in Bloemfontein as from 1 December 2006. He has been serving on the UFS Council since 1997 and is also extraordinary professor in the Faculty of Law.

## 2007 Kovsky Rag presents a spectacular show



General impression, compatibility with the rag theme and attention to detail were some of the criteria used to judge rag floats.

Kovsky Rag took a different approach with the rag procession this year. Instead of marching to the Volksblad Arts Market as in the past, this year's proceedings took place at Preller Square at the Willem Postma Primary School. The much larger crowd was treated with sky divers, Harley Davidson's, the colourful floats and a spectacular show of fireworks.

Ms Carina Roux of Kovsky Rag said they paid out R950 000 to welfare organisations in 2006. "We hope to exceed that amount this year," she said.

For the second year in a row Karee built the winning float together with Emily Hobhouse and their float transported the rag queen, Loraine Kriek, and her two princesses, Sarita du Toit and Annerina Bezuidenhout. Abraham Fischer (Vishuis) and Wag 'n Bietjie were in second place with their float.

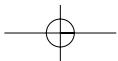
Draft charter... from p.1

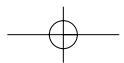
- academic culture and quality
- diversity and social context
- the work environment
- student life
- governance and management

Regarding the critical issue of creating a new institutional culture, the draft charter commits the UFS to creating a sense of belonging for all members of the university – black and white, male and female, of whatever language, religious, cultural or economic background, as well as people with disabilities.

A number of staff members have sent their comments on the draft charter. See page 12 for the views of Prof. Theo du Plessis, of the Unit of Language Management at the UFS, on religious diversity and Prof. Marian Tredoux from the Department of Geology' views about compromising on quality.

All staff members are welcome to forward their comments on the Institutional Charter to transform@mail.uovs.ac.za





# UV stel geskiedenisboek bekend

**D**ie UV het sy geskiedenisboek, 'n pragpublikasie getiteld *Van Sink tot Sandsteen tot Graniet*, (Engelse titel: *From Grey to Gold*), bekend gestel.

"Dié boek is een van geloof, hoop, stryd en vasberadenheid. Die boek vertel 'n boeiende verhaal wat strek oor 100 jaar. Dit is in vyf hooffases verdeel wat die UV se groei as universiteit vanuit 'n arm Vrystaatse gemeenskap tot 'n volwasse universiteit vertel. Daar is ook lekker leesstukke oor studente-dae, sport, jool en koshuise in elke tydvak ingesluit," het prof. Frederick Fourie, Rektor en Visekanselier, tydens die bekendstelling van die boek gesê.

Die boek bestaan uit meer as 500 bladsye met honderde foto's en omvattende bylaes van ampsdraers, vererings en prestasies (insluitend nasionale kleure in sport). 'n Tydlyn-ramwerk wat die UV-geskiedenis in die konteks van die Vrystaatse, Suid-Afrikaanse en wêrelgeskiedenis plaas, word ook gegee.

Benewens die bylaes, vertel die geskiedenisboek ook die verhaal van onder meer die totstandkoming van die UV; die rol van die grondleggers; baanbrekers in transformasie; die stigting en ontwikkeling van departe-



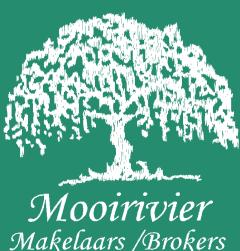
Die UV se Geskiedenisboek.

tiek; interessante feite en staaltjies oor die studentelewe (jool, intervarsity en rasieleiers, sport en die Springbokke en koshuistradisies); die toelating van swart studente en die wroeging rondom ras, taal en kultuur; die ontwikkeling van die Hoofkampus, die Tiekie en die Piesang en vele meer word gegee.

Klem is gelê op 'n baie hoëvlak van gehalte. "Die universiteit word nie elke dag honderd jaar oud nie, en die instelling sal gemeet word aan die gehalte van die boek. Ons kan nie sê die UV is 'n universiteit van gehalte as die boek dit nie weerspieël nie," het me. Edma Pelzer, Direkteur: Fisiese Hulpbronne en Spesiale Projekte, gesê.

Die boek is gedeeltelik deur Sasol geborg.

Die prys van die boek is R380 per kopie. Mense wat reeds die boek bestel het, sal eersdaags hul kopie ontvang. Plaas bestellings by mnr. Dawid Kriel by UV-Bemarking, tel. 051 401 3409 of op die UV se webblad by [www.uovs.ac.za](http://www.uovs.ac.za). Die boek is ook by Van Schaik Boekhandel op die Thakaneng-brug, UV-Hoofkampus, en Fascination Books in Mimosa Mall, Bloemfontein beskikbaar.



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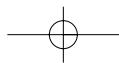
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## Pulo ya semmuso

# Molao wa Hlomamiso o sa ngotsweng feela o hlahisa ngangisano

**M**oreketoro le Motlatsa-Mokanseliri, Moprop. Frederick Fourie, o ipiletsa ho basebetsi, baithuti le bohole ba amehang ho bua ka pehelo ya Sehlopha sa Tshebetso sa Leano la Diphetoho eo ho nehelanweng ka yona ho ba Botsamaisi ba Phethahatso.

Pulong ya Yunivesithi ya Freistata e entsweng ka molao yunivesithi ena e ile ya fihlella kattleho e kgolo ngangisanong ya yona ya diphetoho ha Moprop. Frederick Fourie, Moreketoro le Motlatsa-Mokanseliri a fana ka Molao wa Yunivesithi (setheo) o hopoletseng ho matlafatsa le ho potlakisa phethoho eo e ntseng e tswela pele ya yunivesithi tebisong ya bokamoso bo hlokang kgethollo, esita le ya botona kapa botshehadi.

Molao wona o tlama yunivesithi ho Iwantshana le diphepetso tsa ho fetola tulo ena e le ya thuto e phahameng setjhabeng seo se ntseng se hlabololo (tswela pele), haholoholo diphepetso tsa kaho ya setjhaba, poelano, qalobotjhaba, ho hloka kgethollo le ho hloka kgethollo ya bosadi kapa bona mme qetelong ho be le tsamaiso e tlwaelehileng ka hara tulo ena ya thuto ya boleng bo phahameng ya dithuto.

"Molao wona o hlahisa dintho tsa bohlokwa le melawana tse tshwanetseng ho tataisa tshebetso ena ya photoho mme ebile e sebetsa jwalo ka motheo wa yunivesithi ya bokamoso bo tjabileng esita le e hlokang ditshitiso tsa letho. Melawana ya molao wona e bontsha boitlamo ba yunivesithi ho ditso tse fapaneng tabatababelong ya yona ya boleng le boemo bo phahameng. Diketekete tsa bana ba materiki, ba batsho le ba basweu, ba etsang dikopo tsa ho tla kena le ho ithuta Yunivesithing ena ya Freistata ba batla ho ithuta yunivesithing e nepahetseng, mme yunivesithi e nepahetseng e batla ho hohela baithuti ba hlwahilwa ba batho ba batsho esita le ba batho ba basweu esita le basebetsi ba hlahlwa ba batsho le ba basweu, e ka ba banna le basadi." Ha realo Moprop. Fourie.

Molao wona o radilweng (ngotsweng) o sa boela o tlama Yunivesithi ya Freistata ho hlahisa tsela ya hore motho

a inke a le hae bakeng sa ditho tsohle. Moprop. Fourie o memme basebetsi bohole esita le baithuti ho bua ka molao wona o ngotsweng fatshe. Palo ya ditho tsa basebetsi ba romela diphehiso tsa bona ka moo tulo ena ya thuto e ka potlakisang ho leba ha yona lefatsheng la pallo ka ho fetoha.

Moprop. Theo du Plessis, ho hlahisa Lefapheng la Tsamaiso ya Dipuo Yunivesithing ya Freistata o buile ka ditumelo tse fapaneng mane Yunivesithing ya Freistata. "Ho laola tsa ditumelo tse fapaneng ho batla ho fana ka bothata bo boholo. Nakong e fetileng banna ba neng ba laola dintho tsohle e ne e le tshitiso e kgolo mabapi le ho amohela, ho hlongwa le ho hialoswa ha ho fapanapana hona. Le ha ho le jwalo, ho bonahala ekare ho nketswe sebaka ke Bokreste. Ka ho bona ka moo diyunivesithi di hlokang bodumedi ebile e le dibaka tse ratang dintho tsa lefatshe, dikatello tsa Bokreste tsa setso le ditlwaelo di ka fana ka mathata. Ha ka mohlomong ke teha ka mohlala, ka ho bala ho tswa Mangolong a Halalelang le ho rapela nakong ya ditshebetso tsa semmuso tse kango bulwa ka molao ha Yunivesithi ya Freistata esita le mekete ya dikapeso tsa baithuti. Tlwaelo ya jwale e ka nkelwa sebaka ke ho hlahisa motsootso wa kgutso pele mokete o tswela pele. Ka mokgwa wona ha ho moo motho a sitelang e mong teng (a hatang e mong dikhonso). Mokgwa wona o sebedisitswe ka kattleho ho tlaha ka selemo sa 1994 Lekgotleng la Ketsamelao la Freistata le ditulong tse ding tsa mmuso. Ho bonahala ekare ke kamohelo e ntle ka ho fetisisa ya ho fapania ha ditumelo.

"Papisong le sena ho na le dijo tsa sedumedi, le matsatsi le dinako. Hape, hona hodima motho e mong le e mong o pepeswa ditlwaelong tsa Bokreste. Mesebetsi e hlophisis ka Meqebelo ha ditumelong tse ding teng e le letsatsi le ilwang. Teboho e hlokeheng ya phapano ya bodumedi ha e bonahale. Dijo bakeng tsa mekete ya semmuso ha di hlophisis ho amohela ditumelo tse fapaneng. Dijo tsa Sejuda, dijo tsa Semoselemo le ditlhoko tsa dijo tse ding tsa sedumedi ha

di amohelwe. Re bona hape le Bokreste kgetlong lena bo sa dumellaneng le phehelo ya ho amohela ditumelo tse fapaneng." A realo.

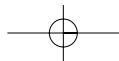
"Ke thoholetsa sehlopha sena ka tokomane ena e nahannweng ka botebo ebole e utlwahala," ha realo Moprop. Marian Tredoux ho hlahisa Lefapheng la tsa Diteng tsa Mobu. O ile a toboketsa bohlokwa ba boleng le boikarabelo ho ya maikutlo a hae.

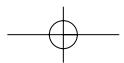
O ile a re: "Haeba Yunivesithi ya Freistata e tshwanetse ho dumella tshebetso ya diphetoho ho phethahala ka potlako, qetellong e ne e tla tshwanela ho nyehlisa ho tsa boleng ba tiisetso mme sena se ne se tla tlaila tumellano. Baithuti ba kgetha ho tla mona ka baka la lebitsi le letle la yunivesithi. Yunivesithi ena e ikarabella ho baithuti bana hore ba se ke ba dumela hore sehlahiswa sa bokamoso se nyenyele ho seo se neng se le sona nakong e fetileng. Ho molemo ho ema dilengwana tse itseng pele qetellong ho orohuwa lefatsheng la pallo haeba ho ema hoo ho tla tiisa hore ho tla bolokwa le yona tswelopele."

Moprop. Tredoux o sa boela a dumela hore tokoloh yohle e na le boikarabelo bo tlamehileng ho tadingwa. "Ke ikutwla hore, haholoholo ha ho tlwua batjheng, ba hopotswe hore tokoloh yohle e na le boikarabolo bo tlamehileng ho tadingwa, esita le hore tumellano ena e na le monyetla wa kattleho hafeela bohole ba keneng (mme e seng feela bao ba ba ikutlwang ba le molato ka se etsahetseng nakong e fetileng) ba amohele boikarabelo ba bona. Ha sena se sa hlakiswe, bana ba tlatlapuweng ke kgethollo, haufinyane e tla ba bana ba tlatlapang batswadi ba bona."

"Polelo ena ha e lebise ka ho qolleha ho basebetsi ba batho ba batsho le baithuti ba bona. Le hoja baithuti ba bang ba bonahala ba na le maikutlo a hore e tlamehile ho ba taba ya "ho ntsha bohole ba kgale" ho ya ka moo moetlo wa Yunivesithi ya Freistata o leng ka teng mme ho senya mesebetsi e meng e tlwaelehileng ya yunivesithi ka ho sa kene mesebetsing ya yona, empa kwana bonyane ho ntse ho na le baithuti ba palo e lekanang ba dumelang hore ha ba

Molao wa Hlomamiso... continues on p.5





## Qwaqwa Campus

Molao wa Hlomamiso... from p.4

kene ho sa lekalekanang ho etsahetseng nakong e fetileng mme ka mokgwa o jwalo, ba se utiwele baithuti ba batho ba batsho boholoko ka mathata a bona hobane ha ho na letho le fetohang.

Tumellano e tlamang le e atlehang e tla tshwanelo ho bontsha mekgwa eo ka yona dipaphano tsena di ka hlahiswang le ho ngotwa (kwalwa), empa e le e tla lemosa baahi bohole ka boikarabelo ba bona ba sebele ho thusa hore e atlehe..," ha realo Tredoux.

Tsena ke dipuo tse pedi feela tse hlahang ho basebetsi. Basebetsi bohole ba mengwa ho tlisa diphehiso tsa bona Molaong wa Tulo ena ya Thuto e Phahameng ka ho romela ho transform@mail.uovs.ac.za.

# SRC must work together with management



Nelly Mokoena.

## First-year students honoured with a name

The orientation programme for first year students on the Qwaqwa Campus turned out to be a special occasion when Dr Elias Malete, Campus Principal, for the first time on this campus, gave first-year students a name. At the orientation programme he called the students Matlama a Moshoeshoe (the binders of King Moshoeshoe). "You are the binders of the painful past of this region and the promising future of the Free State Province," he said.

"This name will mark the beginning of the new era of this campus, and it will stay with you for the rest of your lives because you will be the first alumni group to have a name," said Dr Malete.

The orientation programme gave first-year students their first taste of university life on the Qwaqwa Campus. Amongst the activities that the orientation committee organised was a mountain-hiking exercise.

For years the students on the Qwaqwa Campus of the UFS did not know what it is to have a female at the helm of the SRC. Nelly Mokoena who was elected as the acting SRC President talks about this challenging task.

"I take my hat off to all students who have deepened student democracy and participated in the SRC election. It is an honour for me to be where I am today. I know that most people would really jump to this challenging task, but it however requires full commitment and unwavering efforts to deliver and exceed the expectations attached to it. As a female president, I truly wish to encourage all other females to stand up and not to undermine the potential they possess.

"Our campus is faced with many different challenges. The student leadership should work together with management in order to bring changes that will benefit all stakeholders and also promote the good reputation of this university.

"One of these challenges is to ensure that our campus is equipped with human, physical and financial resources which are imperative for the strategic realisation of key performance indicators which include an increase in pass rates, an increase in student enrolments and

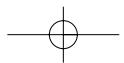
lastly an increase in academic research output.

"The issue of HIV/AIDS is also a big challenge that the SRC should embark upon. We do not want to see our students contracting this disease because no positive initiatives were taken in this direction. It therefore remains our task as the student leadership to ensure that we provide students with the relevant information they need in order to protect themselves.

"I believe that all students should enjoy parity of esteem without regard to their campus locations. As students with clear goals, determination and a positive spirit about where we want to go, we are tired of annual student protests that come not as a choice, and would like to call on all roleplayers to bring an end in this.

"I plead with all students to pursue their own goals. They should stop undermining themselves just because they are from disadvantaged families and school backgrounds. We should avoid despair and also provide room in our lives for failure. One of the greatest principles of success is persistence. If we persist long enough, we will win.

"Student and staff unity irrespective of colour, age, creed, likes and dislikes will carry us above the challenges that come our way."



# Producing quality students is his challenge

**M**r Mandlenkosi Mthombeni has recently joined the Faculty of Humanities on the Qwaqwa Campus as a Junior Lecturer in the Department of Political Sciences. Before coming to Qwaqwa Mr Mthombeni was employed as an Assistant Researcher in the Centre for Development Support on the Bloemfontein Campus.

Mr Mthombeni was a recipient of the A.W. Mellon Foundation Scholarship Programme (Grow Our Own Timber Project) and successfully completed his M.A. in Political Science. He also completed a number of certificate programmes. Amongst these were his active participation in the research project Problem Diagnosis of local governance in South Africa, organised by the Free University of Brussels in cooperation with the University of the North (Qwaqwa) which was related to an organisational survey on local government performance in the Free State. Other certificate programmes he com-

pleted were a community survey programme, a four-day course in Basic Mediation skills, and he got a merit certificate in Industrial Law.

He was also actively involved in community capacity-building with learners in the Qwaqwa rural area (Monontsha). In conjunction with Technikon South Africa and the Department of Public Works they ran a project aimed at empowering the community and enhancing rural development as well as sustainable community development.

Mr Mthombeni said: "As the core functions of any university is teaching and research, the challenge is to produce quality students who are equipped with research skills and who are able to evaluate and manage the political environment and transformation as South Africa is also changing. The introduction of innovative technology in teaching and sufficient computer labs for students seems to be an answer in this regard."



Mr Mandlenkosi Mthombeni.

## UFS academic obtains fellowship from ACCP



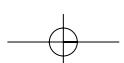
Prof. Andrew Walubo.

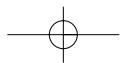
**P**rof. Andrew Walubo of the Department of Pharmacology at the UFS recently obtained a fellowship of the American College of Clinical Pharmacology (ACCP). The ACCP is a professional body that is responsible for setting the standards of clinical pharmacology education in the USA. The fellowship is the highest degree granted by the college and is awarded to those with exemplary credentials and dedication to the betterment of the discipline.

Prof. Walubo (the only member from Africa) was also appointed for a five-year term as member of the United States Pharmacopeia (USP) Experts Committee on International Health. During the meeting of trainers on Good Laboratory Practices (GLP trainers) for the World Health Organisation programme for Research and Development on Tropical Diseases (WHO/TDR) in Rio de Janeiro, Prof. Walubo was elected as Africa's regional co-ordinator for the WHO/TDR GLP training activities.

Prof. Walubo also excelled locally when he obtained his MBA degree at the UFS at the September 2006 graduation. "The MBA studies were a lot of work but I enjoyed it. Many of my colleagues know that I did a great part of my homework while on the plane and in transit. Although I was concerned with getting points worthy of my efforts, I was also delighted to have been the best student in one of the subjects, Strategy Dynamics.

"My aim of doing a MBA was to acquire more knowledge on the principles of management so as to make my administrative work less stressful. When you know what is expected of you as a manager, there is hardly anything of your work that can stress you. Directives become part of your managerial template which you anticipate and at times demand. At the same time, a MBA is not everything, there is a lot more to learn from the society, particularly in Bloemfontein," Prof. Walubo said.





# Unit contributes to language justice in South Africa



*At the launch of Pansalb's Language Rights Monitor (LRM) project, were from the left: Mr Edward Samba, acting head of Pansalb, Prof. Engela Pretorius, Vice Dean: Faculty of the Humanities, Prof. Theo du Plessis, head of the Unit for Language Management (ULM) at the UFS, and Mr Vusi Ntlakana, head of Pansalb in the Free State.*

The Unit for Language Management (ULM) at the UFS, in collaboration with the Pan-South African Language Board (Pansalb) recently launched Pansalb's Language Rights Monitor (LRM) project. Pansalb is responsible for monitoring language rights in South Africa.

The aim of the Language Rights Monitor produced by the ULM is to, on an annual basis report to Pansalb on language-rights issues in South Africa, as reflected mainly in the printed media. Since 2002, when the project was initiated, three reports appeared, covering aspects relating to language rights, including language-rights complaints, language-rights issues,

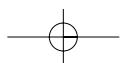
language litigation and research on language. Proff. Theo du Plessis, Johan Lubbe and Dr Elbie Truter compiled these reports.

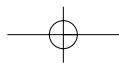
During 2006 Pansalb decided to establish the project for an unspecified period of time at the Unit for Language Management (ULM) at the UFS.

A need existed for a more immediate report and to include records drawn from newspapers published in African languages. Hence Pansalb together with the ULM decided to further consolidate the project and the monthly South African Language Rights Bulletin was launched. This bulletin enabled Pansalb to receive an overview on a monthly basis of developments in

South Africa concerning language rights, addressing the need for more immediate report. Pansalb can also now become more actively involved in crisis situations in which mediation is urgently needed.

With the launch of the LRM project, the bulletin was introduced to the public for the first time. Prof. Theo du Plessis, head of the Unit for Language Management at the UFS said: "The LRM and the bulletin give a good overview from what is happening in terms of language rights in South Africa. I hope that South Africans will become aware of what they can do in terms of language rights and the protection thereof."





# UFS a front runner in providing education for disabled students



Some of the students who use the facilities of the Unit for Students with Disabilities are, from the left, front: Jeanine Pare, B.Admin., Tshidisho Molehe, B.A. general; back: Natalie Jordaan, B.Com. IT, Lisa-Marie Bredenkamp, B.Admin., Marisa De Jager, B.Sc. IT, and Johannes Ramohaoa, B.A. general.

By Ronelle Ceronio

The UFS Main Campus has taken significant strides in providing students with disabilities an adequate teaching and learning environment. The university has made a considerable effort to make the Main Campus, where the unit is situated, user friendly for students with disabilities. Walkways have been erected all over campus and the access to buildings has also been adapted. A residence on the campus has rooms especially equipped for students with disabilities.

The Unit for Students with Disabilities that was established in 2001, supports an inclusive view on disability as indicated by South African legislation

and recognises the fact that disability is a varying and personal matter. People who face physical and/or mental challenges are therefore included.

According to a 2001 survey of Statistics South Africa, 5% of the total population in the country has various forms of disability. The most affected province was the Free State, with a prevalence of 6,8%. It is against this backdrop that the UFS has been making a concerted effort to provide school leavers with disabilities an opportunity to study at the UFS as a means of integrating them into society.

Regarding services for students with special educational needs, the UFS is one of the frontrunners, one of only two

institutions in the country that offer interpreting in South African Sign Language for deaf students.

Most of the students registered with the unit are blind or partially sighted, have a learning disability such as dyslexia and Attention Deficit Hyperactivity Disorder (ADHD) or are physically disabled. The UFS has also become the university of choice for a growing number of deaf and hard of hearing students and students with psycho-social and other disabilities.

Although academic institutions do not receive additional subsidy for students with disabilities, students with disabilities pay the same class fees as other students. Our blind students, for instance, receive their study guides and learning material in Braille at no extra cost and every deaf student is accompanied to class by a sign language interpreter compensated by the UFS.

The unit offers a formal examination venue and has a computer laboratory consisting of ten computer stations with accessible word-processing software such as screen reading and magnification and accessible internet and e-mail facilities.

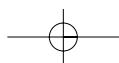
For academic staff the unit offers advice on teaching and learning methods and presents workshops where guidance is given on how to handle students with disabilities.

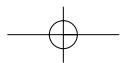
Students at the unit are well qualified and they find work quite easily. Some of them are also top achievers in their studies, despite their disabilities. This makes working with them such an amazing enjoyment.

## Students help with community service project



Jaco Grimbeek, a fourth-year Social Work student, together with some students from the Abraham Fischer hostel on campus and Greenside Nursery assisted the community from Ons Plek to establish a vegetable and fruit garden to empower the residents to be more self-sustaining. Ons Plek is a home for destitute people diagnosed with HIV and AIDS.





## Most international students register at CDS

The Master's Degree in Development Studies, presented by the Centre for Development Support (CDS) at the UFS, this year once again boasts with the most international students registered for a master's programme at the UFS. The programme is designed for people working in a development-related context, or who intend to do so. This year almost 160 applications were received, of which only 64 were accepted. Eighteen students are from Zimbabwe. There are also students from Zambia, Swaziland, Mozambique and Namibia.

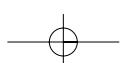


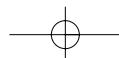
*The programme's first contact session took place recently. Attending the session were, from the left, front: Ms Rosemary Kiragu, student from Kenya, Prof. Lucius Botes, Programme Director: CDS at the UFS, Ms Jane McPherson, student from Bloemfontein; back: Mr Godfrey Matimba, student from Zimbabwe, and Mrs Dorie Olivier, programme co-ordinator at CDS.*

## Studente verwelkom in Sportgeneeskundegraad



'n Groep van agt studente doen vanjaar hul M-graad in Sportgeneeskunde. Hulle was onlangs deur mnr. Lourens Bekker, bestuurder van Life Healthcare, verwelkom in die program. Life Healthcare borg die M-graad. By die geleentheid was, van links, mnr. Bekker, dr. Adele Lubbe van Wellington, en dr. Louis Holtzhausen, Programdirekteur vir die M-graad in Sportgeneeskunde. Die groep studente is van oor die hele Suid-Afrika gekeur.





## UFS media coverage grows

**A**ccording to an agency contracted by the Division: Strategic Communication to measure the news coverage obtained by the UFS in 2005, the university managed to secure news coverage in the national print media (newspapers and magazines only) to the value of R10,4-million.

This amount is calculated by the agency using the advertising rates of the various media, print or electronic, for the editorial coverage received in them. The coverage received in the electronic media (radio and television) in 2005 was not measured. However, in 2006 the Division: Strategic Communication contracted the agency to measure both print media coverage and coverage in the electronic media (radio and television), again using the advertising rates for the editorial coverage received.

The result was that in 2006, the UFS secured news coverage in both print and electronic media (radio and television) to the combined value of R37-million. Broken down this amounted to R22,8-million in print coverage (compared to R10,4-million in 2005) and R14-million in radio and television coverage.

## UFS receives computers of R2 million from Dell Foundation



*The Dell Foundation donated 200 computers to the value of R2 million to the Main and Qwaqwa Campuses of the UFS. Ms Ronelle Ceronio from the Unit for Students for Disabilities and Mr Teboho Manchu from the Qwaqwa Campus attended the handing-over ceremony.*

## NRF gives record grant for development of young researchers

**T**he Research Directorate at the UFS received a grant of almost R3 million this year from the National Research Foundation (NRF) for the development of young researchers from the designated groups through the Thuthuka Capacity Building programme. The total of grant holders increased during the past four years

from five successful applications in 2003 to a phenomenal 44 this year. The Thuthuka programme is a partnership programme in which the UFS contributes two thirds of each grant holder's funding. This year, the Faculty of Economic and Management Sciences at the UFS is also taking part in the programme for the first time.



*Excited about the grant from the NRF are, from the left: Ms Lizelle Janse van Rensburg, grant holder, Mr Antonie Pool, grant holder, Mr Arno van Niekerk, grant holder, Ms Annelize Venter, programme co-ordinator at the UFS Directorate of Research Development, Prof. Phillippe Burger, chairperson of the Department of Economics at the UFS, Mr Johan Coetzee, grant holder, and Prof. Lucius Botes, chairperson of the faculty's research committee.*

## Calvyn se geskrifte eersdaags ook in inheemse taal

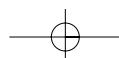
**D**ie Sentrum vir Klassieke en Reformatoriese Studie in die Fakulteit Teologie is nog skaars 'n jaar oud en is reeds by opspraakwakkende werk betrokke. Dr. Victor D'Assonville van die Sentrum vir Klassieke en Reformatoriese studie is by die vertaling van Calvyn se kommentaar op die pastorale briewe betrokke. Dr. D'Assonville en sy gesin is nou al vir 'n paar jaar in Duitsland, waar hy verder navorsing doen oor Calvyn se pastorale brieve.

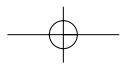
Prof. Dolf Britz van die Departement Ekklesiologie en stigterslid van die sentrum sê: "Daar word internasional baie streng keuring toegepas op medewerkers aan die vertaling van Calvyn se werke. Dit is dus 'n groot voorreg en 'n besondere eerbewys dat Dr. D'Assonville 'n medewerker aan die

vertaling kan wees. Dit is die sentrum se mikpunt om Calvyn se kommentare in Sesotho te vertaal. Dit sal die eerste keer wees dat werke van Calvyn in Sesotho vertaal word."

Die vertaling van Calvyn se kommentare in Sesotho sal vir die eerste keer Sothosprekendes in staat stel om hierdie besondere werke in hul eie taal te lees - 'n voorreg waarvan hulle vir dekades uitgesluit was. Calvyn se kommentaar op Romeine is reeds in Afrikaans beskikbaar.

"Calvyn se teologiese werke het 'n groot invloed op die kerk- en wêrelgeskiedenis gehad. Die oorspronklike dokumente is in Frans en Latyn geskryf en mettertyd ook in ander tale vertaal," sê prof. Britz.





## Koppie koffie met...



**Doen dit ordentlik  
of los dit...**



Foto: Wijand Swart

Me. Mercia Coetzee.

**V**yf grade, navorsing in die en in daai veld en dan nog 150 kilometers ver se fietsry elke week, niemand weet hoeveel kilometers se stap nie, en, en, en. Die lysie hou nie op nie. En niks word half aangepak nie, want Me. Mercia Coetzee, Programdirekteur by die Departement Kommunikasie- en Inligtingstudie glo dat alles voluit gedoen moet word, anders los jy dit.

Me. Coetzee het drie grade by Unisa voltooi en twee meestersgrade - M.A. (Kommunikasiekunde) en die graad M.A. (Hoër en Verdere Onderwys) – hier aan die UV. “Ek het veral die graad in Hoër en Verdere Onderwys baie geniet. Jy leer meer oor wat 'n dosent van dosentwees moet weet. Ek is tans besig met my doktorsgraad in daardie veld.”

Aan Unisa het me. Coetzee Kommunikasiekunde, Biblioteekkunde en Inligtingkunde gestudeer waarna sy vir sestien jaar lank 'n bibliotekaris in onderskeidelik die Bloemfontein-stadsbiblioteek en die biblioteek in Langenhovenpark was. “Ek was nog maar altyd 'n boekwurm. Boeke is my lewe, daarsonder kry ek ontrekkingsimptome. Ek het groot geword waar boeke deel was van die huishouding,” sê me. Coetzee.

Me. Coetzee is in 2002 aangestel as Junior Lektor by die Departement Kommunikasie en Inligtingstudie waar sy aanvanklik Kommunikasie, Inligtingskunde en modules in Rampbestuur aangebied het. Deesdae gee sy net Inligtingkunde, wat 'n verpligte vak is vir Kommunikasie- en Inligtingkundestudente.

Volgens me. Coetzee is studente baie oningelig oor plagiaat. Dit was een van die dryfvere wat haar gemotiveer het om navorsing te doen oor die onderwerp. “Die persepsies van doensente en stappe wat departemente teen plagiaat neem, was ook ingesluit in die navorsing,” sê me. Coetzee. Buitenshuis sou sy sterke belangstelling in plagiaat is. Coetzee ook besig om 'n indieptestudie te doen oor bronverwysings. “Daar is 'n groot leemte in die veld. Talle navorsers se navorsingsverslae word gepubliseer, elk omrent met sy eie verwysingsmetode. Dit sal voordelig wees vir die universiteit as iemand op hoogte kan wees van die reëls aangaande verwysingsmetodes,” sê sy.

Plagiaat, korrekte bronverwysings – alles duis op iemand wat daarvan hou dat goed reg moet geskied. Net soos Johann Wolfgang Goethe met sy slag-spreuk: “Die lewe is veels te kort om slechte wyn te drink,” glo me. Coetzee

dat dit belangrik is dat alles in die lewe ordentlik gedoen moet word. “My pa se invloed,” sê sy. Me. Coetzee se vyf grade, haar belangstellings en stokperdjies duis alles daarop.

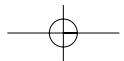
Me. Coetzee gaan voorwaar voluit met haar stokperdjies. Sy het 'n klipversameling van meer as 'n duisend klippe. Sy deel hierdie voorliefde vir mooi en interessante klippe met haar dogter. “Ek het altyd vir my dogter klippe opgetel as ek gaan stap het en het toe later self baie van die klippe begin hou,” sê sy. Die klippe waarvan ek baie self opgetel het en ook persent gekry het, kom van oor die hele wêreld. Van haar gunsteling klippe is 'n versteende boomwortel, 'n skilpadklip en 'n groot stuk ametis. 'n “Rain flower pebble” uit China maak ook deel uit van me. Coetzee se klipversameling. Die klip is nie net baie mooi nie, maar word ook vergesel met 'n baie mooi legende. Die legende lees: “ 'n Priester het gebid en die gode was baie beïndruk. Dit reën toe blomme wat op die grond in klippe verander het.”

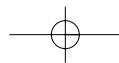
“Ek het al verskeie boeke, selfs van die Geologie-studente se voorgeskrewe boeke, gelees om meer omtrent klippe te wete te kom. Ek droom daarvan om na my doktorsgraad voltooi is, te begin met studies in Geologie.”

Die aanhaling uit 'n Chinese volkslied is een van haar gunstelinge: “Exquisite stones can sing you songs if you use your heart and soul to listen.”

Iemand sou kon sê dat 'n akademikus elke denkbare uur binnenshuis sal deurbring met haar neus in 'n boek. Me. Coetzee het egter 'n behoefte om buite te wees. Soos gewoonlik pak sy hierdie voorliefde van haar ook met oorgawe aan. Sy stap gereeld en het al onder meer die Visrivier-canyon en 'n paar Weskusroetes op haar kerfstok. Buitenshuis sou sy ook van fietsry. Op haar fiets dink sy en kry haar kopskoong, sê me. Coetzee. Verder hou sy van kampeer en sterrekijk. Gewapen met 'n sterke verkyker, om die mere en kraters op die maan te sien, gaan kyk sy ook gereeld na die volmaan.

As sy aftree, soek sy 'n plekkie aan die Weskus, waar sy net haar boeke, 'n rekenaar en die stilte wil hê. Me. Coetzee is buite net so huis soos binne, of is dit nou binne net so huis soos buite...?





# Personnel speak out on Inst

## 'Christelike hegemonie strook nie met strewe na religieuse diversiteit'

**Prof. Theo du Plessis van die Eneheid vir Taalbestuur skryf:**

Institutionele Manifes klink meer aanvaarbaar en werkbaar as Sosiale Kontrak. Deur aan die UV diens te aanvaar, word by implikasie reeds 'n sosiale kontrak gesluit. Ook word so 'n bykomende kontrak problematies wat aanstellingsvooraardes betref. Hou dus maar liefs by manifes – dit werk ongeveer soos 'n grondwet/reglement.

Die hantering van religieuse diversiteit word toenemend problematies. Waar Afrikanerhegemonie (inbegrepe mannedominansie) voorheen (en dalk steeds!) 'n groot hindernis was (is) rondom die erkenning, institusionalisering en uitbou van diversiteit wil dit voorkom asof Christelike hegemonie die plaasvervanger word. Gesien die feit dat universiteite in Suid-Afrika wesenlik sekulêre instellings is, word die opdwing van Christelike ritualiteit en tradisies nogal problematies. Ek dink hier byvoorbeeld aan die gebruik van skriflesing en gebed by amptelike geleenthede soos die onlangse opening van die UV, gradeplegtighede, ens. Die huidige gebruik kan heel eenvoudig konsekwent vervang word met die inrig van 'n oomblik van seremoniële stilte ter aanvang van die funksie of geleenthed. So trap 'n mens op niemand se tone nie. Die betrokke praktyk word al sedert 1994 in die Vrystaatse Wetgewer en ander staatsinstellings suksesvol toegepas. Dit lyk my na 'n gewenste erkenning van religieuse diversiteit.

Saan hiermee gaan die kwessie van religieuse diëte, dae, geleenthede, ens. Ook hier word almal blootgestel aan Christelike gebruik. Funksies word byvoorbeeld op Saterdae gereël terwyl dit in bepaalde gelowe religieus sensitiewe dae is. Die nodige erkenning van religieuse diversiteit is nie hier sigbaar nie.

Ook word spyskaarte vir amptelike geleenthede tot hier toe nie met die nodige erkenning van religieuse diversiteit beplan nie – daar word byvoorbeeld nie rekening gehou met kosher, halaal en ander religieuse eetvoorskrifte nie. 'n Mens neem ook op hierdie en



Prof. Frederick Fourie, Rector and Vice-Chancellor, at the official opening of the UFS, launching the draft institutional charter.

verwante terreine die duidelike werking van 'n Christelike hegemonie wat nie strook met die strewe na die erkenning van ook religieuse diversiteit nie.

Hopelik kan die verbintenis tot sodanige erkenning in die manifes nou verkonkretiseer word in ons daagliks doen van dinge!

## 'Compromising on quality will be breach of contract'

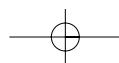
**Prof. Marian Tredoux from the Department of Geology writes:**

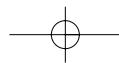
I congratulate the team on a thoughtful and sensible document. Two points that I would like the final version of the Institutional Charter to contain in some form, in addition to the promises made by UFS to its users (students and staff)

which seems to me to be the essence of the contract, are the following:

1. A clear statement to the effect that, if the UFS should allow the transformation process to happen too fast, it would eventually have to compromise on quality and that this would be tantamount to breach of contract. Students choose to come here, often paying significantly more than they would for some of the other options, because of the UFS's good name.

Therefore, the UFS owes it to these students not to allow the future product to become inferior to what it was in the past. It is worth waiting a few extra years before arrival at the eventual promised land if the waiting will assure sustainability.





# Institutionele Manifesto



charter and inviting staff and students to comment on the document.

To allay suspicions that this type of argument may be used as a delaying tactic, the UFS should make explicit the processes it plans to put in place to ensure that steady progress is maintained.

2. I feel that everyone these days (but maybe especially young people) can do with being reminded that all freedoms have an attending responsibility, and that a contract like this one stands a chance of succeeding only if all participants (and not just those who are supposed to be feeling guilty about what has happened in the past) accept their responsibilities. If that is not made explicit, the battered children of apartheid may soon become battering parents.

As far as the UFS community is concerned I think it should be firmly realised that this statement does not

refer exclusively to black staff/students. Although some black students do seem to have the feeling that it should be a case of "out with all of the old" as far as UFS traditions are concerned and so passively condemn some common campus activities by non-participation, there is probably at least an equal number of white students who seem to be of the opinion that they had nothing to do with the past inequalities and therefore, being completely out of sympathy with the problems of the black students, want nothing to change at all. A binding and successful contract will need to spell out ways in which such differences can be aired and bridged, but which will also make all members of the community aware of their personal responsibilities to help make it a success.

## Aanstellings:

**Prof. R.B. van Buuren**, as Mede-Professor en Departementeel Voorsitter, Departement Ondernemingsbestuur.

**Dr. P.G. Lewis**, as Senior Lektor/Senior Spesialis, Departement Neurochirurgie.

**Dr. M.S. Pretorius**, as Senior Lektor/Senior Spesialis, Departement Obstetrie en Ginekologie.

**Dr. A. Van der Byl**, as Senior Lektor/Senior Spesialis, Departement Pediatrie en Kindersorg.

**Prof. J.C. de Wet**, as Departementeel Voorsitter, Departement Kommunikasie en Inligtingstegnologie.

**Prof. A. Roodt**, as Departementeel Voorsitter, Departement Chemie.

**Mnr. H. Huyssen**, as Senior Lektor, Departement Musiek.

**Dr. R. Meijboom, dr. G. Steyl** en **dr. A.J. Muller**, as Senior Lektor, Departement Chemie.

**Dr. C.N. Ndeya-ndereya**, as Senior Lektor, Sentrum vir Hoëonderwyssstudies en Ontwikkeling.

**Dr. M.J. Labuschagne**, as Senior Lektor/Senior Spesialis, Departement Oftalmologie.

**Dr. P. Loeb van Zuijenbur**, as Senior Lektor, Departement Musiek.

## Bevorderings:

**Prof. H. Du Raan**, na Mede-professor, Departement Geneeskundige Fisika.

**Dr. A. Joubert**, na Mede-professor, Skool vir Verpleegkunde

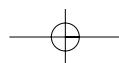
**Dr. R.H. van den Berg**, na Mede-professor, Skool vir Verpleegkunde

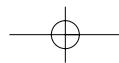
**Me. M.S. Ratsoane**, na Adjunkdirekteur, Departement Menslike Hulpbronne.

**Mnr. P.J. Gouws**, na Adjunk-Direkteur, Departement Fisiiese Hulpbronne.

**Mnr. N.T. Venter**, na Adjunk-Direkteur, Departement Akademiese Studentedienste.

**Dr. A.M. Gerber**, na Senior Lektor, Departement Basiese Mediese Wetenskappe.





# NRF commits R30-million for research at the UFS

The National Research Foundation (NRF) has committed approximately R30-million for various research projects at the University of the Free State (UFS).

According to Prof Frans Swanepoel, Director of Research Development at the UFS, the NRF has also approved all eight research niche areas that were submitted to the NRF, the highest number approved at any university in the country.

Prof Swanepoel said the 24 research projects for which funding had been obtained from the NRF ranged from traditional healing and HIV/Aids/tuberculosis management, practices of the paediatric anti-retroviral programme at the UFS to nano-materials synthesis and characterisation.

He said the eight research niche areas were part of an initiative at the UFS to establish strategic clusters of academic and research excellence.

"There will be six strategic academic clusters at the UFS and the eight NRF-

approved research niche areas will form part of them," Prof Swanepoel said.

The proposed strategic clusters are:

1. Water management in water-scarce areas
2. New frontiers in poverty reduction and sustainable development
3. Social transformation in diverse societies
4. Ecologically sound value chains for agricultural commodities
5. Materials and nano sciences
6. Advanced bio-molecular research

Prof Swanepoel said that the UFS had also submitted five proposals in terms of an NRF initiative to establish research chairs at South African universities.

"Linked to our intention to establish six strategic academic clusters, five proposals for the South African Research Chair Initiative (SARCHI) were submitted. All five pre-proposals were accepted in the first round of screening, and successful candidates have been

invited to submit full proposals by the end of February," he said.

The proposed research chairs are:

1. Petro- and organometallic chemistry
2. Biocatalytic and biomimetic oxidation-reduction systems
3. Nano-solid state lighting
4. People's health and well-being
5. Water management

Speaking at the official opening of the university earlier this month, the Rector and Vice-Chancellor of the UFS, Prof Frederick Fourie, said: "The cluster initiative represents a strategic initiative to focus our energies in a few key areas, investing in them so that the UFS can become an international leader in those fields."

"A medium sized university such as the UFS with relatively limited human, physical and financial resources has to achieve this kind of 'critical mass' and synergy to establish itself in terms of its core functions of teaching/learning, research and community engagement," said Prof Fourie.

## UV se hokkie-astro nou oop vir gebruik



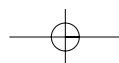
Die UV se hokkie-astroprojek, is een van die universiteit se grootste sportbeleggings. Agtien maande gelede het die universiteit met die projek begin waarin vyf skole vennote is. 'n Groep mans- en dameshokkiespelers het onlangs vir die eerste keer op die nuwe astrobaan gespeel. Studente en skoolkinders sal die astros gebruik. Prof. Frederick Fourie, Rektor en Vise-kanselier van die UV, en mnr. James Letuka, Direkteur: KovsieSport, is hier in aksie op die UV se nuwe astrobaan.

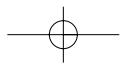
## Oud-mej. Suid-Afrika-finalis gasspreker by projek



Die graadvierdogters van die Credence Primère Skool.

Cynthia Kruger en Lausanne Hugo, vierdejaarstudente van die Departement Maatskaplike Werk het 'n program geloods ter voorkoming van misdaad by die Trevor Barlow Biblioteek in Heidedal. Die graadvierdogters van Credence Primère Skool was die teikengroep.





# UFS staff presents workshop in Sri-Lanka



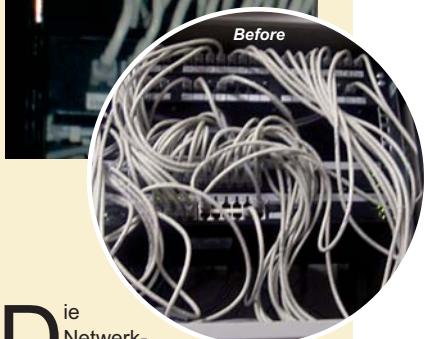
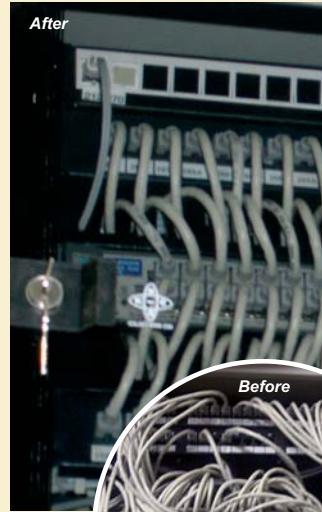
Staff from the Institute for Ground Water Studies (IGWS) at the UFS presented a workshop on the evaluation and management of ground water resources to geo-hydrologists at the University of Peradeniya in Sri-Lanka. The South African Disaster Management Fund carried the costs of the UFS staff. Seen here are, from the left: Dr H.A. Dharmagunawardhane, workshop co-ordinator, Mr Danie Vermeulen, researcher at the IGS, Dr Ingrid Dennis, researcher at the IGS, Mr Tikiri Kobbekaduwa, Governor of the Central Province, Sri Lanka, Prof. Gerrit van Tonder, head of the IGS, Mr Kalinda Pelpola, Programme Manager, Prof. H. Abeygunawardhane, Rector and Vice-Chancellor of the University of Peradeniya, and Prof. M.A.K.L. Dissanayake, Director: Postgraduate Institute of Science, University of Peradeniya.

## New lecturers learn the ropes



The Division Staff Development at the Centre for Higher Education Studies and Development presented an induction session for new lecturers at the UFS. From the staff presenting and attending the session were, from the left: Mr Chris Liebenberg, Director: Finance, Ms Ilse Smalberger, UFS Marketing, Mr Ricus Erasmus, Department Mathematics and Applied Mathematics, Ms Nalize Marais, Department Comparative Education and Educational Management, and Mr Tshele Moloi, Department Curriculum Studies.

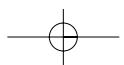
## Hoofkampus se netwerk vang spoed!

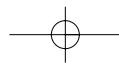


**D**ie Netwerk-afdeling van die Departement Rekenaardienste is besig met 'n projek om die Hoofkampus se netwerk op standaard te kry. Mn. Christiaan Diedericks van hierdie afdeling sê: "Met hierdie projek beoog ons om deur die loop van die jaar elke gebou se netwerk in top-rat te kry. Daar word waar nodig nuwe koppelings met optiese vesel tussen geboue ingesit en alle netwerkaste word met nuwe toerusting ("switches") toegerus. Alle moontlike voorsorg word getref om die onderbrekings so min en kort as moontlik te hou." Hy vra personeel moet geduldig wees in die geval van onderbrekings.

Hulle het reeds met die George du Toit Administrasie-gebou begin.

Mnre. Lourens Erasmus en Renier Sonnekus van die universiteit se netwerktegnici het van die werk gedoen. Soos duidelik sigbaar uit die volgende voor- en na foto's, is dit 'n aansienlike verbetering.





# Wat sal jou gelukkiger maak?

**Om vir vandag te leef**



**Om vooruit te beplan vir mōre**



Met Sanlam Topaz het ek 'n portefeuilje van oplossings wat jou sal help om vooruit te beplan vir 'n versekerde toekoms. Dit help jou met:

- finansiële beplanning ○ lewens- en uitkeerpolisse
- studievoorsiening ○ beleggings en effektetrusts
- ongeskiktheids- en ongeluksdekking ○ spaarplanne
- beplanning vir aftrede

**Ek kan jou ook verwys na Sanlam-kundiges wat spesialiseer in:**

- Sanlam-huislenings ○ die opstel van testamente

**Ek kan reël dat jy direkte toegang het tot 'n uitgelese onafhanklike groep wat spesialiseer in:**

- korttermynversekering ○ belastingontleding

Skakel my gerus vandag nog vir 'n pasgemaakte oplossing.  
Ons dink vooruit. En jy?



**Ben Opperman**

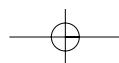
Senior Onafhanklike Finansiële Adviseur  
051 407 8156  
082 457 2240  
[benoprmn@intekom.co.za](mailto:benoprmn@intekom.co.za)

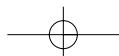
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GELISENSIEERDE VERSKAFFER VAN FINANSIELE DIENSTE



*Ons dink vooruit*





# 5 Minute



## Assesseringskursusse en Red Bull

Dumela! Dagsê! Morning and welcome back on campus after a hot and wonderful holiday! I actually met a stunning and romantic woman during the holidays! I asked her where she originates from, and would you believe me, she came from Bloemfontein! I asked her why she stays in the same house as me. There was a moment of silence and with a shock I then realised she was my own wife! The wife I've been married to for 30 years! What a lovely surprise! I almost never saw her in 2006 due to work, work, and work! What a reunion my countrymen... what a lovely reunion!

I really hope you are all rested and ready for 2007. I'm sure it will be a better year with less paperwork – remember the audit? I've got it officially that lecturers will this year be allowed to do what they were originally appointed for, namely teach, research and community work. But really, *regtig, sowaar*, if it was not for the generous support of the university and faculties who provided assistants during the process, it would have been more of a nightmare. So thanks for that! I can't wait for the graduation ceremony to see who the real champions of this Varsity for 2006 were. You know those academics who could deliver post-graduate students on top of all the other extra work. I think the Chancellor should take note and spoil them with a winter trip to Mauritius. Bultjie will go along incognito and report back in *Dumela*. With wife! The trip can be sponsored by Red Bull.

Ek ontmoet 'n oud-Kovsie SR-voorioe, ds. Heerden van Niekerk, by die see en ons geniet 'n nagmaalwyntjie sommer so op 'n reënerige Woensdag om twaalf. Hy trou 'n paartjie in die Paarl met daai hemelhoeë kansel – die predikant moet omtrent vasklou aan die hout om nie halfpad hemel toe te vlieg nie! Bruidegom het duidelik die vorige aand al opgewarm en lyk bleek! Sy dasknoop wurg en die kraag is te nou vir so 'n aanmekaar opkyk "hemel" toe.

Heerden sien wat kom, want Bleekbruidegom se nekare styg en daal, styg en daal – elke keer met minder pres-

sure! So hy preek met spoed en min byvoeglike woorde – stormend vir die jawoord. Helaas, Bleekbruidegom se beentjies knak en hy kniel delikaat langs bruid, maar hou darem nog haar handjie so flou-flou vas. Beblislaer-se-bruid hou nie hiervan nie... maar sy staan! Strooijonker fluister verskoning aan predikant en glip uit die kerk om een minuut terug te sluip. Hy kniel ewe saggies voor Bleekbruidegom. Dominee loer oor die kansel uit die "hemel" na die gedoente doer onder in die sondige wêreld. Hy verloor amper sy amptelike predikantstem van skok! Strooijonker voer Bleekbruidegom stukkie vir stukkie met 'n stafie Kit-Kat en wissel dit af met kort slukkies Red Bull!

Twee minute later herryds die Bruidegom soos Lazarus en kom op sy voete! Heerden gaan op *fully-automatic* aan en die spulletjie sê "Ja" en als loop goed! Die aand by die troue praat Bruiddegom net drie sinne in sy toespraak voor hy weer gaan sit. "Skuus aan my bruid vir die loop sit in die kerk. Dankie, Danie jy my beste maat vir die hulp en mense.... al wat ek sê is... Red Bull gives you wings!"

So, kollegas, as julle voel die werk word te veel, onthou Red Bull gives you wings! Die volgende Maandag is daar kerkraadsvergadering en 'n tantetjie fluister vir Heerden iets terwyl 'n ander ouderling kla of vroue nie maar weer kan hoed opsit tydens die erediens nie. Sy fluister min of meer as volg: "My orle' man was ook 'n predikant..." Heerden: "O". Tante: "Is dit die eerste keer dat 'n bruidegom flou word in jou diens." Heerden verleë; "Ja" Tante met vonkel in die ogies: "Jammer vir jou dominee... My orle' man het SEWE PLATGEPREEK. Six to go vir jou!"

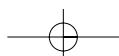
Nou ja vriende, synde dat julle vanjaar weer gaan lesings gee, laat ons nou nie 'n kompetisie aangaan om te kyk wie die meeste studente kan "platpreek" nie! Fasiliteer die leer my broeders en sisters! Fasiliteer! Moenie die spul vervaal nie! En vir almal wat die verpligte assesseringskursus nog moet deurloop – onthou "Red Bull gives you wings!"

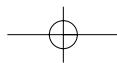
*Bultjie*

## First-years talk about diversity



Mr Billyboy Ramahlele, Director: Diversity, presented a number of workshops on diversity to first-year students to sensitise them on issues of diversity on campus. Mr Ramahlele (front: right) with some of the first-year students who attended his sessions on diversity.





# Welstandsaanbevelings gaan opgevolg word

**D**ie bevindinge en aanbevelings van 'n Welstandsopname wat uitgevoer is op die drie kampusse van die UV sal geïntegreer word met die algehele beplanning vir die instelling ten einde die welstand van personeel aan te spreek.

Volgens prof. Magda Fourie, Vice-rector: Akademiese Beplanning, is bestuurskwesties een van die belangrike faktore wat die welstand van personeel beïnvloed. Sy het gesê hierdie bestuurskwesties sal in 2007 verder ondersoek word deur middel van 'n persepsie-audit en 'n opname oor dienslewering.

"Die welstand van personeel is vir die uitvoerende bestuur van groot belang. Ons gaan hierdie bevindinge en aanbevelings uit die opname baie ernstig opneem," sê sy.

Volgens die resultate het bestuurskwesties 'n statisties beduidende verband getoon met emosionele uitputting, sinisme, energie, toewyding, psigologiese stressimptome en oorweging van bedanking.

Aspekte wat as negatief ervaar is, sluit in 'n gebrek aan kommunikasie tussen die bestuur en werknelmers, wat meebring dat sommige personeellede voel dat daar min begrip is vir wat personeel op grondvlak beleef, dat personeel min inspraak het in besluitneming, dat bestuursbesluite ondeursigtig is en dat die bestuur 'n afsydige houding het teenoor werknelmers en min erkenning gee vir die belangrike bydrae van werknelmers.

Volgens die opsomming van resultate is die vlak van emosionele uitputting en sinisme op die Hoofkampus hoog, wat aantoon dat die respondenten gereeld gevoelens van emosionele uitputting ervaar en 'n negatiewe persepsie het van die sinvolheid van hul werk.

Die respondenten op die Qwaqua-sowel as die Vista-kampus het baie laer tellings op die uitbrandingskale getoon.

Doserende personeel het beduidend hoér vlakke van emosionele uitputting en sinisme gerapporteer as



Prof. Magda Fourie.

ondersteuningspersoneel. Vroulike respondenten het 'n beduidend hoér frekwensie van fisiese stresverwante simptome gerapporteer, terwyl junior lektore en medeprofessore ook 'n beduidend hoér frekwensie van fisiese stressimptome getoon het as ander doserende personeel.

Verskeie aanbevelings word gedoen om die multidimensionele aard van die oorsake van uitbranding en werkverwante stres aan te spreek. Op organisatoriese vlak sluit hierdie aanbevelings in:

- die herbeplanning van werkaktiwiteite, insluitende riglyne oor werkladung
- aanpassings ten opsigte van ergonomika en tegnologie
- die bevordering van deelnemende bestuur en groter sosiale ondersteuning
- die bevordering van billike procedures ten opsigte van menslike hulpbronne, soos verbeterde prestasie-evaluatingsprocedures en graweprocedures.

Op individuele vlak sluit hierdie aanbevelings in:

- die opleiding van werknelmers om aan nuwe werkverwante eise te voldoen

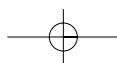
- die aanmoediging van 'n gesonde lewenstyl
- bestuursopleiding van werknelmers
- die voorbereiding van werknelmers op verandering deur middel van gereelde kommunikasie tussen die topbestuur en werknelmers
- 'n mentorstelsel vir jong personeellede
- opleiding in persoonlike vaardighede soos selfhandhawing, konflikhantering en kommunikasievaardighede.

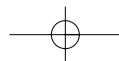
Verskeie spesifieke voorstelle is ook gemaak, naamlik:

- die gereelde verspreiding van 'n elektroniese nuusbrief van die topbestuur
- meer geleenthede vir openbare debat tussen die topbestuur en personeel
- meer gereelde beloning van personeel deur middel van meritesertifikate, kleiner geskenkbewyse en prosedures waardeur werknelmers vir goede prestasie vereer word
- die verbetering van fisiese werksomstandighede wat prestasie belemmer en 'n onnodige bron van frustrasie is vir personeel, soos parkeerprobleme, lawaai, opplankantore en lugversorging.

Altesaam 1 039 vraelyste is aan akademiese en ondersteuningspersoneel in alle fakulteite (behalwe Geesteswetenskappe) en afdelings op die drie kampusse uitgestuur. Die responskoers van 68,2% vir die totale groep kan as goed beskou word, met 'n responskoers van 71% vir die hoofkampus.

Volgens prof. Fourie sal die kwesties in die opname 'n meerledige benadering vereis. Bestuursverwante kwessies sal aangespreek word deur die uitvoerende bestuur terwyl ander inisiatiewe wat reeds gedoen is, soos die instelling van die welstandskantoor en welstandsprogram, 'n verskil sal maak op 'n individuele vlak. "Dit is hoekom ons personeel aanmoedig om die welstandsprogram te ondersteun."





## Do not stress; stay positive in your workplace

**D**o you struggle to concentrate, are you tired and irritable more often, do you wonder what happens to your sense of humor, do you get into more arguments with your colleagues, do you get less done, are you getting sick more often, do you care less about work and do you find it difficult to get out of bed in the mornings?

If you have answered yes to three or more of these questions you suffer from work stress, according to Dr Piére Nel, psychologist from Bloemfontein. He recently addressed a group of staff members about stress in the workplace from a Christian perspective as part of the Wellness programme on campus.

Dr Nel defined stress as a result of a mismatch between the challenges you experience and your beliefs and ability to cope. "The challenges may come from sources external to you and may be the result of too much or too little pressure," he said.

He said that work stress can be triggered by a variety of factors such as heavy work load, too much responsibility at work, dissatisfaction with your current role or duties, a poor work environment (noise, isolation and danger), office politics, long working hours, problems with co-workers, lack of positive feedback, problems with your boss, job insecurity, limited chances for promotion, prejudice in terms of race, gender, etc., and poor pay.



*At a session organised by the Wellness Committee on campus were, from the left: Dr Piére Nel, psychologist in Bloemfontein, Ms Anja Groenewald, Department of Psychology, Ms Jenny Lake, Centre for Higher Education Studies and Development (CHESD), and Ms Annette Prins, also from CHESD.*

There is not much that we can do about the activating event of stress in our lives, e.g. working in a dangerous environment. However we can do something about the consequences of stress in our lives. Dr Nel gave some useful suggestions in coping with stress. "Shift your focus from your stress at work to the good, such as quality time with your family. Demonstrate your competence. Focus on and enjoy that which you excel in. Have a will to live. You are strong when you refuse to give up," he said.

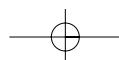
Dr Nel said: "Instead of thinking how you alone will handle the situation, think how you, with the help of God will handle the situation."

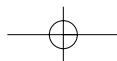
Much stress is caused by staff members not feeling worthy of a better life. "Have a different view of yourself. Sometimes employees allow their employers to exploit them because they do not think highly of themselves. God sees us through different eyes. According to the Word of God we are awesomely, wonderfully created. You can do something about your situation," Dr Nel said.

## Staff learn to defend themselves

**P**rof. Dave Lubbe of the Centre for Accounting gave some advice on self-defence to a group of staff members who attended one of the Wellness lunch-hour sessions. Prof. Lubbe said with the right skills you can stand a chance to prevent an attack effectively or you may even save someone's life. Staff will also have the opportunity to attend a course in self-defence.

*At the session were, from the left: Inspector Albert Jooste, Provincial Public Order Policing at the South African Police Service, Prof. Lubbe, Mr Pieter Fourie, Computer Services, and Ms Zita Strydom, Secretary in the office of the Chief Director: Operations.*





# Praktyk word aan gehaltebeheer onderwerp

Jaarliks word studente in die Departement Maatskaplike Werk vir hul opleiding onder toesig geplaas van buite instansies soos Kindersorg, Ons Kinderhuis, Tserilisong Plek van Veiligheid, die Nasionale Hospitaal en die One Stop Child Justice Centre. "Dit help studente om teorie in die praktyk te integreer," sê mev. Annelie Böning, dosent in die Departement Maatskaplike Werk.

Onlangs het dr. Hannemarie Bezuidenhout, Bestuurder: Onderrig en Leer in die Dekaan van die Fakulteit Geesteswetenskappe se kantoor, 'n werkswinkel vir mense van dié instansies, aangebied. Dr. Bezuidenhout se aanbieding het gefokus op hoe om geldige, betroubare kliniese assesering te doen. Sy sê: "Dit is 'n belangrike inisiatief in die fakulteit om belanghebbendes van buite te betrek om die gehalte van die opleiding te verseker."



By die werkswinkel van die Departement Maatskaplike Werk was, van links: mnr. Riaan du Plessis, proefbeampte by die One Stop Child Justice Centre, me. Marina Brewis, maatskaplike werker by die Nasionale Distrikshospitaal, me. Annelie Böning, dosent in die Departement Maatskaplike Werk, en dr. Hannemarie Bezuidenhout, Bestuurder: Onderrig en Leer in die Dekaan van die Fakulteit Geesteswetenskappe se kantoor.

## Oordrag van Bybelkennis na jong kinders bekijk

Onder leiding van dr. Jackie du Toit, Senior Lektor aan die Departement Afro-asiatiese Studies en Taalpraktyk en Gebaretaal, is 'n groep van drie M-studente en een post-doktorale student besig met navorsing oor die interpretasie en oordrag van Bybelkennis van ouers na klein kinders.

Die doel van die projek is om te kyk hoe volwasse teks aan klein kindertjies oorgedra word met spesifieke fokus op wie vir die kinders lees. Dr. Du Toit sê: "Ons benader die projek vanuit die geslagshoek. Gewoonlik is dit vroulike gesagsfigure soos die ma, 'n ouma of 'n oppasser wat vir die kinders lees."

Die fokus is ook nie soseer op teologie nie, maar op inheemse kennissisteme – hoe 'n voormalige koloniale teks vertaal en verinheems is deur 'n diverse netwerk van Suid-Afrikaanse godsdienstige gemeenskappe. Met die klem op die Suid-Afrikaanse grondwet en taalregte, vra dr. Du Toit: "In hoe 'n mate is toegang bewerkstellig vir jong kinders om

Bybelse beeldte herwin in hul moedertaal of is Engels die verkose gesprekstaal vir godsdiensonderrig by die huis?"

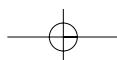
Met die visuele en letterkundige uitbeelding van die Bybel in kinderliteratuur in Suid-Afrika kyk dr. Du Toit ook na die visuele en letterkundige beeldte wat die beste vertaal is om deel te word van Suid-Afrikaanse inheemse kennis. "Die interaksie tussen teks en illustrasies is baie belangrik. Daar word gekyk of die twee bymekaar pas, na die kleur, en die kulturele hiërargie daarvan. Daar is duidelike kultuurverskille in versal die illustrasies. In baie van die Kinderbybels op die Suid-Afrikaanse rakke word die Amerikaanse kultuur uitgebeeld," sê dr. Du Toit.

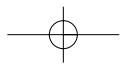
Dr. Du Toit wil nie net by Bybels bly nie; dit is egter die enigste bron wat klaar in al elf amptelike landstale beskikbaar is. Die navorsingspan werk hoofsaaklik vanuit die oorspronklike Hebreeuse/Griekse vertalings van die Bybel wat vir kinders vertaal is. "Ek sal graag die projek na ander jeugboeke ook wil uitbrei. Gesagsfigure kommuniki-

keer met kinders in hul moedertaal. Daar is ook 'n groot behoefte aan moedertaalonderrig en jeugboeke wat voorsiening maak vir illustrasies eie aan 'n kultuur is 'n groot ideaal," sê sy.

Nog 'n interessante fokus van die navorsing is die invloed van die uitgewersbedryf op die aard van godsdiens in kinderboeke. Volgens navorsing wat gedoen is, fokus uitgewers op wit vroue in hul middel der tigs. Met die navorsing sal dr. Du Toit ook die behoeftes van 'n meer gediversifiseerde mark wil aanspreek.

Die projek oor ses jaar, wat in 2005 afgeskop het, word deur die Nasionale Navorsingsraad befonds. In die eerste jaar het dr. Du Toit en haar span al baie vermag. Hulle het twee artikels in geakkrediteerde joernale publiseer en 'n verdere drie artikels is in die pyplyn. Hulle het ook sewe referate gelewer by internasionale konferensies en vier by nasionale konferensies. Een nasionale colloquium is ook gehou oor die onderwerp.





# Deursettingsvermoë sigbaar by registrasieproses

**A**lmal in die Callie Human-sentrum het hard gewerk om die spreekwoordelike wiel van die registrasieproses glad te laat verloop. Volgens mnr. Vernon Collett, Direkteur: Akademiese Studentedienste, was vanjaar se registrasieproses beslis 'n verbetering op verlede jaar se proses.

"Ons probeer om die proses elke jaar te verbeter en het reeds 'n paar idees hoe ons die proses volgende jaar gaan verbeter. Ons wil hê dat daar so min mense as moontlik in die rye moet staan," sê mnr. Collett.

Alhoewel die afdeling Akademiese Studentedienste steeds van die laaste aansoeke van voorgraadse studente verwerk, sal geen nuwe registrasies hanteer word nie. Mnr. Collett versoek egter dat alle nagraadse studente so spoedig as moontlik hulle registrasie sal afhandel. "Dit is net studente wat vir 'n eerste keer registreer vir 'n meesters- of doktorsgraad wat enige tyd in die jaar kan registreer. Herregistrasies (wanneer iemand vir 'n volgende jaar registreer vir sy meesters- of doktorsgraad) moet in die



By die UV se eenstopregistrasiediens is, Sindiswa Nofemele, eerstejaar-B.Com. Bemarkingstudent van Zastron, en mev. Julia Burger, een van die staatmakers in die proses wat studente gehelp het om vir die regte kursus te registreer. Mev. Burger is werkzaam by die Sentrum vir Rekeningkunde.

vasgestelde registrasieperiode afgehandel word. Ons sal egter nog registrasies van nagraadse studente akkommodeer," sê hy.

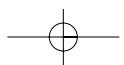
Daar het vanjaar 12 677 voorgraadse studente aan die UV geregistreer, waarvan 2 663 eerstejaarstudente is.

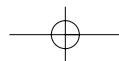
## Researchers learn new techniques in data analysis

**C**omputer Services conducted SAS Enterprise Guide training on SAS software to a group of researchers. The university bought the SAS software which researchers use to analyse data. Mr Sathie Naidoo from SAS presented this statistical course on techniques to analyse data.



At the workshop were, from the left: Ms Karen Cronje, Centre for Higher Education Studies and Development and co-ordinator of the workshop, Mr Onoufrios Philippou from the Department of Plant Sciences, Ms Kate Smith, Computer Services, and Mr Sathie Naidoo from SAS.





## Hannes se foto's pronk internasionaal



Die komeet C/2006 P1 McNaught deur mnr. Hannes Pieterse se lens gesien.

**M**nr. Hannes Pieterse, webredakteur van die UV in die Afdeling: Strategiese Kommunikasie, se foto's van die swerwer-komeet C/2006 P1 McNaught het na verskeie media oor die wêreld geswerf.

Een van sy foto's van die komeet is as foto van die week op die webwerf van die Amerikaanse sterrekunde-tydskrif *Sky & Telescope* aangewys. Verder het mense van tot sover as Rusland, Indonesië en Japan belang gestel in die foto's. In Japan is een van sy foto's op 'n televisienetwerk uitgesaai en in Indonesië is een van die foto's aan 'n gemeente van ongeveer 500 lede gewys tydens 'n skyfietertoning.

Fotografie was reeds op skool een van mnr. Pieterse se belangstellings. Hy het later op die UV aan 'n kameralklub behoort. Die stokperdjie was ook vir 23 jaar die brood en botter op sy tafel toe hy by *Volksblad* as fotograaf gwerk het. Sterrekundefotografie is 'n meer onlangse stokperdjie van mnr. Pieterse. Hoe voel hy oor al die aandag wat sy foto's geniet? "n Storm in 'n teekoppie," sê hy. Volgens mnr. Pieterse was hy maar net baie gelukkig om die ideale weersomstandighede te hê om dié foto's te neem.

Die komeet C/2006 P1 McNaught is op 7 Augustus 2006 deur 'n Australiese komeetjager, mnr. Robert McNaught ontdek – een van 'n hele paar komete wat hy al ontdek het. Dié komeet is die helderste komeet in veertig jaar en was eers sigbaar in die Noordelike Halfrond en het toe later in

Januarie 2007 in die Suidelike Halfrond sigbaar geword.

"Die komeet, wat geen gevaar vir die aarde inhou nie, kom waarskynlik van die Oort-wolk buite ons sonnestelsel. In die geval van McNaught is hy deur die son aangetrek in 'n elliptiese baan, en was op 29 Januarie 161,25 miljoen km van die aarde en 87,15 miljoen km van die son af," sê mnr. Pieterse.

Wanneer die komeet, wat hoofsaaklik uit bevroe klip bestaan, naby aan die son kom, smelt van die ys en verdamp van die materiaal waaruit die komeet bestaan. Dit is wat aanleiding gee tot die tydelike atmosfeer van koma wat maklik 100 000 km in deursnee kan wees. Die sogenaamde sonwind dryf 'n deel van die materiaal in die koma miljoene kilometers die ruimte in om so oorsprong te gee aan die skouspelagtige stert.

Wanneer 'n swak plek in die kern van die komeet, wat om sy eie as draai, na die son toe wys stel die komeet gasse en stof vinniger vry. Op aarde neem ons dié waar as onreëlmatighede in die stert wat uitsprei (flair) soos wat mnr. Pieterse se foto dan ook skouspelagtig aangetoon het.

Wanneer gaan ons komeet McNaught weer sien? Sterrekundiges beweer dat McNaught wat tans in 'n elliptiese baan om die son beweeg vir 'n tyd lank in hierdie baan kan beweeg of dat hy moontlik deur 'n ander son aangetrek kan word. Dit kan dus miljoene jare van nou af weer sigbaar wees, indien hy sou terugkeer...

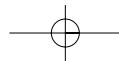
### Dates to diarise

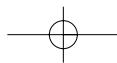
- 13-16 March 2007 Drama Department: Die proponentjie (comedy)
- 14 March 2007 Wellness presentation: Emotional Intelligence
- 16-21 March 2007 Drama Department: Soetlief en die getoorde prins (fantasy theatre)
- 20-23 March 2007 Drama Department: Sshebo (drama)

## Students help each other



The Association for Catholic Tertiary Students (Acts) made a contribution to the social worker on campus's office for needy students. "It is our social responsibility," said Kagiso Nkhoma, Chairperson of Acts. At the ceremony were, from the left: Nkhoma, Acts, Tshegofatso Lekgari, Acts, Ms Lenie Kotzé, Social Worker on campus, Loraine Kriek, SRC President on the Main Campus, and Kealeboga Lekutle, also from Acts.





# Klippies in my skoen

## Access system to the swimming pool inaccessible

**Disappointed Prof. C.D. Viljoen writes:** I am writing this letter to bring to your attention the difficulties I have experienced in trying to access the varsity pool according to the new access-control system.

When the notice about "controlled access to swimming-pool" was circulated in the Digest of 23 January 2007, I decided to get my card activated, as my wife and I swim the Midmar Mile in February each year and train in the varsity pool. During lunchtime I went all the way to Room 205B at Kovsie-Sport to get my card activated – to discover that card activation didn't occur during lunch time. Later that afternoon – during work time – I went back to Room 205B at KovsieSport and was informed that card activation only occurred during the morning and that the notice in the *Digest* should have indicated this. However, the sympathetic and helpful young lady activated my card nevertheless.

With an activated card and the expectation of a good training swim, I studied the notice in detail regarding access times. To my dismay I noticed that the swimming pool was only open from 10:00 on Saturday and not at all on Sundays! This surprised me as the swimming pool becomes the local student hangout on Sunday afternoons. Despite my disappointment about Sunday, at least I could access the pool on Saturday – or so I thought.

On Saturday, 27 January 2007, my wife and I arrived expectantly at the varsity pool just after 10:00. No staff member was on duty as indicated in the *Digest* but with the gate open we didn't care. You can imagine our disbelief when after swimming about ten laps or so of the 70 laps required, we were informed that the gates would be locked and that we would be locked in! It turns out that the Bloemfontein Aquatic Club has an access key as they have a training session Saturday mornings before 10:00. So we were

forced to leave the pool feeling rather disappointed.

I didn't make the access control rules, but after paying R50 for access, you can be sure that I expect the rules to be adhered to! Furthermore, the fact that the pool is not open on Sundays is a great disappointment to students as well as myself. I hope this information affords you the opportunity to rectify the glitches in implementing access control to the pool.

**Mr James Letuka, Director:**

**KovsieSport responds:** Thank you for the letter you sent to me regarding the swimming pool control measures. I am aware of the novelty of the system used and the teething challenges accompanying it. I will investigate the issues raised in the letter and respond accordingly. It does seem that several people are involved in this issue and I think it will only be fair to go the full circle in order to establish as to what actually happened.

## "UV-beleid vir langdienserkenning verander elke keer"

**Oorgesien skryf:** Ek is op 1 September 1983 by die UV aangestel, nadat ek reeds ses jaar in diens van die Fakulteit Geneeskunde was – dus altesaam 29 jaar diens. In die tyd het ek slegs een keer (na 10 jaar diens) gekwalifiseer vir 'n langdienserkenning. My beloning: 'n roomkleur serp (wat ek nog nooit gedra het nie!).

Ek het nie daarna gekwalifiseer vir 15, 20 of 25 jaar diens nie, want die UV-beleid het elke keer verander as ek vir die volgende termyn gekwalifiseer het. Intussen het my kollegas wat 10, 20 en 25 jaar diens het, 'n bedrag geld of koopbewys as langdienserkenning ontvang.

In sy ampelike openingstoespraak vroeër vandeesdaan het die Rektor en Visekanselier, prof. Frederick Fourie, gesê dat die UV 'n plek moet wees waar almal kan voel hulle behoort – en waar mense se prestasies erken moet word. Is die feit dat ek vir 29 jaar hier werk nie iets wat erkenning verdien nie? Watter "sin van behoort" kweek dit by my as ek elke oggend in die roomkleur serp in my

kas moet vaskyk?

**Mnr. Lourens Geyer antwoord as volg:** Volgens die beleid vir langdiens-toekennings was daar tot 2001 langdienstoekennings toegeken vir onderskeidelik 10, 20, 25 en 30 jaar diens.

In 2002 het die Langdienstoekeningsbeleid verander en langdienserkenning is gegee aan onderskeidelik 10, 15, 25 en 35 jaar diens.

Gedurende 2002 het alle personele wat kwalifiseer vir langdiens-toekennings ten opsigte van die ou beleid sowel as die nuwe beleid langdienstoekennings ontvang.

Die persoon wat die brief geskryf het, het wel in 1993 gekwalifiseer vir 'n tienjaardienstoekenning en het een ontvang. In 2003 het die persoon 20 jaar diens gehad, maar die beleid het in 2002 gewysig. Die persoon sal wel in 2008 vir 'n vyf-en-twintigjaarlangdienstoekenning kwalifiseer.

## Uitgestotenes by party onaanvaarbaar

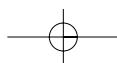
**Party-ganger skryf:** Dit is vir my duidelik dat ons mense nog ver moet gaan om respek vir ander mense te toon. Veral mense wat ons na funksies nooi om daardie oomblikke onvergetelik te maak. Ek dink hier aan musikante, tegnici, fluistertolke en die media.

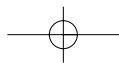
Ek was onlangs weer by 'n geleenthed waar hierdie mense maar stief behandel is. Ek het skoon skaam gekry toe die "gaste" die een gang na die ander met smaak verslind terwyl hierdie mense nie kos of iets te drinke kry nie.

Dit is ook nie dat daar 'n kafee in die onmiddellike omgewing is waar die "uitgestotenes" 'n pak tjips en 'n coke kon gaan koop nie. Die minste wat ons kon doen, was om te sorg dat hierdie mense ook iets te ete en te drinke kry. Dit is mos net ordentlikheid.

Dan ook die sogenaamde "mediatafels" by geleenthede. Daar is min dinge wat 'n mediamens so 'n klap in die gesig gee as om ooglopend

Klippies.. vervolg op bl.24





# Sparkie



## Advertensies

**Stilbaai, Garden Route.** Lovely three bedroom, centrally located, fully furnished holiday house. Ideal for family holidays. Sleeps up to 6 people. Available throughout the year. For more info please visit [www.wheretostay.co.za/hulala](http://www.wheretostay.co.za/hulala) or phone 073 179 0291

**Woon produksies gratis by!** Sluit aan by die teaterklub teen R50-R80 per jaar en ontvang gereeld nuus oor opvoerings en woon alle produksies van die Departement Drama en Toneelkunde gratis by! Pensioentrekkers, kinders en studente sluit teen slegs R50 per jaar aan. Hierdie uitnodiging is nie slegs vir UV-personeellede nie. Almal kwalifiseer.

**Soek vakansie verblyf by die see.** Vir Desember 2007 (23 Desember tot 5 Januarie 2008) vir sewe volwassenes. Loopafstand van see indien moontlik. Kontak 051 4013237 of 0826651966.

### Publikasiebesonderhede

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Menings wat in Dumela gelug word, weerspieël nie noodwendig die van die redakteur, Afdeling: Strategiese Kommunikasie, of die UV nie.

### Adresplakker

## Eerste oriënteringsessie in fakulteit aangebied



By die oriënteringsessie was, van links: mnr. Stefan du Toit, junior dosent in die Departement Kurrikulumstudies, dr. Charity Ndereya, senior dosent in die Sentrum vir Hoëronderwysstudies en Ontwikkeling, mnr. Mandla Mthombeni, junior dosent in die Departement Politiese wetenskap, prof. Engela Pretorius, Vise-dekaan: Fakulteit Geesteswetenskappe, me. Glynnis Daries, dosent in die Departement Kurrikulumstudies, me. Colwyn Martin, dosent in die Departement Kurrikulumstudies, en prof. Gerhard de Klerk, Dekaan: Fakulteit Geesteswetenskappe.

**N**uutaangestelde dosente van die Fakulteit Geesteswetenskappe het 'n oriënteringsessie bygewoon wat deur dr. Hannemarie Bezuidenhout, Bestuurder: Onderrig en

Leer in die dekaan van dié fakulteit se kantoor, aangebied is. Sowat 40 personeellede het dié program bygewoon wat vir die eerste keer in die Fakulteit, Geesteswetenskappe aangebied is.

Klippies.. vanaf bl.23

"apartheid" by sulke geleenthede te ervaar. Die mense word genooi om in hulle volgende uitgawes publisiteit aan die geleenthed te gee. As die advertensiekoste van hulle mediadekking bereken word, "betaal" hulle nogal duur om die geleenthede by te woon.

Hulle is nie wesens uit die buitenste ruimte nie. Maak hulle deel van die fees. As geskenke uitgedeel word, sluit hulle in. Moenie so inhalig wees nie.

Dalk kry jy hierdie keer en in die toekoms beter dekking.

In hierdie dae sal ons nie daarvan droom om dienswerkers so af te sonder nie. Hoekom doen ons dit dan met media-mense?

Ek hoop mense lees hierdie en toon die nodige respek teenoor almal wat na funksies genooi word. Die UV is afhanglik van die welwillendheid van baie mense.



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