



November 2008 - 6

Amptelike nuusblad van die personeel van die UV • Official newsletter of the staff of the UFS

A new faculty for the UFS



PEOPLE



GEBEURE



NEWS



When the new year arrives, our university will have a new faculty to add to the six that are currently in existence. The School of Education, which presently falls under the Faculty of the Humanities, will become a fully fledged faculty from 1 January 2009.

It has long been imperative that the School of Education should stand on its own, given the fact that it offers professional training and has an approach and specific challenges that differ from those of the Faculty of the Humanities.

Besides, the faculty is too large and diverse to manage effectively, with 23 heads of various academic departments, five centres/units and 12 programmes reporting directly to the Dean/Vice-Dean.

These are some of the reasons offered by the Dean of the Faculty of the Humanities, Prof. Gerhardt de Klerk, for the formation of a new faculty.

"It was felt that the image of Education offerings at the UFS will be strengthened by it becoming an independent faculty because it will compare favourably with other universities and stronger emphasis will be placed on its uniqueness," he said.

"A separate faculty will also ensure more appropriate academic leadership and will allay the Higher Education Quality Committee's concern about the placement of Education as a school within a faculty."

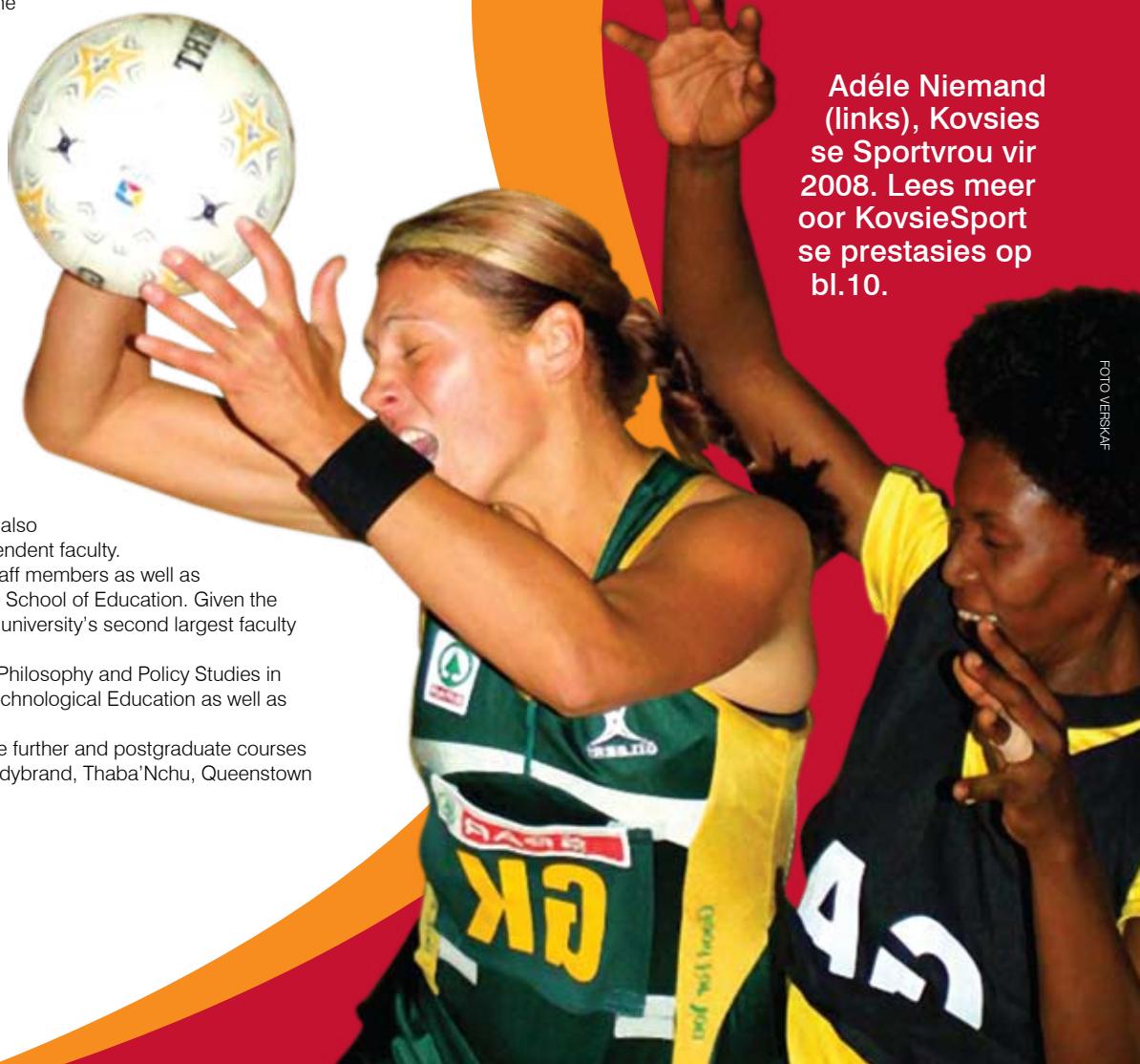
"The positioning of Education as a unit in a university structure is one of the ways in which the university reflects its regard for the profession," he said.

According to Prof. Gerhardt, staff and student numbers also justify the existence of the School of Education as an independent faculty.

There are currently 63 academic staff and 39 support staff members as well as 5746 undergraduate and 1579 postgraduate students in the School of Education. Given the student numbers alone, the Faculty of Education will be our university's second largest faculty after the Faculty of Economic and Management Sciences.

The School of Education has five departments, namely Philosophy and Policy Studies in Education, Curriculum Studies, Psychology of Education, Technological Education as well as Comparative Education and Educational Management.

The school also has seven learning centres that facilitate further and postgraduate courses for off-campus students in Kimberley, Welkom, QwaQwa, Ladybrand, Thaba'Nchu, Queenstown and Aliwal North. – Mangaliso Radebe



Adéle Niemand (links), Kovsies se Sportvrou vir 2008. Lees meer oor KovsieSport se prestasies op bl.10.

FOTO VERSKAF

from the editor



Ons *Dumela* is toe bekend gestel. Splinternuut. Nuwe formaat, nuwe kleure, nuwe foto's, nuwe skrywers. Slegs die begin van 'n proses waar nog baie dinge by ons universiteit nuut gemaak gaan word, aldus prof. Teuns, ons Waarnemende Rektor.

Nuut is ook meestal gesond. Met geen skete. Die Wêreldgesondheidsorganisasie sê gesond is 'n toestand van totale fisiese, verstandelike en geestelike welstand en nie slegs die afwesigheid van siektes of kwale nie. Dis ook wat die konsulentdokters vir ons universiteit voorgeskryf het. Nuwe dinge vir 'n gesonde universiteit.

Ons moet ook gesond wees. Oktober en November was gesondweesmaand met onder meer Wêreldgeestesgesondheidsdag, Wêreldsigdag, Wêreldosteoporosedag en Wêrelddiabetesdag. Alles om ons te help fokus op gesond wees. Ons is wat ons eet, sê prof. Andre Dannhauser van die Departement Dieetkunde. Pille, Rome, inspuittings en skommels is nie die oplossing teen dimpels, rolletjies en hobbels nie. Met 'n paar wenke help sy ons in 'n gesonde toekoms belê.

Ons presteer. Of dit nou op sportgebied is, die akademie, of met die rol wat ons in die nasionale en internasionale arena speel. En soos ons werk en presteer vergeet ons van die tyd. Voordat ons onself kom kry, het ons vir 'n kwart-eeu of meer hier op die bult gebou aan 'n loopbaan, goeie verhoudings en soet herinneringe. Soos Ishmael Ramile wat nog goed onthou hoe hy die krieketbane voorberei het vir die inhuldigingswedstryd van die klubhuis in 1981 met kaliberspelers soos Graeme Pollock, Kepler Wessels en Joubert Strydom.

Baie geluk aan ons lojale kollegas wat hul onderskeie langdienstoekennings vir 25, 35 en 40 jaar diens aan ons universiteit ontvang het. Julle is 'n inspirasie en goeie voorbeeld vir ons almal.

Dan het ons ook persone soos proff. Dap en sy vrou Anet wat sommer almal wat hulle ken, betrek om vir Joseph, hul tuinier 'n beter lewe te verseker. Julle bydrae het nie net baie vir Joseph en sy familie beteken nie; ons universiteit word 'n meer gesonde instelling met mense soos julle. Julle aksies wys dat dit moontlik is om 'n verskil te maak.

Watter verskil gaan jy maak? Jou prestasie, jou beste werk, jou empatie, alles kan meewerk dat ons in 2009 kan terugkom na 'n gesonde universiteit.

Vrede en vreugde vir die feesseisoen.

Leonie

Publication details

Dumela is compiled by the Strategic Communication division at the University of the Free State.

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Layout and printing:
pageWORKS

Prestasiebestuur, 'n ekstra las of 'n seën?

Prof. Gert van Zyl, Hoof van die Skool vir Geneeskunde skryf:

Ek en die departementshoofde van die Skool vir Geneeskunde was deel van die span wat in 2007 by die prestasiebestuurprojek van ons universiteit betrokke geraak het. Die kennismaking met prestasiebestuur was 'n eerste vir baie van ons. En vir die wat voorheen vir die staat gewerk het en reeds daarmee kennis gemaak het, was die stelsel wat by ons geïmplementeer is, 'n totale nuwe belewenis.

Aanvanklik het ons die nuwe evalueringstelsel versigtig benader. Dit was egter lekker om saam met dr. Renalde Huysamen, Hoof: Prestasiebestuur en Personeelontwikkeling, in 'n span te werk om prestasiebestuur ook in die Skool vir Geneeskunde te implementeer.

Hierdie proses is in 2008 tydens 'n ontbyt saam met prof. Niel Viljoen, Hoofdirekteur: Finansies, mnr. Lourens Geyer, Direkteur: Menslike Hulpbronne, en dr. Huysamen afgesluit. Almal betrokke het by die geleentheid weer hul verbintenis tot die stelsel bevestig. En almal was dit eens; die stelsel het 'n blywende verandering in bestuur gebring. Selfs by die ontbyt was daar steeds aktiewe debat oor wat prestasiebestuur behels; wat prestasiebestuur vir die persone

beteken het asook die uitkomste van die werksomgewingdiagnose-instrument en hoe dit hanteer moet word.

Die proses is nou ingesament in die fondamente van die Skool vir Geneeskunde.

Personnel het te kenne gegee dat hulle saam met die proses gegroei het. Die feit dat prestasiebestuur fokus op die individu en kommunikasie binne die lynfunksie, is gesien as 'n groot pluspunt. Personeel was ook beïndruk met die rol wat die prestasiebestuurproses speel ten opsigte van direkte terugvoering tussen individue in die werkplek asook konstruktiewe terugvoering oor daaglijklike aspekte in die werksituasie. Die prestasiebestuurproses is instrumenteel om nie net terugvoering te kry nie, maar ook om aspekte wat die werksplek negatief beïnvloed uit te spel.

Die voltooiing van die prestasieplanne het nie net aan personeel die geleentheid gegee om hulle posisie binne die groter skool te bepaal nie, maar ook om persoonlike beplanning vir die toekoms te doen.

Almal is dit eens, prestasiebestuur moet in stand gehou word. Dit lewer 'n positiewe bydrae tot 'n beter werksomgewing om so die visie van ons universiteit te verwesenlik: Om 'n uitmuntende, billike en innoverende universiteit te wees.

Just an opinion

Tibi Kibe, Tutor Co-ordinator in the Faculty of the Humanities, writes:

Applications for admission at our university are showing an upward trend, according to the media release of 23 October 2008.

A rise in the numbers is good news, right? Or is it? Maybe, for the financial department. (wink-wink)

As a student of this university, already bored to the core with the mishaps of daily life between black and white, finding out that food costs more at the Student Centre, of having to listen to boring lectures, of the anticipation of exams and all the other in between things which accompany being a student, they tell us that this is coming our way? More people on campus...

After all of that "good news" I should maybe "warn" those, who care to read this, about our beautiful university.

A few facts: The fact that we all get R200 for printing and we can't do anything else with the money (which we weren't consulted about), is something to address. Our study materials are late at times and out of stock (I mean, they should never be late). Some

lecturers can't "speak" English (you know who you are) and all that other stuff about us not really liking each other on campus so much.

Anyway, the computer labs are already overcrowded. There is always a positive side: the building of the new computer lab is coming along very well.

Food for thought... One wonders if the rise in applications means more people, more overcrowding and classes being shifted till late (as usual) and even later?

What percentage of those students is disabled? Are they going to be catered for in terms of space? It already looks difficult when a person on a wheelchair has to wait behind a long hoard of people.

Somehow, if there is such a large influx next year, we can only hope that things will run smoother.

Things are great at the UFS, yet some administration needs to be taken care of. It seems students are losing more money than they are making, while the UFS financial accounts flourish higher every year.

Editor's response

A rise in the number of applications is a positive sign. Not all the students who apply will be accepted to study at our university; however, we will have the opportunity to

select the best. Regarding the other issues: our facilities are improving, our staff are among the best and we do have an excellent Unit for Students with Disabilities.

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Prof. Jonathan Jansen.

Focus on what unites us, says Prof Jansen

During an academic dialogue with Prof. Jonathan Jansen, well known for his beliefs on diversity, reparation and reconciliation and also Honorary Professor of Education at the University of the Witwatersrand and Visiting Fellow at the National Research Foundation, colleagues were engaged in a discussion on how to desegregate, re-associate and reunite the university community.

The Grow Our Own Timber programme, which is our initiative to develop young academics, invited Prof. Jansen to make a presentation on "Leadership in a divided community".

Prof. Jansen referred to the way in which children and young people are socialised, frequently reinforcing a particular belief system since those who socialise them share similar perspectives. The message reaching the youth tends to unwaveringly transfer the dominant belief system. When they are then confronted with different belief systems, such as when they enter university, many do not have a broad basis for discernment, may feel threatened and present with behaviour stemming from these issues.

This is especially true in the white community where youths were frequently uni-directionally socialised and are now confronted with a change in power relations. Their known and previously valued identities are under pressure.

Particular themes came to the fore such as, "When does the perpetrator become a victim?", "Where does the line between perpetrator and victim blur?" Another theme was the importance of the curriculum in furthering particular ideologies. According to Prof. Jansen none of the universities in South Africa has re-evaluated their curricula post '94. Knowledge in the "old curricula" reinforces "old knowledge" and existing stereotypes. Furthermore, in South Africa, culture has largely been collapsed into race and colour.

Looking at the way forward, he said we should be careful not to fuel ideological blindness and to oversimplify difficult issues. The focus should move from differences to commonalities such as the South African love for humanity, spirituality and the soil. The cultural divide should be crossed from both sides of the bridge.

In terms of building racially integrated campus communities, the visual presence of leaders demonstrating racial integration is imperative. The firm commitment of leadership to what is right rather than what is convenient, is equally important.

Rev Maniraj Sukdaven from the Faculty of Theology expressed what probably many other colleagues feel about the Reitz incident: that it has exposed deep-rooted sentiments. And although students seem to be more vocal in expressing their feelings, there is a compelling need for our university and others to address the latent issues, many of which were highlighted by Prof. Jansen.

– Dr Annette Prins.

Welwillendheid vs Reitz-video

Voorvalle soos algemene misdaad, plaasmoorde en xenofobiese geweld bring mee dat ander voorbeeld van goeie rasverhoudings en welwillendheid in Suid-Afrika verswelt word deur ongure media-berigte. Dit is ook die geval op die UV-kampus watveral weens die berugte Reitz-video in 'n groot mate deur talle Suid-Afrikaners as "rassiste en konserwatief" beskou word. *Dumela* het daarom besluit om ook die nodige dekking te verleen aan voorbeeld van welwillendheid onder Kovsies.

Prof. Dap Louw van die Departement Sielkunde se aanstelling van mnr. Joseph Vasidlule was 'n sruwer besigheidstransaksie: Joseph moes as tuinier Saterdae na die Louws se tuin omsien. Joseph was op daardie stadium in die week by 'n kwekery werkzaam en het dus 'n baie goeie kennis van tuindienste gehad. Die kwekery het later toegemaak en Joseph het toe voltyds by prof. Dap, sy seun en vriende begin werk.

Prof. Dap het gou besef dat Joseph en sy familie onder haglike omstandighede leef. Hy en sy vrou Anet, medeprofessor in die Departement Sielkunde, het koppe bymekaar gesit en besluit om feitlik alle donasies wat hulle aan organisasies maak ("wat in elk geval in 'n donker put verdwyn") bymekaar te voeg en om vir Joseph en sy familie 'n beter tuiste te bied. Hy het ook twee Amerikaanse vriende in hierdie verband gekontak en albei het ook ruim bydraes gemaak. Heelwat boumateriaal is ook verkry van geboue wat afgebreuk of upgradering is. Hier het 'n kontrakteur soos mnr. Natie Botes (van Ströhfeldt Konstruksie) 'n groot rol gespeel deur sodanige materiaal aan prof. Dap te sken. Die universiteit het ook afvalmateriaal beskikbaar gestel. Goldblatt Yuill Argitekte, wat ook by verskillende projekte op kampus betrokke is, het goedgunstiglik die planne geteken.

Prof. Dap het die rol van boukontrakteur ingeneem ("Ek het darem al twee van my eie huise gebou; kyk, daardie Bantam-bakkie van my het gewerk.") Na nege maande was die huis klaar: vier slaapkamers, sitkamer, kombuis, badkamer met 'n aparte stort en toilet. Die gesin is ook voorsien van 'n yskas/vrieskas, stoof/ond,

mikrogolfoond, terwyl hulle ook toe vir die eerste keer warm water in hul huis gekry het.

Volgens prof. Dap is daar te veel mense wat aanhoudend oor die situasie in Suid-Afrika kla, maar niemand doen om dit te verbeter nie. Deur byvoorbeeld by te dra dat jou tuinier en huiswerker 'n menswaardige bestaan voer, help jy bou aan 'n nuwe generasie wat sterker sal wees as die vorige. Die hulp dra ook op verskeie ander wyses tot die opbou van 'n gemeenskap by, byvoorbeeld die bekamping van misdaad, aangesien dit algemeen aanvaar word dat haglike sosio-ekonomiese omstandighede 'n kweekbron vir misdaad skep.

Volgens prof. Dap is daar talle wyses waarop 'n mens 'n bydrae kan maak, sonder dat dit jou iets kos. As diereliefehebbers het die Louws gesien dat Bruno, die Vasidlules se hond en sekuriteitsstelsel, nie altyd genoeg en gebalanseerde kos kry nie. Die gevolg is dat alle oorskietkos, veral vleis en bene, bymekaar gemaak word en weekliks aan Bruno gegee word. Selfs vriende en familie dra tot "Bruno se kospakkie" by.

Suid-Afrikaners het nog 'n "langerige" pad te loop as dit by die ubuntu-beginsel enveral gemeenskapsdiens kom. "Ons onbetrokkenheid word op verskeie maniere weerspieël. Ons sal kla oor papiere en bottels wat op die kampus rondlê, pleks daarvan om net af te buk en die papiere/bottels op te tel, is baie Suid-Afrikaners se houding eerder: "Ek maak nie ander mense se gemors skoon nie."

"So ook is daar die neiging om die fout by ander (bv. die owerhede) te soek met 'n totale onvermoë om eers die balk uit jou eie oog te haal. 'n Tipiese voorbeeld is die talle mense (ook op kampus) wat oor hulle swak salarissoekelaars kla – maar dan 'n salaris aan hul huise- of tuinwerkers betaal wat in verhouding baie swakker is as wat hulle van hul werkgever ontvang. Of mense wat sondae instemmend sit en kopknik wanneer dominee oor naasteliefde en die armoede in ons land preek, maar kopknik is waar hul simpatie en bydrae eindig," sê prof. Dap.



Joseph Vasidlule en sy hond Bruno.



Die huis wat prof. Dap vir Joseph gebou het.

First book

on Bloemfontein published



Mr Malefetsane Mokoena, General Manager: Housing at the Mangaung Local Municipality and one of the co-authors of the book, Mr Amos Goliath, Executive Director: Corporate Affairs at the Mangaung Local Municipality, and Ms Rothea van Biljon, Chairperson of the Afrikaanse Handelsinstituut Bloemfontein; back: Prof. Lochner, and Prof. Gustav.

In their pursuit of excellence a group of academics at the university applied their knowledge not only to the benefit of our institution but also our city of Bloemfontein. Prof. Lochner Marais from the Centre for Development Support and Prof. Gustav Visser from the Department of Geography are the editors of the book: *Spatialities of Urban Change*. The book was co-authored by five Ph.D. students in Development Studies, one Ph.D. student in Geography and one master's student in Development Studies.

The book is the first South African scholarly account in book form of spatial themes on urban change in a secondary city in South Africa.

According to Prof. Gustav, there is a gap in the market for new perspectives on how cities work and

how urban theory can develop. This book will help to fill that gap. The book also involves students and their research – giving them the opportunity to have their research published.

The book addresses various aspects of Bloemfontein's spatiality and issues such as suburbanisation and the subsequent decline of the central business district, the city's tourism potential and the impact of the Volksblad Arts Festival on re-imaging the city as a place that has something to offer any visitor, are discussed among others. "A central theme running through the book is how the urban discourse of Bloemfontein relates to the country's metropolitan core and conversely to other secondary cities," says Prof. Gustav.



Dr. Roelf Reyneke van die Departement Maatskaplike Werk.

Dr. Roelf presteer

Dr. Roelf Reyneke van die Departement Maatskaplike Werk het vanjaar ons universiteit by prestige instellings, op plaaslike sowel as nasionale vlak, verteenwoordig en is werklik 'n toonbeeld van uitnemendheid en dienstingesteldheid.

Dr. Roelf en twee dosente van ander universiteite is deur die Association of South African Social Work Education Institutions getaka om onderzoek te doen en aanbevelings te maak oor die huidige student/dosent-ratio's by Suid-Afrikaanse universiteite in die onderskeie maatskaplike-werk-departemente. Dr. Roelf is die voorstander van dié taakspan. Ons rapporteer beslis oor hul bevindings en aanbevelings sodra dit bekend is.

Verder het dr. Roelf ook op die wetenskaplike komitee van die International Association for Social

Work (IASW) gedien waar hulle die abstrakte van voordrage wat kandidate op IASW se konferensie gelewer het, keur.

Hy is verder verkies as Voorsitter van die Vrystaatse Streeksraad van Kindersorg Suid-Afrika. Hy verteenwoordig ook die Vrystaat op die Nasionale Raad van die organisasie.

Dr. Roelf is mede-auteur van 'n boek: *Social work in South Africa: An introduction*. Die hoofstuk waaraan hy werk se titel is The Social work profession, values and ethics.

Hy dien ook op 'n paneel van die Suid-Afrikaanse Akademie vir Wetenskap en Kuns wat kandidate vir die Stals-prys vir Maatskaplike Werk en Verpleegkunde identifiseer.

A security guard, a computer and a story

Prof. Frederick Fourie, our outgoing Rector and Vice-Chancellor, has donated a laptop computer to a security guard at the university to enable him to continue writing radio dramas. Mr Teli Mohlakoana was one of the security guards dispatched to Prof. Frederick's house during the Reitz-video incident.

Prof. Frederick said it was during that time that he noticed Teli busy writing, and approached him to

find out what he was writing. He told Prof. Frederick he was writing his latest drama for Lesedi FM, something he has been doing for years without a computer.

Teli completed his matric in 1995 in Botshabelo. "I used to act in dramas when I was at school," he said.

"After school I would listen to the dramas on radio. It interested me in such a way that I started to write my own dramas for radio. With no formal education in writing dramas, the radio station rejected my first attempts. Later they helped me by sending back my work accompanied by some helpful hints on writing. I also attended a few workshops that were presented by the radio presenters.

"My wish is to study drama at the university but I have to provide for my family, hence I am in this security job," says this proud father of Karabo (4) and Kutloano (2) and husband to Mizo.

Teli started writing radio dramas in 1997, and is working on three dramas with 35 episodes each. His first drama, "Na Ke Phoso" (Am I Wrong?), was aired in 2004.

"The laptop will make my job much easier. I've been writing manually for years. There are so many papers in my house now, my wife is complaining. But things will change now," he said.

"I am very happy to have received this gift, and I intend to use it to teach other people to write dramas."

Teli is also writing a book titled "Dikapeso" (Graduations), as well as a stage play, with the assistance of the Department of Drama and Theatre Arts. He started working for the university in 2006.

- Mangaliso Radebe

Prof. Frederick showing Teli how the laptop computer works.



Prof. Anita and Dr Natalya Dinat.

The way to do it ... according to prof. Anita

As dedicated academic and member of our university – a robust institution, playing a national and international leadership role – Prof. Anita van der Merwe, Head of the School of Nursing, was invited by the African Palliative Care Association (APCA) to champion for Palliative Care in Nursing and other Health Care Education Programmes.

Prof. Anita is one of only three South Africans who were invited. The mandate of the African Palliative Care Association is to support the betterment of palliative care across Africa and to strengthen palliative care in educational institutions in different educational programmes.

Olivia Dix, Head of the Palliative Care Initiative, believes that palliative care is crucial in the treatment and care of all people with HIV/Aids and other life-limiting illnesses. Thus, training in palliative care is vital for all healthcare professionals. "We recognise that this will only be effective and sustainable if it is led by the region's medical and nursing schools."

Palliative care improves the quality of life of patients and families facing life-threatening illness, through the prevention and relief of suffering by early identification, assessment and treatment of pain and other problems.

Prof. Anita scarcely touched ground in South Africa and she already managed to collect the names of people of our faculties of Health Sciences and Law to establish an interest group. "We would like to follow a multidisciplinary approach to establish educational programmes in palliative care – hoping to include disciplines such as dietetics, law, medicine, nursing, occupational therapy and psychology," she says.

She also put heads together with colleagues from the University of Cape Town, the Cape Peninsula University of Technology and the University of Pretoria to discuss the integration of palliative care in a national nursing curriculum.

The attendance by Prof. Anita and her two South African colleagues – Dr Natalya Dinat, Head of the Gauteng Centre of Excellence for Palliative Care at the University of the Witwatersrand, and Dr Cyril Naidoo from the University of KwaZulu-Natal – was sponsored by the Diana Princess of Wales Memorial Fund.

Kom ons kyk vorentoe, sê Brand

"Ek is baie trots om te sê ek is 'n Kovsie. Die beeld van die universiteit het met die Reitz-video 'n knou gekry. Die voorval was betrekenswaardig, maar dit is nou in die verlede. Nou is die tyd om hande te vat en vorentoe te beweeg." So het prof. Brand Pretorius, ereprofessor in die Fakulteit Ekonomiese en Bestuurswetenskappe, op die 17de Brand Pretorius-lesing gesê.

Hy het in sy aanbieding na die probleme in die motorbedryf weens die Suid-Afrikaanse en wêreldwye ekonomiese krisis gekyk en ook die rol en taak van 'n leier in sulke moeilike omstandighede uitgespel.

Hieronder tel dat 'n mens getrou moet bly aan jou visies en waardes, nie moed moet verloor nie, jou energie nie op onnodige dinge moet verkwis nie, koste tot die been moet sny en jou kontantvloeい met 'n valkoog moet dophou.

In die moeilike tye moet 'n leier nie ophou om risiko's te neem nie, nie aanvaar dat hy al die kennis in pag het nie, nie etiese kodes oorboord gooi nie, en nie bang wees vir die toekoms nie.

Giving weight to our commitments

Never a dull moment seems to be as true of our national politics as it is of our university. The latest topic of heated debate at the UFS is definitely our employment policies and procedures. Here too anger and disenchantment abounds.

As with all such debates, we have to try and get beyond the sound and fury, so that we can focus on the real issues we need to address, not in the middle of a specific process of appointment, but from a longer term view.

Under the current dispensation, the primary responsibility for selecting a candidate and making a recommendation to the appropriate higher structure(s) rests with the selection panel. Whether it is to find a new rector, new dean or any other new staff member, these selection panels are established with this specific mandate given to them in terms of our policy and procedure.

The onus rests on the panel to ensure that they have sufficient information from a wide variety of sources to make an informed decision. So for example, CVs are scrutinised, interviews are conducted and the view of a faculty regarding a preferred candidate is obtained (depending on the position being applied for), among other things.

Though this may seem like a fair enough arrangement, there is a grey area that some colleagues have pointed out. This relates to the fact there are simultaneously elements of an election and elements of selection. So for example, some colleagues want a more determining role for the view of a faculty (the election element), citing democracy as one of their arguments.

The democracy argument is not as straightforward as it seems. After all, where does one draw the line: should every department or division vote on a new appointment? Should the entire university vote for a new rector? Indeed, should we not discard this element from a selection process, some are asking.

Others believe that our commitment to employment equity as an institution should also figure more prominently in all of these considerations. The equity argument seems to be a more compelling one, given the need to bring about a more diverse staff profile and a more inclusive institutional culture.

These positions are being put forward by colleagues who are calling for a review of our current employment policies and procedures. If such a review is to take place, the question is: how can our university take these ideas on board within a workable policy framework?

It seems to me that what may be required is a mechanism within our policies and procedures that gives a weighting and a ranking to these kinds of considerations. Depending on the position being applied for, the view of a faculty could carry a pre-determined weighting and ranking in relation to some of the other selection steps, for example the performance of a candidate in an interview.

Similarly, the equity consideration should be given a weighting and a ranking. We should look at the designated groups where we are under-represented and give them each a relative weighting and ranking. Such a policy framework should then be applied consistently throughout the institution.

In the end though, making good appointments is the most difficult management task of all. But a comprehensive employment policy and procedure with the relevant weighting and rankings could go a long way to reduce the anger and fury. – Anton Fisher



Did you know...
A team of law students from our university won first prize in the African Human Rights Moot Court Competition held in Senegal in 2007, where they competed against students from law faculties in South Africa and Africa.
– Anton Fisher

From another angle



Time out with...

Giving hope to those

Not many people can pride themselves with having made a real difference in the lives of other people.

However, at our university there are many such unsung heroes and heroines whose benevolence knows no limits.

Tessa Ndlovu is one of that rare breed of selfless persons who derives immense satisfaction from helping others. She joined us in 2005 as a mentor and Faculty Advisor to Students in Free Enterprise (SIFE) in the Faculty of Economic and Management Sciences.

SIFE is a partnership between business and higher education that prepares the next generation of entrepreneurs and business leaders to create a better world for everyone. Our SIFE team has, over the years, won numerous national championships and represented South Africa at the SIFE World Cup competitions in London, Amsterdam, Germany, Barcelona and New York.

Tessa, born and bred in Bloemfontein, has mentored more than 200 students in just two years on how to address real economic and social needs in their communities. She equips them with the necessary

skills to conduct workshops in the communities and how to conduct one-on-one sessions with emerging entrepreneurs.

"I evaluate and measure all projects undertaken by students in the communities for sustainability and link them with government departments, stakeholders and experts in the business world," explains Tessa.

She is also an editor and a graphic designer of our SIFE newsletter, the first SIFE newsletter in South Africa.

She managed to recruit Dr Eugene Mokeyane, chairman of New GX Capital, and Mr Gary Wiltshire, director of Ellies Holdings Ltd, to the board of SIFE UFS as mentors for community projects.

This married mother of four joined the university on 1 July 2005 as the Co-ordinator of Community Service Learning in the Faculty of Economic and Management Sciences, where she deals with community service learning modules. The modules enable students to go to the community and put into practice the theory that they have learned.

"As part of my work I visit sites with students and lecturers to conduct community service in various



Ruan and his study leader, Dr Carlien Pohl.

Ruan publishes in top journal

Ruan Els, a M.Sc. student at the Department of Microbial, Biochemical and Food Biotechnology, made his contribution towards our innovative university. Part of his study was accepted for publication in one of the top anti-microbial journals, *Journal of Antimicrobial Chemotherapy*. With this he became the first M.Sc. student at our university whose research as first author was published in such a high-impact journal. The part that was published is a possible way of improving the functioning of drugs that kill fungi which cause diseases in humans. By combining the drug with a fatty acid, less of the drugs that can sometimes be poisonous to humans, can be added to kill the fungus.

FOTO: LIZE-MARIE SWIT



Teboho Manchu.

Tebo Camp

e who have lost it

communities," she said.

"My biggest fulfillment is the change you see after you have helped a community or an individual. Giving hope to someone who had somehow lost it means a lot to me."

This dedicated and tireless community worker is not resting on her laurels though. She is in the process of completing her Public Relations Diploma with UNISA to add to her Advanced Certificate in Managerial Development and Excellence and a Certificate in Marketing. She obtained both these qualifications at the Central University of Technology in Bloemfontein.

"I would like to be a qualified trainer in order to assist non-governmental organisations to achieve success in their various endeavours so that they, in turn, can empower the community," she said.

When she is not working hard she relaxes with a book – a luxury she rarely enjoys.

"With four kids there is hardly time to relax," she said. "If all of them happen by any chance to sleep early, I take time out to indulge in my favourite pastime." – **Mangaliso Radebe**

Tessa Ndlovu.



FOTO: LIZE-MARIE SMIT

Who dreams to transform Qwaqwa bus into beacon of hope

Our Qwaqwa Campus, as we know it today, is a far cry from the "bush university" tag that used to adorn its identity in the past. A lot has changed since then and it is people like Mr Teboho Manchu who should get all the kudos for his tireless efforts in making sure that the campus sheds that dubious tag.

As alumnus of the former University of the North Campus, Teboho Manchu is the Director: Student Affairs at the Qwaqwa Campus where he started working 13 years ago as a Registration Officer.

"I thrive on new challenges that emerge almost on a daily basis and the enriching experience that comes with finding creative solutions, as well as the pleasure of providing service to the institution and the community that made me who I am today," he says modestly.

This happily married father of two has a mammoth task of overseeing a number of departments that are housed in Student Affairs, such as Accommodation Services, Sports, Health, Protection Services, Psycho-Social Services, Student Development, as well as the Student Representative Council and all its substructures.

As if this load is not heavy enough for this Bethlehem-born workaholic, he also assists the Campus Principal on administration and support

services where he oversees the Human Resources, Finance, Marketing and Information Technology departments.

"I am truly blessed to be working with a team of capable men and women, distinguished in their own right and very supportive," he says. "Most of the time it is the support from the colleagues at Qwaqwa and Bloemfontein that makes my work easier, and I am very grateful for that. I accordingly provide mere administrative leadership and allow people to be champions of what they are employed to do."

He has developed a reputation for being a cool-headed negotiator with the student leadership during the most difficult times on the campus. This is especially true during the first quarter of every year when there are some problems with registration and access to financial aid.

"My approach is to negotiate in good faith and with integrity. To be true to the real challenges facing us as an institution and as a country, and to make contributions based on this view and the general goodwill of all key role players at our university," says Teboho.

Being the visionary leader that he is, Teboho believes there is still a lot of work to be done to transform the campus into a beacon of hope for the

community of Qwaqwa and neighbouring places.

"My plan is to make further contributions to the development and sustainability of growth at this campus," he said. "I am working with various stakeholders, both internally and externally, to make visible changes in the lives of students and staff, as well as the present infrastructure of the campus."

This chess fanatic has worn different leadership hats as a member of our Transformation Plan Task Team, the Campus Principal's Advisory Team, the Project Committee on the Development of the Qwaqwa Campus Sports Fields, and the executive of the South African Association of Senior Student Affairs Professionals in the Central Region, and now a member of its National Executive Committee.

When he is not working, he keeps himself abreast of what is happening locally and internationally by tuning into the latest news. He also finds time to socialise with friends and loved ones in various ways.

A book by Prof. Saleem Badat, Vice-chancellor of Rhodes University, called *Black Student Politics: From SASO to SANSCO 1968-1990*, is what currently keeps this avid reader company when in rare relaxation mode. He lists as his favourite authors James Hardly Chase, William Shakespeare and Alfred Lord Tennyson.

– **Mangaliso Radebe**

Long Service Awards

Giving it their all...

They worked at our university for 35 to 40 years. They saw and experienced the joy and the sadness. They also have their dreams for the future of our university. Leonie Bolleurs talked to them...



Ms Maria Mogopodi Worker at Accommodation Services.

"One of the highlights for me at the university is the time when people were good to each other. Back in 1972 when I started working, the university helped us with bus tickets. We received little pay, only R23 per month (later in 1974 it increased to R24) but that was enough for us to live on. The university also helped to pay for my children's studies. Today my son Jonas is working as a librarian at the UFS Sasol Library and my other son, James, is working at the Gambling Board. My daughter Miriam is working at Microbiology. Another highlight for me was when Prof. Frederick Fourie, Rev. Kiepie Jaftha and Dr Ezekiel Moraka provided money for me to go to Europe (Austria and Germany) with the Rock Choral Choir in 2005 and 2006. I would like to see that there exists good relationships between staff members and that they are good to each other."



Prof. Voet du Plessis Hoof van die Departement Handelsreg.

"Een van my hoogtepunte oor die afgelope 40 jaar was toe die Fakulteit Regsgeleerdheid vroeg in 1971 die statige CR Swart-gebou betrek het. Voorheen was Regsgeleerdheid oor die kampus versprei – en toe 'n eie gebou! Aan die begin het Regsgeleerdheid die gebou met die Fakulteit Opvoedkunde gedeel. Ons het egter die afgelope jare so gegroeи dat die CR Swart-gebou nou te klein is vir ons. Ons beset ook nou 'n groot deel van die Johannes Brill-gebou. 'n Ander hoogtepunt was Vishuis se vieringe van sy 100-jarige bestaan, die UV se 100-jarige bestaan en die Departement Handelsreg se 40ste verjaarsdag. Vir my was dit 'n wonderlike geleentheid om by al die feesvieringe betrokke te kon wees. Dit gebeur min in iemand se lewe dat jy bevoordeel is om soveel geleenthede aktief te kan meemaak. My droom vir ons instelling is om te sien dat dit as universiteit van uitnemendheid, op alle terreine, nasionaal en internasionaal sy plek kan volstaan."



Mr Matshido (Ishmael) Ramile Labourer, KovsieSport.

"Ek het op 25 Januarie 1973 aan die universiteit by KovsieSport begin werk waar ek nog steeds is. My werk was om die krieketbane voor te berei. Hier het ek die geleentheid gehad om te sien hoe groot name soos Alan Donald, Alan Lamb, Corrie van Zyl, Hansie Cronjé, Rudolf Steyn en ook Johan van Heerden, nou uitvoerende hoof van Vrystaat-krieket, groot krieket speel. Ek het dit ook baie geniet om saam met oom Ewie te werk. Ek was ook teenwoordig by die inhuldigingswedstryd van ons klubhuis in 1981 toe spelers soos Graeme Pollock, Kepler Wessels en Joubert Strydom gespeel het. Ek sal graag wil hê dat mense van ons universiteit lekker moet saamwerk soos toe ek hier begin werk het."



Prof. Louis Scott Senior Professor in die Departement Plantwetenskappe.

"Van die hoogtepunte van my loopbaan aan die universiteit is die erkenning van 'n groot aantal van ons universiteit se personeel, veral in Plantkunde as internasionaal erkende navorsers in die NRF se eweknie-evalueringstelsel gedurende die 1980's en 1990's. 'n Verdere hoogtepunt was die impak wat sekere van ons publikasies in die studierigting van langtermyn-omgewingsverandering gemaak het. My wens is 'n universiteit wat dinamiese akademiese personeel kan lok in 'n omgewing waar hulle hande losser sal wees vir die universiteit se kernfunksies as wat dit tans is, om ons positiewe invloed op die Suid-Afrikaanse gemeenskap te versterk. Dit behoort moontlik te wees in 'n instelling wat makliker toeganklik sal wees vir 'n verskeidenheid van kulture om in harmonie saam te werk."



Prof. Willem van der Westhuizen Hoof van die Departement Geologie.

"In Hoogtepunt in my lewe was natuurlik my aanstelling by die UV in 1974. Dit was 'n wonderlike gevoel. Gedurende my loopbaan was daar baie en herhalende hoogtepunte soos wanneer oudstudente van die departement presteer en wanneer hulle briewe skryf om ons te bedank vir dit wat hulle hier geleer het. Dit is 'n voorreg om jongmense vir die toekoms voor te berei. Ek geniet dit altyd as ek hoor hoe ons studente in die bedryf presteer. Waar wil ek ons universiteit oor vyf jaar sien? Daar is so baie om te doen en vyf jaar is 'n kort tydjie. Ek droom dat ons universiteit 'n internasionaal erkende instansie sal wees, beide vir navorsing en onderrig, dat daar 'n stelsel sal wees wat verseker dat die beste kandidate in poste aangestel word en dat die UV 'n werkgewer van voorkeur sal wees."



Dr. Andor Venter Lektor in die Departement Plantwetenskappe.

"Die natuur is ongelooflik wonderlik, kompleks en vol geheimenis, wat ons die voorreg het om te ontkdek. My persoonlike ondekkingsreis die afgelope 36 jaar, waar ek eers aan die Departement Plantkunde en later Plantwetenskappe verbonde was, was 'n verrykende ervaring en 'n aaneenlopende hoogtepunt. Nog 'n hoogtepunt is die wete dat ek 'n positiewe bydrae in jongmense se lewens gemaak het. Studente wat na voltooiing van hulle studie kom groet en dankie sê vir dit wat hulle kon leer en ervaar, vir ondersteuning en aanmoediging, is getuenis hiervan. Oudstudente wat kom kuier en vertel dat hulle die kennis, kundigheid en lewenslesse wat hulle by my as hul dosent geleer het, in hulle lewens toepas en gebruik, is 'n riem onder die hart. Die universiteit is my trots sedert ek 39 jaar gelede as eerstejaarstudent ontgroen is en die 'kleureksamens' afgelê het. Die universiteit se bekendheid vir sy akademiese dissipline, hoë standarde, behoudende waardes en gesonde kultuur, het deur die jare studente van oor die hele land en daar buite getrek. Vele skenkings van oorseese instellings is vir dieselfde rede ontvang. Ek hoop dat hierdie kenmerke wat ons universiteit so besonders gemaak het, sal lewend bly, al vind daar nooddwendig vernuwing en ontwikkeling plaas. Ek hoop dat die hoogs ontwikkelde van alle Afrika tale, naamlik Afrikaans, steeds 'n tuiste by my ou Alma Mater sal vind. Ek hoop vir 'n gesindheid van waardering en toewyding by almal wat die voorreg sal hê om hulself Kovsies te noem. Ek glo dat die universiteit van krag tot krag sal gaan indien dit wat goed was in die verlede by die groei van die toekoms gevoeg sal word."



Calvyn-kundige (s)preek boekdele

Prof. Wilhelm Neuser, wêreldbekende Calvyn-kundige van Duitsland, het sy nuutste boek oor Calvyn aan ons universiteit opgedra. Prof. Willem het in 2005 'n eredoktorsgraad van ons ontvang en toe al onderneem om sy volgende boek aan die UV op te dra. Op 'n glansdinee van die Agtste Suid Afrikaanse Calvyn Navorsingskongres het prof. Willem die boek *Johannes Calvin – Leben und Werk in seiner Frühzeit 1509-1514* aan prof. Teuns Verschoor, Waarnemende Rektor, oorhandig. By die geleentheid is 'n belangrike nuwe toevoeging tot die reeks UV Teologiese Studies: Die Afrikaanse vertaling van Calvyn se kommentaar op die brief aan die Romeine, ook bekendgestel. Die Calvyn Navorsingskongres is deur ons universiteit se Instituut vir Klassieke en Reformatoriese Studie, in samewerking met die Fakulteit Teologie, aangebied.

And the Pendoring goes to...

The Department of Communication and Information Studies hosted a copy-writing workshop, giving students the opportunity to learn the "how" and the "what" of good copy-writing, focusing on among others the Loerie and Pendoring advertising competitions and alternative media. Prof. Angelique van Niekerk from the Department of Afrikaans and Dutch, German and French arranged the workshop that was presented by Jana du Plessis from Vega Brand Communication School.

Seed book product of Kovsky's pen

The book *Farmers, seeds and varieties: Supporting informal seed supply in Ethiopia* was co-authored by the post-graduate international Kovsky AbduRahman Besir. The book, published in the Netherlands, addresses strategies and approaches to support informal seed supply in Africa. According to AbduRahman these strategies will be of great help to professionals working in seed development, crop improvement and genetic-resources management, or more generally in research and extension. The book includes case-studies and experiences of experts from different parts of the world which will help students and researchers to work on seeds and genetic resources of crops and local varieties.

A trip in the wild rewards customer care

In its quest for excellence in human resources the Centre for Higher Education Studies and Development presented a series on customer care. A group of front-desk workers of the Qwaqwa Campus who enrolled for this series were thanked for their participation and treated to a visit to the beautiful Lionsrock Big Cat Sanctuary in the Eastern Free State. Highlights of this trip included a presentation by Ms Puseletso Khanye, a psychologist, on "You are unique to make a unique contribution" as well as a game drive where they saw zebra, wildebeest, impala, buck, lions, tigers, leopards and caracals.

Regte sê dankie

Die Fakulteit Regsgeleerdheid het ondersteuningspersoneel op 'n gesellige funksie bedank vir hul diens en bydrae wat hul deur die jaar gelewer het.

Missiology holds international conference

The Department of Missiology made an impact in the international arena of missiology with the conference "Mission and conversion" they presented. The conference gave academics and students the opportunity to listen to international perspectives and to engage in discussions with colleagues and peers from Brazil, the Netherlands, India, Malawi, Germany, Kenya and South Africa.

SA-huisprojek in China bespreek

By 'n geleentheid het dr. Marlène Campbell van die Departement Stads- en Streeksbeplanning en mn. Andile Mshumpela, meestersgraadgraduandi aan dieselfde departement 'n referaat gelewer oor "The peoples housing project: The case of the Amathole district municipality" op die 40ste ISoCaRP-kongres wat in Dalian, China plaasgevind het. Die tema van die kongres was "Urban growth without sprawl a way towards sustainable urbanisation". ISoCaRP (Internationale Vereniging van Stads- en Streeksbeplanners) is in 1965 gestig om gekwalifiseerde stadsbeplanners internasionaal bymekaar te bring. Die organisasie het lede in 70 lande.



Prof. Riaan (right) receives his medal from Dr Jozef Rychly, Director of the Polymer Institute, Slovak Academy of Sciences.

Prof. Riaan honoured in Slovakia

Prof. Riaan Luyt, from the Department of Chemistry and head of the Natural Sciences Programme on the Qwaqwa Campus, played a big role to enhance our university's profile in Eastern Europe and Asia.

He received an honorary medal from the Polymer Institute of the Slovak Academy of Sciences at a conference in the High Tatras Mountains of Slovakia. Prof. Riaan was awarded the medal in acknowledgement of the long and fruitful working relationship with the institute, which led to a number of articles being published in international polymer journals. At the conference he presented an invited lecture: "Paraffin wax in polymer blends and composites: Is it worth investigating?", giving an overview of the research that he and his group did over ten years in collaboration with scientists at this institute. The results of the research had been published in 18 international papers and a research-book chapter.

"My co-operation with the institute started with my first visit in 1998. Our research mainly focused on polymer/wax blends. We mixed together typical plastics such as polyethylene and polypropylene

with waxes used for candles and polish. After that we investigated the structure of these mixtures as well as the thermal and physical features. Our latest research concentrated on the use of these mixtures for energy storage. Because the wax is melting at a lower temperature as the plastic and because the wax is absorbing a lot of energy during the melting process, energy could be stored in the melted wax. The temperature is low enough for the plastic not to melt and that prevents the wax from flowing and the form of the mixture from changing.

"The research could be applied in a number of ways in everyday life. The product could be placed around your hot-water pipes, ensuring that the water remains warm for longer. You could also use the product in bricks. When the bricks are heated it will systematically release the heat. It is ideal to provide heat in low-cost houses," says Prof. Riaan.

Prof. Riaan and his research group on the Qwaqwa Campus also have formal international collaboration with groups in Kottayam (India), Modena (Italy), Budapest (Hungary) and Bratislava (Slovakia). – **Jabu Majozi**



Prof. Heidi receives a certificate at an Evening with Global Peacemakers in Thailand.

We are proud of Prof. Heidi

The university strives to be an academically robust university with high-quality staff. Prof. Heidi Hudson of the Department of Political Science made the university proud when she received a certificate for completing a three-month course on Peace and Conflict Studies as part of her Rotary scholarship. Prof. Piron Kamolratanakul, President of Chulalongkorn University, Bangkok, Thailand presented the certificates to the Rotary fellows at the occasion, an Evening with Global Peacemakers.



Prof. Hugh Patterson.

Prof. Hugh (ex)cels as researcher

A study by our university on how the change in the packaging of DNA with cell development influenced the expression of genes, was published in an edition of the prestigious international, peer-reviewed science journal, the *Proceeding of the National Academy of Sciences of the USA (PNAS)*.

This study is very relevant to research on stem cells, an area of medicine that studies the possible use of undifferentiated cells to replace damaged tissue.

Prof. Hugh Patterson of the Department of Microbial, Biochemical and Food Biotechnology, who led the study, said: "We are extremely proud of this study. It was conceived in South Africa, it was performed in South Africa, the data was analysed in South Africa, and it was published from South Africa."



Prof. Letticia's term extended

The Council has unanimously decided to extend the term of office of the Dean of the Faculty of Health Sciences, Prof. Letticia Moja, by another five years. She became the first black woman to be appointed dean of a medical faculty in South Africa in 2003.

She has been at the helm of the Faculty of Health Sciences for the past six years, first as the Acting Dean and then as the Dean. Under her leadership the faculty has achieved great successes and remains one of the leading health-sciences faculties in South Africa.

However, she still faces many challenges that she hopes to overcome in the next five years to fully accomplish the mission of the faculty to promote the well-being of the community by means of education, research, community

service and comprehensive health-care delivery.

She hopes to achieve this by attracting and retaining dedicated and well-qualified staff to the faculty, supporting students in all aspects of their life, implementing regular assessment of the teaching and learning environment, mentoring young researchers and increasing the intake of students from previously disadvantaged communities.

Prof. Moja is vice-president of the Health Professions Council of South Africa and the treasurer of the central region of the South African Association of Health Educationalists. She is a member of the Medical and Dental Council and also serves on its executive committee. She is also the director of our Grow Our Own Timber project which is aimed at developing black academics. – **Mangaliso Radebe**

Prof. Letticia Moja.

Kovsies se sportst

Die universiteit se voortdurende strewe na gehalte en uitnemendheid het vanjaar vrugte afgewerpt. Ons sportprestasies in die nasionale sowel as die internasionale sportarena is 'n bewys hiervan.

Vyf atlete, van atletiek (Thuso Mpuang, 200m-kampioen, en Kagisho Kumbane, 100m- en 200m-Afrikakampioen), swem (George du Randt) en pluimbal (Chris en Roelof Dednam) het Suid-Afrika by die 2008 Olimpiese Spele in Beijing verteenwoordig. Sarah Shannon, 'n serebraalgestremde Kovsie het ons land ook by die Paralimpiese Spele in Beijing in swem verteenwoordig.

Kovsies se wenkultuur is vanjaar verder versterk toe die manshokkiespan, die damestennisspan, die rugbyspan en die netbalspan stof in ander universiteite se oë geskop het en almal hul onderskeie toernooie onder die Universiteit Sport Suid-Afrika (USSA)-vaandel gewen het. Dit is vir die tweede keer dat die rugbyspan dié toernooi wen en die netbalspan het vanjaar vir die vierde keer goud huis toe gebring.

Daar is ook drie van ons sokkerspelers is in die USSA-span ingesluit en agt van ons krieketspelers was in die Amateurspan.

KovsieSport-personeel, sportmanne en -vroue van die universiteit, julle het goed gedoen!



FOTOS VERSKAF

Adéle Niemand.



Boy Soke.



Gabisele Hlumbane.



Robert

erre is die beste



Sarah Shannon.

Kovsies se sportman en -vrou vir 2008

Boy Soke (atletiek)

Adéle Niemand (netbal)

Kovsies se junior sportman en -vrou vir 2008

Robert Ebersohn (rugby)

Mari-Lise Linde (netbal)

Ander sport sterre

Atletiek:

Rone Reyneke

Boy Soke

Hokkie:

Murray Capon

Cherie Smith

Netbal:

Doretha Joubert

Krieket:

Riaan Jordaan

Rugby:

Wayne Stevens

Tennis:

Karin Coetzee

Willem Steenkamp

Sokker:

Gabisile Hlumbane

Lehlohonolo Mofokeng

Step by step we progress with internationalisation

The recent visit of a senior delegation of the University of Minnesota in the United States of America (USA) to our university and another visit by a senior delegation of the Appalachian State University in the USA later this year have again focused the attention on the progress we have made with our international relations.

The Minnesota delegation explored ways of strengthening existing ties between the two institutions and the Appalachian delegation will discuss areas of cooperation and will sign an agreement with our university.

These are some of the examples of the increasing contact our university is having with universities and other tertiary institutions as well as corporate companies abroad in an effort to have a stronger international and intercultural dimension in its academic functions of teaching, research and community service.

The recently approved Internationalisation Strategy has made us one of the few universities in the country with a comprehensive strategy that focuses on international students and international research in an integrated way.

"The objectives of this strategy are to develop systems and processes to support internationalisation, to support and enhance the

university's international standing, to support our international students, and to internationalise curricula. We have an International Office that has to prioritise and implement these objectives, in close collaboration with faculties and other support services," said Dr Aldo Stroebel, Head of Internationalisation.

Dr Aldo said: "One of the most important aspects of the Internationalisation Strategy is the internationalisation of staff qualifications, as this provides staff with the opportunity to work and learn abroad and to plough these opportunities back into the institution. Our university will also provide seed funding for student mobility, international research collaboration and partnership formation (in partnership with the Directorate Research Development) and initial projects for the internationalisation of curricula."

The university was this year one of 13 universities across the world who took part in the Association of Commonwealth Universities (ACU) university management benchmarking programme. These universities were evaluated by international assessors on the following aspects: governance and leadership, e-learning and internationalisation. "Our university was chosen to deliver a presentation on internationalisation at the preliminary workshop in Australia because its strategy and conceptualisation of internationalisation was seen to be outstanding. Our university could have one of the best policies on internationalisation with this strategy," said Prof. Driekie Hay, Vice-Rector: Academic Planning, who delivered the presentation. – **Locea Loader**

Long, long ago they did it like this

It was a great opportunity to see the different lifestyles of people in the Stone Age and how they lived, the food they ate and their rituals. It definitely broadened the way I think," said Lerato Madito, a student who joined an excursion that was arranged by the Departments of Anthropology and Communication and Information Studies.

Students visited heritage sites like Florisbad, Tandjies Berg (rock art site), the Lekhalong la Mantsopa Caves in Modderpoort and the National Museum. The excursion was an initiative to profile research on archaeological, palaeontological, rock art and anthropological sites.



Students from the Departments of Anthropology and Communication and Information Studies who joined the excursion to heritage sites in the Free State.

Qwaqwa brags with new sport facilities

The Sports Office on the Qwaqwa Campus launched new sport facilities sponsored by the national lottery earlier this year. The new facilities consist of one football pitch, one rugby field, one basketball court and one netball court.



Mr Danile Zolo, Sport officer in front of the new sport facilities.

Aandmuzik Guest House



Aandmuzik offers 5 luxury en-suite double bedrooms, and two family rooms with private entrances overlooking the garden and swimming pool. Each room has a microwave, fridge (honesty bar), air-conditioning, TV with DSTV. A traditional continental English breakfast is served. Secure undercover parking with electric gate and electric fencing.

FACILITIES

- Internet, fax & photocopy facilities
- Playground for children
- Tea & coffee facilities
- Bar & lounge with fireplace
- Lapa, braai area and swimming pool
- Credit card facilities



Contact: Stella Theron – 082 447 9053
18 Dreyer Street, Universitas
WALKING DISTANCE FROM UNIVERSITY & VODACOM PARK

Genetics is one of a kind

Our university once again proved to be an institution of excellence and innovation as well as a place of scientific practice with the only Department of Genetics that conducts research in behavioural genetics in the country. Genetics recently celebrated its establishment as a department at our university.

"With behavioural genetics we try to determine if certain human behaviour is hereditary or if it is as a result of the environment. Although this is the fastest growing field of specialty in the United States of America, it is still an unknown field in South Africa," says Prof. Johan Spies, head of the Department of Genetics.



1. Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences, Prof. Johan, head of the Department of Genetics, Prof. Chris Viljoen, associate professor at the Department of Hematology and Cell Biology and previously associated with the Department of Genetics; seated: Prof. Paul Grobler, associate professor at the Department of Genetics.

The other specialty fields of the department are forensic genetics and conservation genetics. "Forensic genetics looks at the compilation of the DNA of animals. Because of our academics'

expertise, the department is regularly requested by the South African Police Service to assist them to establish the origin of animals – especially in the case of game poaching. We recently completed a research project on cheetahs where we had to establish if they were acquired illegally or part of the farmer's game. The research showed that the cheetahs were part of the farmer's own breed," says Prof. Johan.

Another specialty field of the department is conservation genetics where the genetic variance of animals is researched. A lot of research is done on vervet monkeys to determine the area where they originate. The study must be completed before the 3 000 vervet monkeys now in rehabilitation centres are set free. The behaviour of monkeys in rehabilitation is also being researched.

According to Prof. Johan, student figures in Genetics show an annual increase of 8% per year for the past five years. The first group of master's degree students in Genetics will start their studies next year.

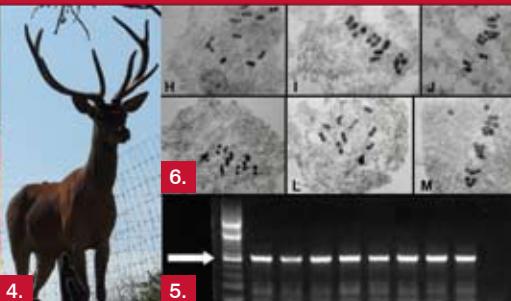
The department is also regarded as a leader on Clivia research.



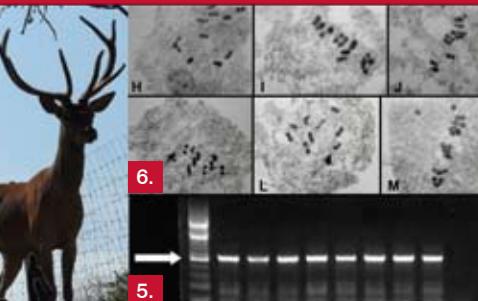
2. Prof. Trudy Turner from the USA and Letecia Jonker, a M.Sc. student in the Department of Genetics.



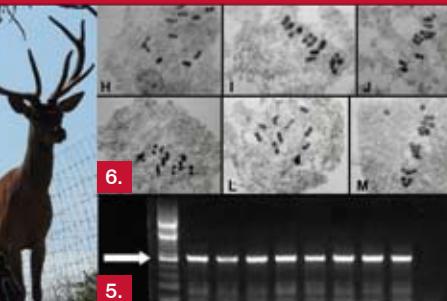
3. Department of Genetics also conducts research on Clivias.



4. Genetics is busy with a research project on reindeer with the University of Kaposvar in Hungary.



5. Agarose gel, a molecular DNA-marker.



6. A combination of a number of microscopic photographs, indicating the chromosomes of different plants.

1. Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences, Prof. Johan, head of the Department of Genetics, Prof. Chris Viljoen, associate professor at the Department of Hematology and Cell Biology and previously associated with the Department of Genetics; seated: Prof. Paul Grobler, associate professor at the Department of Genetics. 2. Prof. Trudy Turner from the USA and Letecia Jonker, a M.Sc. student in the Department of Genetics. 3. Department of Genetics also conducts research on Clivias. 4. Genetics is busy with a research project on reindeer with the University of Kaposvar in Hungary. 5. Agarose gel, a molecular DNA-marker. 6. A combination of a number of microscopic photographs, indicating the chromosomes of different plants.



Proff. 'Mabokang Monnapula-Mapesela en Lucius Botes.

Proff. 'Mabokang en Lucius hou ons naam hoog

Van ons universiteit se top-akademici – prof. 'Mabokang Monnapula-Mapesela van die Sentrum vir Hoëronderwysstudies en -ontwikkeling en prof. Lucius Botes van die Sentrum vir Ontwikkelingsteun – het akademiese voordragte in hul onderskeie velde op die 3de India-Brazil-South Africa (IBSA) akademiese seminaar in Florianópolis, Brasilië gelewer. IBSA is 'n ontwikkelingsinisiatief wat daarop gerig is om suid-suid-samewerkning en uitruilprogramme te bevorder.

Hulle was deel van 'n groep van twaalf akademici wat gekies is om hoëronderwysinstellings in Suid-Afrika te verteenwoordig.

Prof. 'Mabokang het gepraat oor "Macro-politics of higher education in contexts of periphery: Policy dynamics at macro-, meso- and micro-levels" en dit het onder die tema van hoër onderwys en die gemeenskap, toegang en massifisering en verdiepte gehalte gevall. "Service delivery protests in South Africa: A challenge to human security and social cohesion" was die onderwerp van prof. Lucius se voordrag. Dit was belyn met die tema sosiale transformasie en sosiale kohesie.

Did you know...

The Unit for Students with Disabilities (USD) at our university is one of a very few established units of its kind in South Africa and one of only two in the country where full-time Sign Language Interpreting is available for students with hearing impairments. The USD offers support and assistance to registered students with: visual impairment, hearing impairment, physical impairment, learning impairment, mental/psychological impairment and chronic conditions e.g. epilepsy, diabetes, cancer, speech defects etc.

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Dr. Karen Thomas.

Nooit te ver om van te leer nie

Hoe gemaak as jy 'n groep MBA-studente van die sub-prima-kredietkrisis in die Verenigde State van Amerika (VSA) wil vertel? Vir dr. Karen Thomas, Senior Lector van die Departement Ekonomiese en Bestuurswetenskappe, is geen uitdaging te groot. Sy het onlangs deur 'n Skype-koppeling 'n groep MBA-studente die geleentheid gegee om in die gemak van hul klaskamer 'n lesing van prof. Jon Rezek, 'n akademikus in Ekonomie aan die Mississippi State Universiteit in die VSA, deel te neem. Met die nodige tegnologie (Skype, webkameras, dataprojektors en so meer) kon studente aktief aan die lesing oor die Amerikaanse ekonomie deelneem.

Met 'n sterk uitwaartse dryf moedig ons universiteit uitruilprogramme op internasionalevlak aan. Die Fakulteit Ekonomiese en Bestuurswetenskappe het 'n samewerkingsooreenkoms met die Mississippi State Universiteit wat die uitruil van dosente en studente, asook navorsing en moontlike internskappe vir hul studente in Suid-Afrika insluit.



Mr Nick Taylor, JET Education Trust, Prof. Driekie, Prof. Mabel, Dr Luzelle Naude, assistant co-ordinator of CHESP at our university, and Mr Jo Lazarus, CHESP Project Manager.

CHESP, we are part from the start

The Community – Higher Education – Services Partnerships (CHESP) project was officially handed to the Higher Education Quality Committee (HEQC). At the function, the Minister of Education, Naledi Pandor, reaffirmed the Department of Education's commitment to provide support for community engagement and service learning at higher education institutions in future.

Our university participated in the CHESP initiative since its inception and is regarded as the university that has achieved the highest level of institutionalisation of service learning in the country. Prof. Driekie Hay, Vice Rector: Academic Planning, Rev. Kiepie Jaffra, Chief Director: Community Service, and Prof. Mabel Erasmus, Head of the Division Service Learning in the Centre for Higher Education Studies and Development and also our university's CHESP campus-based co-ordinator for several years, was there when CHESP was handed to the HEQC. Prof. Mabel reflected on the impact of CHESP on the university, saying that the integration of community engagement in the curriculum through service learning created space for thoroughly rethinking the way in which knowledge is created, as well as partnership formation. Our university has fifty service learning modules as part of its academic programmes. Staff members, students and external partners benefit tremendously as a result of these curricular engagements, as research increasingly shows.

After having been funded through the Joint Education Trust (JET) for several years, CHESP will from now on be located within the Community Engagement initiative of the Quality Promotion and Capacity Development Directorate of the HEQC. This decision was taken by the Ministry of Education and the Council for Higher Education.

Kersgroete en beste wense

Mag die feestyd en komende jaar vir jou en jou geliefdes groot vreugde inhou.

Dankie vir die ondersteuning in die jaar wat verby is.
Geniet die feestyd en mag 2009 net mooi dinge inhou!



Ben Opperman
Senior Onafhanklike Finansiële Beplanner
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benoprmn@intekom.co.za



Sanlam
Ons dink vooruit

Did you know...
For four years (2002, 2003, 2004 and 2007) students from our university won the national competition for Students in Free Enterprise (SIFE). SIFE is a worldwide non-profit

organisation that encourages students to spread their business knowledge – gained in the classroom – to the community, to promote and expand the principles of free enterprise.

Rekenaardienste hou tred met tegnologie

In sy voortdurende strewe na gehalte en uitnemendheid in dienslewering het Rekenaardienste vanjaar upgradeer na weergawe-9.0 van PeopleSoft, die korporatiewe administrasiestelsel van ons universiteit. In 2003 was ons die eerste tersiêre instansie in Suid-Afrika wat PeopleSoft geïmplementeer het.

Volgens mnr. Emil Altona, Direkteur: Rekenaardienste asook projekleier in die opgradering na PeopleSoft 9.0, is die weergawe meer funksioneel.

"Dié weergawe is webgebaseerd, is tegnologies gevorderd, is in die wêreldmark wat stelsels betref en het ook 'n wêreldwye ondersteuningsbasis," sê mnr. Reg Hiscock, Adjunkdirekteur: Rekenaardienste.

Die gebruikers van die stelsel – Studente Administrasie, Menslike Hulpbronne en Finansies – was betrokke met die oorskakeling na weergawe-9.0. Tydens 'n funksie het Rekenaardienste die gebruikers bedank vir hulle toewyding, tyd om die stelsel te toets en geduld.



Emil, Gwen Bester, Departement Finansies:
Klasgelde, Sakkie Janse van Rensburg,
Direkteur: Rekenaardienste, en Henry Joubert,
Adjunkdirekteur: Rekenaardienste.



Fisiese Hulpbronne en Admin spook dit uit op die veld.

Rekeningkunde gaan wanbalans regtrek

Nie net is ons universiteit besig met 'n doelgerigte strategiese proses waarin ons streef om as instelling nie-rassig, multikultureel en meertalig te wees nie; ons gaan ook nasionaal en veral in die sentraalstreek – deur die Sentrum vir Rekeningkunde – 'n bydrae lewer om swart leerders as geoktrooieerde rekenmeesters op te lei.

Prof. Hentie van Wyk, Programdirekteur van die Sentrum vir Rekeningkunde, sê die geoktrooieerde rekenmeesterberoep verteenwoordig tans nie die demografie van die land nie. Die opleiding van leerders gaan die wanbalans regtrek en ons universiteit ook 'n voedingsinstelling van swart geoktrooieerde rekenmeesters vir Suid-Afrika maak.

"Die sentrum gaan ongeveer R12 miljoen oor die

volgende vier jaar van die Thuthuka-beursfonds vir dié opleiding ontvang. Ons is geakkrediteer by die Suid-Afrikaanse Instituut vir Geoktrooieerde Rekenmeesters (SAIGR) om die Thuthuka-opleiding te behartig. Ons was in 2007 die eerste universiteit in Suid-Afrika wat 'n 1-gradering tydens 'n moniteringsbesoek van die SAIGR ontvang het. Die sentrum het ook 'n uitmuntende 94%-slaagsyfer in die onlangse nasionale kwalifiserende eksamen behaal."

Die beursfonds word deur die SAIGR bestuur en is daarop gerig om die aantal swart studente wat die baccalaureus-graad in Rekeningkunde studeer, te verhoog.

Die eerste inname van 50 eerstejaarstudente is in 2009 en die beursfonds maak voorseeing vir

ongeveer R60 000 per student. Hierdie bedrag dek die student se klasgelde, koshuisgelde, etegelde en die financiering van tutors. Ons sal ook tutors en gasdosente gebruik wat die studente onder meer lewensvaardighede sal leer. Die sentrum gaan 'n koördineerder aanstel wat die studente hiermee gaan help," sê prof. Hentie.

Volgens prof. Hentie gaan die SAIGR die werwing van studente doen en sal hulle 'n keuringstoets moet aflê. 'n Lys van moontlike studente word dan aan die sentrum voorgelê, waarvan 50 gekies word. Een van die voorvereistes is dat die leerders 'n goeie punt in Wiskunde moet hê. Tydens hul studies sal die studente 'n gemiddelde slaagsyfer van 70% oor al vier jaar van hul studies moet behaal. – **Lacea Loader**

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Belê in

In vandag se gejaagde lewe is gesonde eetgewoontes dikwels die laaste prioriteit in ons besige skedule, met die gevolg dat ons gewetenloos is oor hoeveel en wat ons eet. Die swembroekseisoen kruip nader en almal begin om met kritiese oë dimpels, rolletjies en hobbels raak te sien, waaraan vinnig iets gedoen moet word – enige iets, solank dit net blitsige resultate lewer! Pille, rome, inspuittings, skommels, of dalk vir die brawes – 'n bietjie uitsuig hier en daar – wink belowend ...

Jammer! 'n Veilige kitsoplossing met langtermynresultate bestaan nie. Die gevolg van kitsoplossings is 'n herhalende siklus van massa-optel en -verloor. Navorsing bewys dat jy eerder gewig optel omdat jou metabolisme op die langtermyn deur die soort diête verlaag word. Ons moet besef – ons is wat ons eet. Elke sel, orgaan en sisteem in ons liggaam word gebou deur voedingstowwe en elemente in ons dieet. Ons kan nie ons volle potensiaal ontwikkel, optimaal gesond wees, of ons beste lyk, indien die kos wat ons eet nie

voldoen aan ons liggame se behoeftes nie.

Langtermyn gesondheid werk soos 'n uitkeerpolis. As ons nie vroegtydig begin met 'beleggings' in ons gesondheid nie, kan ons nie staatmaak op die uitbetaling van goeie lewenskwaliteit later in ons lewens nie. Ons liggaam is baie verdraagsaam en sal vir 'n geruime tyd redelik goed bly funksioneer – ongeag van wàt ons eet! Ongelukkig (of dalk gelukkig) sien ons nie onmiddellik die effek van swak eetgewoontes op ons gesondheid nie. Ons swak keuses haal ons dikwels later in as hartsiektes, kanker, hoë bloeddruk en diabetes. Teen dan is dit te laat om hierdie siektes te voorkom, en kan goeie eetgewoontes gewoonlik slegs die toestand stabiliseer en verdere verlies aan lewenskwaliteit voorkom. Ons genetiese samestellings bepaal hoe lank dit vir elkeen van ons sal neem voordat die gevolge van swak dieet en leefstyl ons inhaal.

Eetgewoontes word oor jare aangeleer en is moeilik om te verander. Massa word oor weke en

maande opgetel en kan ongelukkig nie oornag wegsmelt nie. Klein veranderinge oor 'n langer periode is 'n goeie belegging in 'n gesonder toekoms. As die vetjies reeds aangepak het, is streng diête (waarby niemand in elk geval kan hou nie) onnodig. Laat 'n dieetkundige jou help om jou gesondheid te verbeter deur praktiese volhoubare veranderinge in jou eetpatroon en leefstyl te maak volgens jou spesifieke liggaam, leefstyl, gesondheidsprofiel en siekterisiko. Dit sal op die langtermyn massaverlies en goeie gesondheid verseker.

Hier is 'n paar riglyne om 'n gesonder liggaam te verseker.

Wees meer aktief

Die grootste oorsaak van die moderne oormassa-epidemie in die wêreld, is dat ons meer onaktief geraak het. Doe moeite om meer aktief te wees – klim die trappe eerder as om die hysbak te neem, stop verder van die winkel af, staan kort-kort op en loop 'n entjie by die werk. Oefen drie tot vyf keer per

'Irrelevante leermateriaal akademies immoreel'

"Die gebruik van irrelevante leermateriaal om studente te onderrig is akademies immoreel. Die verkankerende effek van irrelevante leermateriaal word ongelukkig grootliks verswug deur ander probleme soos rassisme en parallel-mediumonderrig. Dit is baie jammer, want uit 'n suiever akademiese oogpunt beskou, is die gevolge van irrelevansie nie minder ernstig nie."

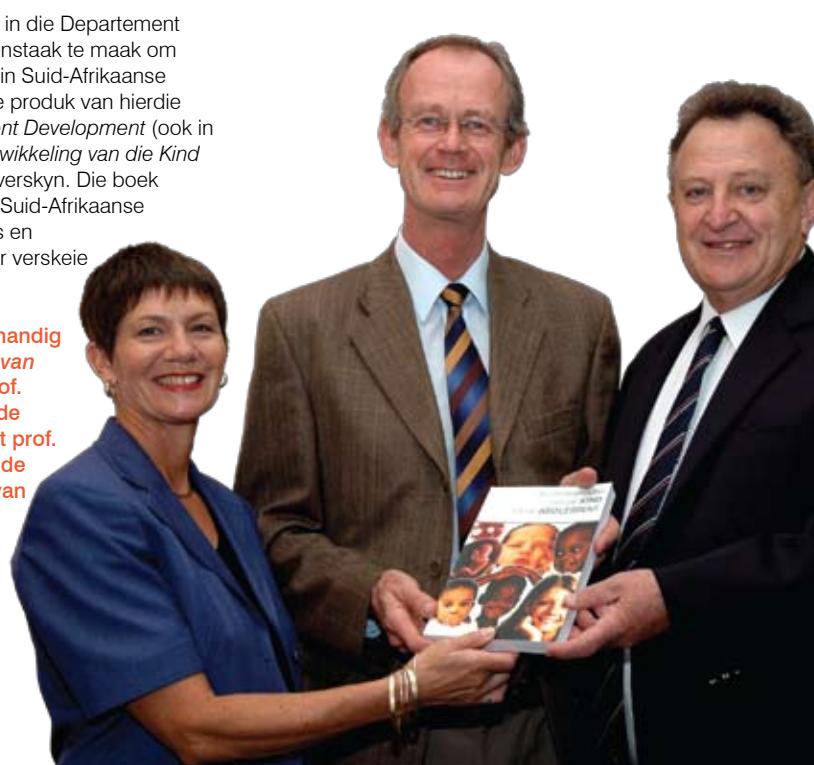
"Opleiding en onderrig is waardeloos as die inhoud daarvan nie relevant en dus toepaslik is nie. Studente leer dikwels materiaal wat weinig of geen toepassing op die unieke Suid-Afrikaanse situasie het nie, gee dit in 'n toets of eksamen weer en behaal goeie punte."

"Daar is wel universele waarhede, asook navorsing in ander lande wat baie belangrik en ook relevant is. Dit mag egter nooit die plek inneem van leermateriaal wat die studente voorberei vir die situasies waarin hy of sy hulle eendag gaan bevind nie," sê prof. Dap Louw, senior professor in die Departement Sielkunde.

Om daad by die woord te voeg, het prof. Dap

en sy vrou Anet, medeprofessor in die Departement Sielkunde, besluit om dit 'n lewenstaak te maak om die relevansie van leermateriaal in Suid-Afrikaanse Sielkunde te verhoog. Hul eerste produk van hierdie nuwe projek *Child and Adolescent Development* (ook in Afrikaans beskikbaar as *Die Ontwikkeling van die Kind en die Adolescent*) het onlangs verskyn. Die boek van 400 bladsye, deurspek met Suid-Afrikaanse data, voorbeeldige, gevallestudies en illustrasiemateriaal, is reeds deur verskeie universiteite voorgeskryf.

Prof. Dap en sy vrou Anet oorhandig 'n kopie van *Die Ontwikkeling van die Kind en die Adolescent* aan prof. Teuns Verschoor, Waarnemende Rektor. Volgens die Louw's het prof. Teuns se ondersteuning rakende akademies-juridiese aspekte van die boek, asook sy siening dat die skryf van boeke nie deur dosente en navorsers afgeskeep moet word nie, baie tot die verskyning van die boek bygedra.



'n gesonde toekoms!



week vir ten minste 20 minute om jou harttempo en asemhaling te versnel. Oefening verbruik energie, en verhoog die liggaam se metabolisme spoed op die langtermyn.

Balanseer die energie van kos wat jy inneem met aktiwiteit

Die genot en stresverligting wat voedsel verskaf, lei dikwels tot ooreet. Indien jy meer energie deur voedsel inneem as wat die liggaam nodig het, tel jy gewig op. Eet eerder ses kleiner etes per dag in plaas van drie groot etes. 'n Mens ooreet baie makliker wanneer jy rasend honger is voor 'n maaltyd. Eetstakings is ook nie baie effektiif nie. Uithongering vertraag die metabolisme.

Onthou ontyt. Ontbyt vroeg in dieoggend is 'n belangrike basis vir optimale produktiwiteit en voorkom ooreet later in die dag. Probeer om 'n bord pap, vars vrugte, 'n growwe beskuitjie of lae vet joghurt voor werk te eet.

Vandag is ons geneig om alles tegelyk te wil

doen. Min mense eet rustig, fokus op hul kos, en geniet 'n maaltyd saam met vriende en familie. Omdat ons nie agterkom wanneer ons reeds versadig is nie, ooreet ons dikwels.

Kitskosse is gerieflik en stil die ergste honger vinnig, maar is nie altyd die beste belegging in gesondheid nie, omdat hierdie kosse gewoonlik baie energie, vette en sout bevat. Vir optimale gesondheid het ons ten minste vyf porsies (ongeveer 400-500g) vrugte of groente per dag nodig om belangrike vitamiene, minerale, vesel en plantchemikalieleë te verskaf. Eet eerder vrugte of groente wanneer jy vinnig iets wil eet of lus voel om tussen maaltye te peusel!

Vet maak vet! Ons liggame skakel vet baie maklik in liggaamsvet om. Hoewel ons tog 'n klein hoeveelheid vet in die dieet nodig het, dra te veel vet in die dieet by tot talle chroniese siektes soos hartsiektes, diabetes, hoë bloeddruk en kanker. Om die ekstra vetrandjie van vleis af te sny is nie genoeg nie. Kies eerder lae vet voedselsoorte en eet minder

ryk souse, voedsel wat in olie gebraai is, of voedsel waarby room, botter, kaas of margarien vir ekstra smaak gevoeg is.

Water

Vir die liggaam om optimaal te funksioneer en vir goeie breinwerkning en konsentrasie, moet genoeg water of ander vloeistowwe ingeneem word. Die dorssensasie, die liggaam se noodsein dat te min vloeistof ingeneem word, word maklik met honger verwarr. Talle mense eet dan eerder as om meer vloeistowwe in te neem. Neem 'n bottel saam werk toe en drink gereeld water. Om water voor maaltye te drink, help ook om die ergste honger te stil.

Gesonde eetgewoontes word nie oornag gevvestig nie. Die geheim is om geduldig met jouself te wees en klein veranderinge op 'n slag te maak wat volhoubaar is. Om te belê in goeie eetgewoontes en 'n gesonde leefstyl hou langtermyn voordele in wat geen geld kan koop nie. Maak dus 'n afspraak met 'n dieetkundige en belê in lewenskwaliteit!

- André Danuhäuser

In vino veritas (of: as jy wyn drink, lieg jy nie)

'n Paar jaar gelede was prof. Hennie van Coller, hoof van die Departement Afrikaans en Nederlands, Duits en Frans, 'n naaswenner in 'n landswye kaaskok-kompetisie. Hy staan steeds graag voor die kospotte wanneer hy 'n kansie kry: "gewoonlik as ek gefrustreerd raak. Daarom kook ek deesdae meer as gewoonlik."

Maar toe het die wynmaak-gogga hom ook gebyt, want wat pas nou beter by kos as lekker wyn? En as jy jou eie kos maak, waarom dan nie ook die wyn nie?

Die wynmaakgedagte het sy oorsprong gehad by prof. Jan van Zyl, van die Departement Interne Geneeskunde, voorvorsitter van die Vrystaatse Wynproewersgilde. 'n Gilde was in die Middeleeue 'n broederskap wat weliswaar gesellige byeenkomste gehou het, maar meestal dieselfde bedryf beoefen het of belang gedeel

het. "Daarom is besluit dat naas gesellige byeenkomste, ons as vakgenote, ook wyn sou maak," sê prof. Hennie.

"Alle lede wou of kon nie deelneem aan die projek nie, maar sowat die helfte het die sprong in die duister geneem. Want skielik moes 'n wingerd gevind word en 'n kelder, apparaat moes aangeskaf word (soos uitsoek snoeiskêre uit die buiteland) en teoretiese kennis in die praktyk toegepas word. Na dese bejeen ons 'n bottel wyn met groot agting, want wynmaak is 'n komplekse saak waar alles bydra tot die uiteindelike produk: die grond, die wingerdbeheer (wat bemesting, besproeiing, snoei, blaarbeheer, pluktyd, ens. insluit), die pluk- en uitsoekproses, parsing, chemiese prosesse wat noulettend gekontroleer moet word, en die uiteindelike bottelering na 'n periode in vate.

"Die druwe kom van Mias en Lizette Kriel se plaas Thornbury by Perdeberg en die wyn ('n cabernet sauvignon en 'n ruby port) is gemaak by Landzicht-kelders by Jacobsdal. Onder die groep wat wyn gemaak het tel onder andere

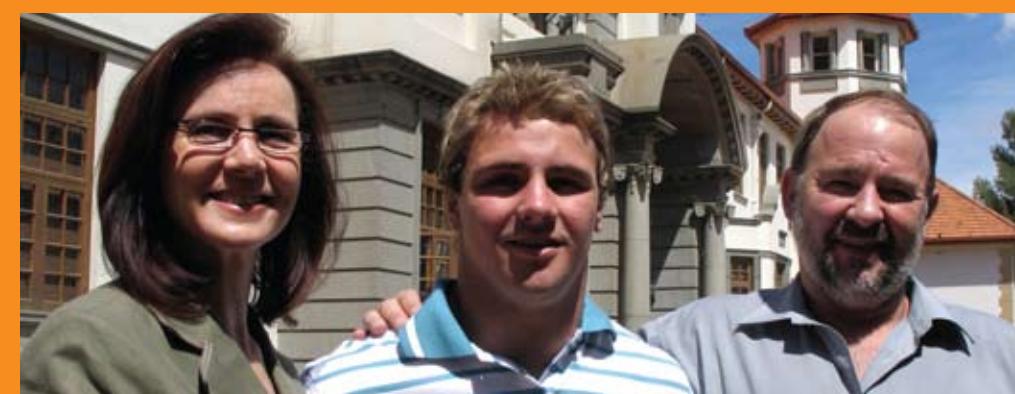
drie akademici (wat prof. Johan Grobbelaar van Plantkunde insluit), twee wynmakers, twee regters, twee ingenieurs, 'n stads- en streeksbeplanner en 'n oogkundige. In die proses het hulle nie net vriende geraak nie maar bloedbroers, want 'n snoeiskêr is 'n gevaelike ding in onwennige hande!"

Die plaas is gereeld besoek, die druwe gesnoei, blare en late verwyder, gepluk, korrels met die hand uitgesoek en die wyn self gebottel. By geleenthed is selfs ook met die voete gepars. Oor naweke word vroeg begin met die harde werk, want die arbeiders is soms min. Daarna word 'n hele reeks wyne geproe en beoordeel terwyl Mias se vuurtjie gesellig brand vir die vleisie wat wag gebraai te word. Dan word kopstukke gepraat.

Prof. Hennie sê: "Lizette het al die beoordelings op rekenaar en dis duidelik dat die afgelope drie jaar se kwantiteit net geëwwenaar word deur die kwaliteit en ons eie wyn word deurgaans hoog aangeslaan. Nou wag nog net die maak van eie kaas en die inlê van olywe!"



Prof. Hennie van Coller.



Heinrich (middle) and his dad, Marcel, Senior Lecturer in the Department of Human Movement Sciences, and mom, Saretha from the Academic Planning Unit on campus.

Kovsie one of the newcomers in the Springbok Rugby team

Five Kovsies are included in the Springbok Rugby team that left for the rugby tour to England. One of the newcomers in the team, Heinrich Brüssow, is a fourth-year B.Com. student in Economics at our university.

The other four players are former students of our university. They are: Juan Smith, Bismarck du Plessis, Gürthro Steenkamp, Ruan Pienaar and CJ van der Linde. Brüssow is flank for the Vodacom Free State Cheetahs and also played for the Shimplas.

"It seems that our university is continuously producing national rugby players for South Africa. This is something to be proud of and is an indication of the standard of our coaching," says Mr James Letuka, Director of KovsieSport.

Thank you for your

You are a part of our university's history and shared in many of its joys and its sadness over the years.

- Mr André Badenhorst, Academic Student Services, 25
- Mrs Sarie Beckmann, Finance, 25
- Mr Frank Berry, Department of Quantity Surveying and Construction Management, 25
- Prof. Catherine Beukes, Department of Anatomical Pathology, 25
- Dr Theunis Boshoff, Department of Anesthesiology, 25
- Mrs Rita Botha, Finance, 25
- Mrs Susan Brandsel, Office of the Dean: Law, 25
- Mrs Isabel Buchner, Computer Services, 25
- Mr Hentie Cilliers, Finance, 25
- Dr Hennie Claassen, Department of Geography, Qwaqwa Campus, 25
- Mrs Mitzi Cloete Office of the Dean: Natural and Agricultural Sciences, 25
- Mrs Jeanette Combrinck, Physical Resources, 25
- Mrs Rina Cronje, Office of the Dean: Education, 25
- Dr Annette de Wet, Department of Afrikaans and Dutch, German and French, 25
- Ms Elisa Dithhareng, Residence Cleaning Services, 25
- Ms Ellen Dithhareng Residence Cleaning Services, 25
- Prof. Voet Du Plessis, Department of Mercantile Law, 40
- Mr Joseph Faso, Physical Resources, 25
- Mr Ruben Gouws, Meeting Administration, 25
- Mrs Muriel Greyling, Library and Information Services, 25

Doret lives her dream

I recently spent some time in Bloemfontein. I often come back for a visit and although I live over a 1 000 km away, it will always be a home to me – a place where, in many ways, my journey started.

I obtained my degree in Occupational Therapy at the UFS in 2006 and was a proud resident of Roosmaryn for three of my four years of studies.

After completing my studies, I embarked on my community-service year – the year of service the government implemented for medical and paramedical professionals. I decided to follow my heart and make my choice of placement a matter of prayer. In answer to my prayers, I was placed at Mosvold Hospital, a small, rural, 260-bed hospital in the Lebombo mountains. And thus started my adventure, an amazing adventure...

I soon realised that my mother tongue (Afrikaans) and even English was of little or no value to me in this very Northern part of Kwazulu-Natal. I did not even know how to do a simple greeting in Zulu – let alone communicate with my patients! The therapy department consisted of a single room – allocated

to physiotherapists, a speech therapist, community rehabilitation facilitators as well as two wheelchair repairers. Equipment was minimal, the language barrier seemingly impossibly difficult and the area crowded on the best of days! The hospital also served ten residential clinics and numerous mobile points that aim to serve the most remote places of this already rural area. A tree is often the treatment area and sticks the equipment used to somehow assist these patients with their ailments.

Outside the hospital, the "city centre" consisted of a SPAR, a PEP, a SNIP (which sadly closed down about four months ago) and an Ithala Bank branch. That was it... Everything else is mountains, trees, bushes and homesteads.

At the end of 2007, I decided to stay for another while in this beautiful, untouched place. I, however, did not stay on at the department but had the opportunity to serve a newly planted local church called Zonk'Izizwe (which means "All nations"). I am currently living with an amazing Zulu family in the community called Lindizwe. They have taken me in as

one of their own. They are teaching me their language, their culture and customs and sharing with me what is inherently part of them. Learning to cook in big, three-legged pots, making a fire, killing a chicken, herding cows, fetching water, washing from a bucket, reading by candle-light, long family conversations and going to dance for the Zulu king are only some of the experiences that made life breathtakingly beautiful.

Becoming part of a people – sharing their joys, heartaches and treasures. I cannot imagine a greater privilege than this.

"Many are the plans in a man's heart, but it is the Lord's purpose that prevails" (Proverbs 19:21). I will forever be grateful to God for the path I have walked to lead me to this place. – **Doret Scholtz**

May God bless the people of Ingwavuma.

Doret was also nominated as Finesse magazine's most inspiring person of the year, together with the likes of Nicole Kidman, Morgan Tswangirai, and Helen Zille.



"I will forever be grateful to God for the path I have walked to lead me to this place."



commitment and loyalty to our university

Prof. Louis Hiemstra, Family Medicine, 25
Mr John Hlohlomi, Administration Faculty of Health Sciences, 25
Mrs Meriam Hlubi, Residence Cleaning Services, 25
Ms Tebogo Kerileng, Human Resources, 25
Mrs Claudia Kgotle, Residence Cleaning Services, 25
Mrs Martha Kgware, Postal Services and Documentation, 25
Mr John Khaile, Security Services, 25
Mr Stephen Khunou, Physical Resources, 25
Mrs Mabel Klaassen, Library and Information Services, 25
Mrs Magdale Roux, SA Media, 25
Mrs Paulina Lebatsa, UFS Marketing, 25
Mrs Elizabeth Lehare, Physical Resources, 25
Mrs Earina Lotter, Kovsie Counselling and Development, 25
Mrs Evelyn Mabaso, Department of Drama and Theatre Arts, 25
Mr Jim Makale, Postal Services and Documentation, 25
Mrs Sylvia Maledimo, Residence Cleaning Services, 25
Mrs Elsie Masana, Library and Information Services, 25
Mrs Lydia Mazwi, Department of Microbiology, Biochemical and Food Biotechnology, 25
Mrs Karen Minnaar, Strategic Communication, 25
Mr Francis Modise, Physical Resources, 25
Mr Koneke Mofokeng, Finance, Qwaqwa Campus, 25

Mrs Maria Mogopodi, Accommodation Services, 35
Mrs Mittah Mohlouoa, Residence Cleaning Services, 25
Mr Komotere Mohokare, Physical Resources, 25
Mr Peter Mokgobo, Institute for Groundwater Studies, 25
Mrs Elizabeth Molekane, Residence Cleaning Services, 25
Mr Johannes Molosi, Library and Information Services, 25
Mr Petrus Morata, Department of Fine Arts, 25
Mrs Alphonsina Motsamai, Residence Cleaning Services, 25
Mrs Marie-Therese Murray, Publications Office, 25
Mr Dries Naudé, Department of Statistics/Mathematical Statistics, 25
Mr David Ngake, Student Affairs, 25
Mrs Helena Prinsloo, SA Media, 25
Mrs Evelyn Pule, Residence Cleaning Services, 25
Mrs Suzan Qhautse, Residence Cleaning Services, 25
Mr Le Roux Rabe, Genes Fisika, 25
Mr Daniel Radikgombo, Geologie 25
Ms Alina Rakhimenyane, Residence Cleaning Services, 25
Mr Matshido Ramile KovsieSport, 35
Mr Henry Ramokone, Department of Chemistry, 25
Mr Joseph Ramokotjo, KovsieSport, 25
Mrs Celia Roetz, SHOSO, 25
Prof. Louis Scott, Department of Plant Sciences, 35

Mr Cornelius Seekoei, Library and Information Services, 25
Mrs Maria Seitisho, Department of Chemistry, 25
Ms Sarah Senokoane, Department of Microbiology, Microbial and Food Biotechnology, 25
Mrs Martha Seshupo, Unit for Language Management, 25
Mr Piet Smith, Faculty of Economical and Business Sciences, 25
Prof. Fanie Snyman, Department of Old Testament, 25
Mrs Gerty Swart, Library and Information Services, 25
Mrs Petro Swart, Department of Geology, 25
Mr Andreas Tlou, Department of Zoology and Entomology, 25
Prof. Willem van der Westhuizen, Department of Geology, 35
Mr Herman van Dyk, Library and Information Services, 25
Mrs Isabella van Loggerenberg, Office of the Dean: Natural and Agricultural Sciences, 25
Dr Jan van Rooyen, Department of Family Medicine, 25
Mr Koos van Straten, Physical Resources, 25
Mrs Maryna van Wyk, Library and Information Services, 25
Dr Andor Venter, Department of Plant Sciences, 35
Mrs Lempotse Wessie, Residence Cleaning Services, Vista Campus, 25
Ms Magdelene Wolf, Residence Cleaning Services, 25
Ms Violet Zwane, Residence Cleaning Services, 25



Bultjie

Hier kom die waansin weer

Dumela! Good day en dagsê!

Mensig, maar die nuwe Dumela lyk vir my mooi. Geluk aan Leonie en haar span met die praguitgawe wat vroeg in Oktober bekendgestel is. Soos ons altyd van 'n mooi meisie gesê het, "Sy is duidelik!" Nou ja, Dumela is ook nou behoorlik duidelik! Mooi foto's en lekker sprankelende uitleg. Die uitnodiging staan dat alle personeel gerus bydraes kan lewer. Gryp dit aan en bring daardie goeie nuus uit die departemente en afdelings. Soos die Waarnemende Rektor gesê het: "As iemand enigsins iets negatiefs oor Ons Plekkie te sê het, moet ons kan terugkap met 'n masjiengeweersarsie goeie nuus oor wat alles goed gedoen word hier." Ek stem! Ons het seker die mooiste kampus in die land en ons mense styg in hulle beskeidenheid op vele terreine uit. Kovskyes is oor die algemeen duidelik!

Examples of excellence are all around us. Sport stars like Robert Ebersohn, Mari-Lise Linde. Adéle Niemand and Boy Soke excel. Dr Aldo Stroebel, chaired a workshop by invitation to internationalise research at new and emerging universities in

Washington DC. Prof. Frans Swanepoel, presented the lead paper while Dineo Gaofhiwe and Lise Kriel participated in the workshop. Small things are as important. Prof. Frederick Fourie, donated a laptop to security guard, Teli Mohlakoana, to enable him to continue writing radio dramas.

What a lovely evening on 24 October when staff received their 20, 25 and 30 years service diplomas. It was smiling faces all around. And as old Epicurus said many moons ago "Happiness is man's greatest aim in life. Tranquility and rationality are the cornerstones of happiness." As Bultjie suspected, our varsity overcame all the hiccups of 2008. Soos Anne Frank haar dagboek afgesluit het. "Na alles glo ek nog steeds in die inherente goedheid van die mens."

Applications for admission to the UFS increased from 6 273 to 7 507 – a growth of 19,7% on a specific date in October. Be windgat and tell the world about our university. We have more reasons to be windgat than to moan. We can change any negative perceptions about this place by just changing our

attitude.

I had the opportunity to work with disabled persons a few years ago and was surprised to see how happy they were under sometimes very trying circumstances. One student said that Betty Davis inspired her when she said that you will never be happier than you expect." To change your happiness, change your expectation."

So, let's tackle 2009 with peace and new determination to prove that UFS is the best campus to be. But, first! Go and enjoy a happy holiday! You all deserve it!"

Die nuwe eerstejaars is op pad en soos prof. Terry Terblanche altyd gesê het as hulle die Griekse mitologieklas instroom. "O, gode, die Noodlot is met ons. Hier kom die waansin weer!"

**Mooi loop
Bultjie**



Erdwurmkompos soos deur mnr. Shorty Maema van die Mangaung Senior Citizen Garden Project, vervaardig.

Boere woeker met wurms

Die Sentrum vir Landboubestuur het al by meer as een geleentheid met sy oortuigings oor dienstingesteldheid 'n verskil gemaak in die lewens van die mense van Mangaung. Met die sentrum se betrokkenheid by groentetuinpjekte in Mangaung is daar verlede jaar 'n kursus in die maak van erdwurmkompos (vermicompost) by die Mangaung-University of the Free State Community Partnership Programme (MUCPP) aangebied. Hier het die eerste rooi erdwurms (*Eisenia fetida*) hulself in 'n stapel van drie ou bakkiebande gevestig. Die wurms het gou in getal toegeneem en die "wurmplaas" is uitgebrei na ses binnebandstapels asook drie trekkerbande.

Hierdie erdwurms is gedurende die eerste paar maande slegs pensmis, gesnipperde koerantpapier en karton gevoer, maar hul dieet sal voortaan ook uit vrugte- en groenteskille, en tee- en koffiesakkies bestaan.

Die stadium is nou bereik waar die erdwurmkompos geoes kan word en vir die groente-

beddings wat nou vir die lente gereed gemaak word, te gebruik. Die werkers is ook geleer om kompostee te maak.

Mnr. Shorty Maema van die Mangaung Senior Citizen Garden Project by die MUCPP se Gesondheidssentrum het aangebied om met sy span werkers vrywillig by die MUCPP-groentetuin betrokke te raak en na die wurms en die groentetuine om te sien.

Voornemende wurdboere kan erdwurms by die sentrum of direk vanaf MUCPP aankoop. Alle inkomste uit die verkoop van die wurms word aan die werkers betaal as vergoeding vir hul arbeid.

'n Eendagkursus in wormkompos is ook in November deur mnr. Charl Pienaar van Good Bugs in die Paarl aangebied.

Hou die Dumela dop vir ons volgende projek: Chicken Tractors.

Kontak vir my, Dora du Plessis, by die Sentrum vir Landboubestuur, 051 401 2557 of duplesdm.sci@ufs.ac.za, vir meer inligting.