



August 2009 – 4

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

Equity profile of our university seen as static



PEOPLE



GEBEURE



NEWS



VIR OULAAS

Our university identified transformation as a strategic and important process by means of which we, amongst others, strive to be a true South African university of equity. Hence we are committed with the implementation of an employment equity programme that will adequately address the ongoing effects of past discrimination in a just and balanced way.

The transformation process is under way and during a series of workshops and meetings the Executive Management of our university was provided with the latest Employment Equity (EE) statistics and processes.

According to Leruna Roos, Assistant Director: Human Resources, this feedback included statistics regarding the attendance of shortlist meetings, interviews and promotions during the second semester of 2008. From the statistics it is clear that 20,6% black males, 26,5% black females, 29,8% white females, 16,5% white males and 6,6% foreign males were appointed.

“Feedback was also given regarding the quarterly meetings of EE subcommittees as well as the Central EE Committee Meetings. This included an explanation of how the subcommittees are soon to be restructured.

“The annual EE funding of our university since 2003 was provided. This is an additional budget and is meant to accelerate the appointment and development of black staff members,” said Leruna.

A comparison of our university's staff profile at the end of November 2007 with that at the end of November 2008 was included in the report. According to Leruna, this comparison indicated a slight increase in the percentage of black females and foreigners and a slight decrease in the percentage of black males, white males and white females. However, these changes are not significant and thus the profile of our university is seen as static.

“We still have to overcome a number of barriers in terms of employment equity,” said Leruna. These barriers include:

- A shortage of skilled, academically qualified persons;
- The language policy of the university; and
- Our university's salaries in comparison to the private and public sectors.

The manager of EE at our university, in collaboration with the Human Resources Department and Central EE Committee, held a workshop late in the first semester of this year to discuss the problems experienced with EE and ways in which these barriers can be overcome as well as how additional plans can be made to improve our EE staff profile.

External experts from the North-West University and the Department of Labour were invited to the workshop as well as members of the Executive Management, all members of the EE committees, the Unit for Persons with Disabilities

and both trade unions. In his presentation, Isaac Mogoase from the Department of Labour focused on what is expected of our university (in this case the employer) according to labour legislation. Prof. Madoda Zibi from the North-West University shared their university's experiences and challenges with regard to employment equity. Dr Stephen Walker from the Faculty of the Humanities also shared his and Chrisma Pretorius's research on “Barriers to the advancement of academics from the designated groups in the Faculty of the Humanities at the UFS”.

“The workshop, which was well attended by top structures of our university, is an important step forward in terms of our employment equity status. Relevant discussions about how we can attract black staff members from the designated groups to our university as well as strategies to retain these staff members took place. This data will be processed and taken back to our university's Employment Equity subcommittees and Central Committee for the big task that lies ahead: determining the feasibility and application of these important strategies,” Leruna said.



Prof. Jonathan Jansen, ons Rektor en Visekanselier het die Volksblad-kunstefees geopen. Hy het gesê dat hy beïndruk is met die verbintenis tussen ons universiteit en die Volksblad. Hier is 'n paar van die feesgangers wat die kunstefees hier op ons voorstoep geniet het.

from the editor



Verandering versus tradisie. Iemand het eenmaal gesê dat slegs verandering self nie verander nie. Alles verder is aan verandering onderworpe.

En dan is daar tradisies: dit wat jaar na jaar dieselfde bly en op voortgebou word; dit waarop ons meestal trots is. Soos Robert Ebersohn, Kovsie en huidige Suid-Afrikaanse Sewes Rugbybryer en ook Vrystaat Cheetah-speler, wat beaam dat Kovsie-rugby 'n ryke tradisie van gedrag soos eerlikheid, opregtheid en spanwerk by sy spelers kweek. Voorwaar 'n gedragskode waarmee ons studente die toekoms kan aanpak.

So het ons hier aan ons universiteit nog 'n draaipunkt bereik. Ons nuwe rektor, prof. Jonathan Jansen se eerste werksdag, met ballonne en al toe hy die Volksblad-kunstefees geopen het, het vir ons die begin van 'n nuwe era aangekondig. 'n Nuwe mens met 'n nuwe manier van dinge doen spel VERANDERING in hoofletters.

Die vraag is net, hoe gaan ons hierdie veranderinge aangryp?

Alleenlik deur te doen wat ons moet doen en te ontwikkel tot dit wat ons moet wees, sal ons 'n ryk en bevredigende lewe kan lei en 'n effektiewe bydrae in ons werkplek kan lever. As ons nie weet nie, sal ons moet ontdek wie ons is, waaraan ons glo, asook waarheen ons op pad is. Dit is wanneer ons fokus op dit wat belangrik is, op dit waarna ons streef en wie ons is, dat ons nie die pad byster sal raak as ons met veranderinge gekonfronteer word nie, maar dat ons sal voortgaan om elke dag ons take met sukses te voltooi.

Ons het reeds baie suksesstories, soos proff. Hugh Patterson en Wijnand Swart wat as direkteure van die onderskeie klusters aan ons universiteit aangestel is. Net so is Lucy Motaung in die artikel oor Recognition of prior learning ook 'n uitstekende voorbeeld van iemand wat geweet het wie sy is, waarheen sy op pad is en haar nie deur moeilike omstandighede laat stuit het om haar droom te verwesenlik nie. Vandag pluk sy die vrugte van haar deursettingsvermoë.

Hulle is maar enkeles wat hulle deurniks en niemand laat keer het om sukses te behaal nie. Ander name wat by my opkom, is ons swimmer Sarah Shannon en atlete Thuso Mpuang, Kagisho Kumbane en Dumisane Hlaselo. Regter Louis Harms en oom Johan Loock wat vir eredoktorsgrade benoem is, is verdere bewyse daarvan dat waar daar 'n wil is, is daar ook 'n weg.

Wil jy? Tot volgende keer.

Leonie

editorial

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Still disadvantaged

Prof. Riaan Luyt from the Department of Chemistry on the Qwaqwa Campus, writes:

I read the front-page article of the May 2009 edition of Dumela, written by Lacea Loader, with great interest. I only think the heading should be changed to 'Everyone gains from our better infrastructure – except the staff and students of the Qwaqwa Campus'.

The Qwaqwa Campus has already been part of the UFS for almost seven years, and the long overdue renovations (promised to the Qwaqwa Campus

community at the time of the transfer to the UFS) are still not completed. There is also no indication that the management of the UFS has any plans to develop the campus or to improve the existing infrastructure.

I want to challenge Lacea to also drive around on the Qwaqwa Campus and then to publish her views on whether the 'Main' and Qwaqwa Campuses appear to belong to the same university.

Reply to Dr Riaan Luyt's letter about the Qwaqwa Campus

Dear Dr Luyt

Since the incorporation of our Qwaqwa Campus, R20 086 191 has been spent on capital upgrading and renovations on this campus.

The Management Committee of our Qwaqwa Campus determined the priorities, and the projects were completed accordingly.

This included improvements to every building on the campus, supplying emergency electrical power to the entire campus (Qwaqwa is probably the only campus in the country that can boast this capacity) and a major upgrading of the sports fields.

The next major investment will be a project to accommodate 500 additional students on the campus at a cost of about R80 million. This project will commence early in 2010.

Regards

Nico Janse van Rensburg, Manager: Physical Planning

Performance management continues to align goals

On behalf of the Technical Committee, Dr Renalde Huysamen from the Centre for Higher Education Studies and Development writes:

The implementation of the Performance Management System went well during the first semester of 2009. As a result of requests from members of staff, more than 300 people attended either individual or group sessions in order to complete their performance plans. The Technical Committee would once again like to thank line managers for their commitment and hard work. Heads of departments are welcome to contact our office at x9293 in order to book performance management sessions for staff for the second semester this year. During these sessions the benefits and consequences of performance management will be explained to staff and assistance will be provided to them to complete their performance plans in line with the requirements of their respective deans/directors.

Giving-and-receiving-feedback workshops also took place during the first semester, enabling staff to conduct the year-end review in November 2009. Positive feedback regarding the content, presentation, workshop materials, facilitators as well as the application value was also received from the deans who attended the workshop in April this year. The workshops will continue during the second semester in 2009. Line managers and other members of staff are requested to contact Dr Renalde, should they wish to attend these workshops. If departments wish to attend the workshops as a department they are welcome.

The performance of staff members is often a major source of concern to organisations employing them. The effective management of staff performance

requires continuous communication at all levels in an organisation, positive attitudes, and a sound, well-planned approach. Feedback from line managers and staff who are following the performance management cycle indicates that they now believe that performance management actually helps all parties to work better together and to align the goals of our university with individuals' goals and objectives.

Medical emergency numbers

The emergency numbers for any medical enquiry during office hours on the UFS's Main and Qwaqwa Campuses are:
051 401 2603 (Main Campus)
058 718 5210 (Qwaqwa Campus)

The symptoms of Swine Flu resemble those of ordinary flu and it includes a fever above 38 degrees Celsius together with a sore throat, runny nose, blocked nose, coughing, headaches, tiredness and joint pains. Some people also have diarrhoea and vomiting. If any symptoms of Swine Flu are experienced, our students and staff are requested to either call the numbers above or visit their nearest clinic, medical practitioner or an emergency room.

[MY] VIEW



'We only have one chance to make the right changes'

By Prof. Gert van Zyl

the May 2009 Position Statement regarding the crisis in healthcare in the Free State created a number of enquiries on what the exact problem of Academic Medicine (AM) and the causes of these problems were.

Before 1996, the Hospital Strategic Project (HSP) indicated that the role of hospitals would be redefined to be in line with Primary Health (PH) Principles and would inter alia include the classification of the appropriate level of medical care, hospital service provision, and a clear distinction of functioning between primary, secondary and tertiary levels of care.

Academic training at the

different levels was not spelled out. The ANC Health Plan chartered before 1996 provided a good foundation for establishing a new health system.

This plan is comprehensive and includes very specific guidelines for all levels of care. My opinion is that, although we have moved to a primary health care approach in the country, the planning phase was very good and detailed and would have provided the necessary health systems envisaged by the leaders of the country. However, the implementation of these plans created problems.

My inaugural lecture made reference to the management of change. This has become continuously more important and significant since 2002. The separation of levels of service, a new integrated curriculum, research focus according to the health needs, and limited budgets comprise the new frame of reference for academic health. It is important to mention that the business model for Academic Health

needs to meet a high threshold of performance to fulfil a special role in society. The main problem with the present health system is the implementation of these well-thought-out plans. As far back as the late 1990s, funding to support the PH Care approach was shifted from AM to implement the Primary Health Care approach. Despite the shifting of these funds to the correct level, the services did not move in the same direction. This change in funding stream for AM meant that there was more pressure on academic hospitals. In the late 1990s, academic hospitals had staff establishment structures that did not meet the needs and pressures of the newly developed education platform; had a backlog in equipment replacement; did not have any significant capital projects to improve infrastructure; and had limited resources available.

The envisaged PH Care Services created more work and an increased need for health care. Academic hospitals struggled to cope with the change of the burden of disease patterns and specifically services that were needed within the financial allocations and the constraints experienced. The proposed National Health Insurance (NHI) System for the country is an opportunity to take a new look at academic medicine and management. The most important aspect of a NHI System would be the minimum benefits within the basic package and the cost of this package.

Ever-increasing public dissatisfaction is occurring. Constraints in providing AM include the impact of HIV and Aids, the change in the burden of disease, the lack of funding and personnel, substandard equipment and infrastructure, and the under-management of hospitals.

All these issues can only be dealt with through proper planning and strategic vision. It must be addressed if we want AM to survive. A future vision of where we are going, a strategic direction, prioritisation of service, improvement of management, rationalisation of staff and the improvement of professionals' morale are needed. We need practical implementation plans with a sustainable funding basis. This must be done with visionary leadership that will take the process forward and will take us into the next term of Academic Medicine.

William Osler said: "The value of experience is not seeing much but in seeing wisely." We have only one opportunity to solve the problems. With this focus we can move forward to create a healthy and self-reliant South African community.

I wish to begin by thanking the staff of this great university for such a wonderful reception given to me as the new Principal of Kovsies. That such warmth and generosity can be shared despite my Blue Bulls affiliation must take extraordinary goodwill. Having arrived in the heart of the Volksblad-kunstefees was special, and gave me a sense of the diversity on our campus and the enthusiasm of our community.

Well, I am in the middle of the Campus Conversations for which we budgeted 100 hours, and I thought you might be interested in my initial impressions.

Firstly, I found that across the board, staff welcomed the opportunity to tell me what my job is. What was striking was that everybody had a view, from the secretary of the department to the professor in the faculty to the administrator in support services. The hearings often ended with someone saying, "this has been a very exciting process so far".

Secondly, staff often makes the point that a priority for the new management is communication, that we should be transparent in what we do, and that there should be regular and open interactions between staff, students and management. The familiar phrase "a breakdown in communication" is often blamed for some of the problems in the recent past.

Thirdly, I was impressed by the hard thinking that has already taken place around some of my key questions, like:

1. Why is integration so difficult at Kovsies, especially when it is more or less accepted at other universities?
2. How does one provide an integrated learning experience in the undergraduate years?
3. Does the staff in management and support services speak with one voice about critical policy matters such as integration or language policy?
4. How do we keep the best of the culture and traditions of the older,



By Prof. Jonathan Jansen

historic hostels, even as we extend and embrace new cultures and traditions?

5. What can management do to enable the university to return its focus to the core business of teaching, learning, research and community service?
6. How can we rebuild the image of the university in the external community, in South Africa and internationally?

As I prepare to visit your faculty or unit, please think about these questions since I need to know how to lead with our senior team in ways that not only escalate our research outputs and improve our student throughput rates. What is also important, though, is how to motivate and enable all our staff to once again feel proud of our university and all it does.

Thank you once again.



Prof. Hugh pursues his

Here aren't many people who can say that they have received career advice from the famous American scientist Carl Sagan. Somebody who can, however, lay claim to such an unusual honour is Prof. Hugh Patterson (48), who recently was appointed Director of the Strategic Academic Cluster on Advanced Biomolecular Research at our university. This consummate scientist readily admits that he found high school science "very, very boring". That is, until he read Sagan's *Cosmic Connection, An Extraterrestrial Perspective*, which "generated that aaah moment" for him. He wrote Sagan a letter via his publisher, asking him for advice on what he should study. Sagan wrote back, suggesting that Hugh studied chemistry, physics, microbiology and biochemistry at university. Prof. Hugh took Sagan's sage advice and has never looked back. Since then science has become his passion and drive, and he quips that he wants to be in the lab until they

carry him out one day.

As to for the immediate future, what is his vision for the Strategic Academic Cluster? He explains that the cluster concentrates on molecular life sciences – looking at life at the level of molecules and cells. "The idea behind it was to see what we're doing at the university that is really good and whether we can make it better by starting to facilitate working more closely together. What can we share to make a whole that is better than the parts? Secondly, to think of modern biology and modern molecular life sciences and try to predict where this entire area will be five years and ten years from now, as well as that we position the university in a manner that we remain relevant in training and research over time." Prof. Hugh adds that the academic cluster is an exciting opportunity to make some impact on both the direction and quality of molecular life sciences at the university. "It is challenging, as it includes diverse research groups,

Prof. Wijnand leef met pas

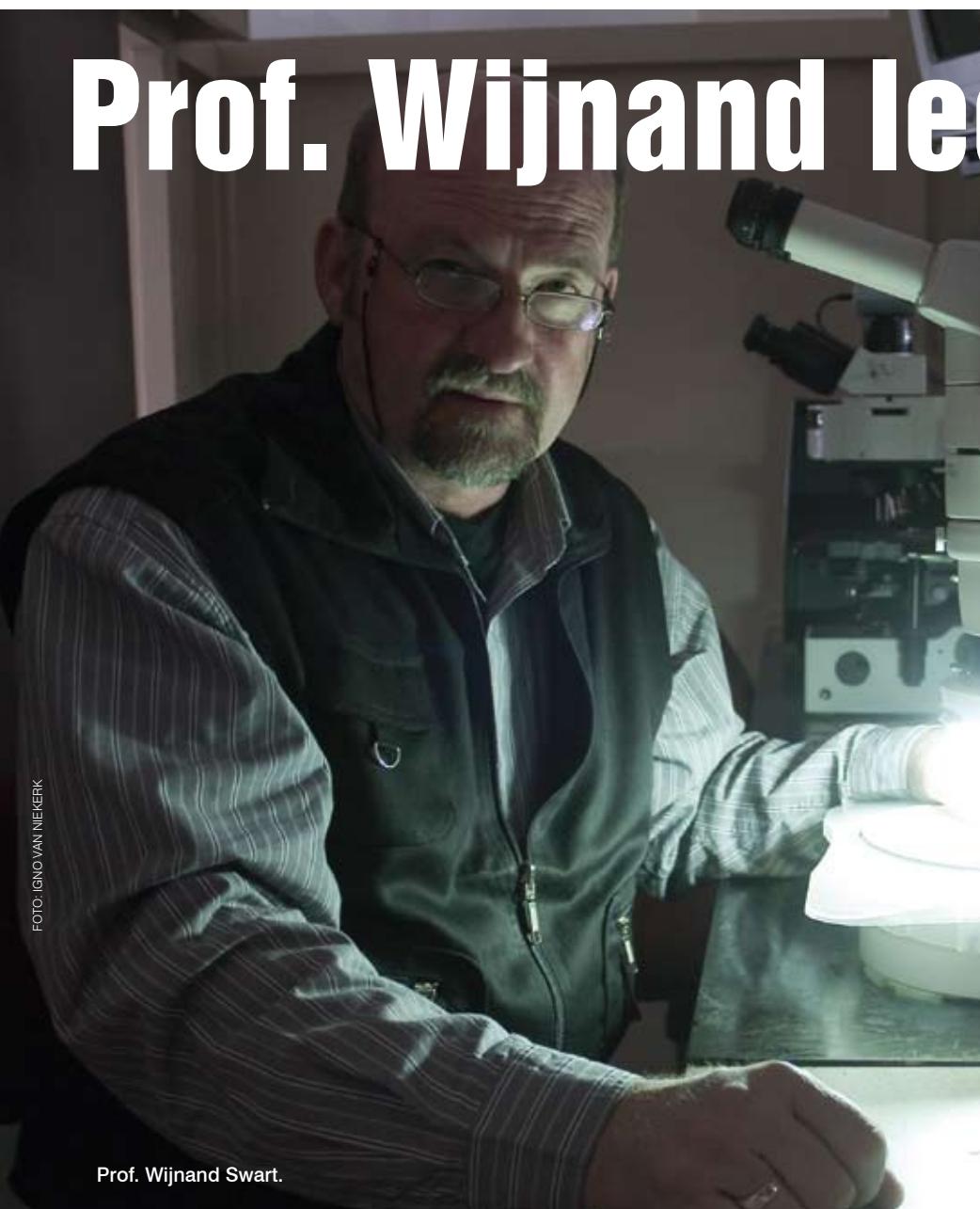


FOTO: IGO VAN NIEKERK

Prof. Wijnand Swart.

Dis 11:00 Sondagoggend. Min mense sal kans sien vir 'n onderhou, maar reeds in my eerste telefoniese gesprek met prof. Wijnand Swart, professor in die Departement Plantwetenskappe en direkteur van die Sentrum vir Plantgesondheidsbestuur (CePHMa), kan ek die borrelende energie in sy stem hoor; die tipe energie van iemand wat met passie leef en werk.

Wanneer prof. Wijnand begin gesels, is dieselfde energie teenwoordig. Dis ook dadelik duidelik dat hy 'n ongeloflike dosent moet wees. Hy weef sy lewensverhaal, sy vakgebied en sy toekomsdrome in 'n storie wat hier en daar kort verduidelikings gee om my toe te lig, maar dan weer voortstroom.

Reeds as kind was Wijnand lief vir die natuur. Dit blyk uit die feit dat hy as hoërskoolseun die grootste akkedisversameling in die land gehad het. Dis egter nie net 'n storie nie. Alhoewel alles wat prof. Wijnand vertel soos stories klink, is die wetenskaplike beredenering nooit ver van die oppervlak nie. Ook oor die grootte van die akkedisversameling word die verifikasie tersluiks ingeweef: "Drie kurators het dit beaam." Met die akkedisvanger het die jong Wijnand besef dat hy graag in die natuur wou wees. Dit het geleid tot 'n graad in bosbou en natuurbewaring aan die Universiteit van Stellenbosch.

Soos dit in alle goeie verhale gaan, was daar vormende karakters in Wijnand se lewe. Een van die belangrikste draaipunte was sy ontmoeting met prof. Mike Wingfield toe hy in 1984 sy Meestersgraad in Plantpatologie met Bospatologie (Forest Pathology) as spesialisrigting aan die Universiteit van Stellenbosch aangepak het. Reeds op hierdie stadium het die jong Wijnand sy liefde vir navorsing uitgeleef deur artikels oor eetbare sampioene te skryf. Dit was asof

p
people



tremendous curiosity about life

and has to maintain and facilitate focus among these groups." He is, however, adamant that people be allowed the freedom to explore different avenues that will become relevant in the cluster in future.

Apart from his academic career, Prof. Hugh is also a committed family man. He is married to Elize (who has a PhD in Microbiology), and is father to seven-year-old Christopher and five-year-old Anouk. He says that he loves spending time with his children, teaching them about the world, to "instil in them a wonder for the world and an appreciation for teasing truths from nature". But, says he, neither of them is interested in science yet. Christopher dreams of becoming a pilot and Anouk a graphic artist.

Prof. Hugh's interests are varied. He loves reading, and cannot wait for the arrival of Dan Brown's new novel in September. Music is another passion of his – from something as chaotic as Mahler to as structured as blues. He also does lead-glass

work, and he's a keen animal lover – he owns two border collies. Furthermore, although Prof. Hugh has lived in many parts of the world, among others in the USA, Cape Town and Pretoria, he loves living in Bloem. "It's small but offers everything a larger city offers. Also, it's only a ten-minute drive from our home in Woodlands to the lab. The schools are excellent, the people are really friendly, and it's not polluted."

One wonders, if Prof. Hugh were not the highly respected scientist he is, what would he have been? A writer, he answers, without thinking twice. "Maybe one day I'll have time to do creative writing." However, he's quick to add that scientists never really retire. "They find the idea of retiring terrifying." In the meantime, the professor will pursue his "tremendous curiosity about life", which has led him to, among many other things, attending a Pink Floyd concert and being a keen scuba diver. – Margaret Linström

Prof. Hugh Patterson.

passie en perspektief

die pad vir hom uitgelê was om sy Meestersgraad in Plantpatologie onder Wingfield se bekwame leiding te voltooi. Teen 1988, wanneer Wingfield die jong Wijnand Swart na Bloemfontein lok, is hulle die enigste twee deskundiges op die gebied van Bospatologie. Wanneer Wingfield na Pretoria skuif, val die mantel van Bospatologie op Wijnand se skouers. Die een aspek wat dwarsdeur die gesprek met prof. Swart loop, is sy respeks vir ander. Hy noem dat Wingfield tans by die Universiteit van Pretoria aan die hoof staan van die grootste program vir boomsiektes in die wêreld, "en ons is nog steeds vriende, en sien mekaar gereeld op kongresse."

Op hierdie stadium is prof. Wijnand besig om al meer belang te stel in navorsing ten opsigte van nie-tradisionele gewasse in die land. Een voorbeeld is die navorsing wat hy saam met prof. Maryke Labuschagne (Afdeling Planteteelt in die Departement Plantwetenskappe) en die entomoloog, prof. Schalk Louw (Departement Dierkunde en Entomologie) doen. Dit handel oor 'n veselgewas (kenaf) en ja, selfs Daimler Chrysler is betrokke by die projek, aangesien hierdie gewas help voorsien aan die binne-afwerking van hulle motorreeks (Mercedes, ens.).

Op hierdie stadium is dit dan ook duidelik waarom prof. Wijnand die ideale persoon was vir die aanstelling as direkteur van die strategiese akademiese kluster wat gemoeid is met die tegnologieë wat aangewend word vir volhoubare gewasbedrywe in semi-ariede streke. Al hierdie feite bevestig dat prof. Wijnand Swart baie wyer as sy vakgebied dink. Asof hy my gedagtes lees, gaan haal prof. Swart een van die boeke uit die boekrak wat sy denke help vorm het. Geen verrassing nie. Dis Jan Smuts se boek, *Holism And Evolution*. "Met plantsiektes leer 'n mens om verder te kyk as net die plant en die siekte; 'n mens moet na die hele omgewing kyk; 'n mens moet sistemies dink. Dis hoe CePHMa ontstaan het;

dit gaan oor samewerking verby die grense van 'n enkele dissiplines. By CePHMa is daar noue samewerking tussen Entomologie, Plantpatologie en Planteteelt, asook nege ander vakdissiplines, en ons bly oop vir insette uit ander vakgebiede. 'n Mens kyk immers na 'n ekosysteem, nie na geïsoleerde insidente nie. In die groter geheel is daar konstante interaksie." Weer eens word die bewyse gegee, so asof prof. Wijnand met 'n verweefde storie besig is.

As mens saam met prof. Wijnand deur die mikroskoop van die toekoms kyk, sien 'n mens dat daar groot planne in die pyplyn is. Hy sien reeds dat die kluster 'n bydrae tot ekologiese landbou gaan maak en daarop gaan voortbou, 'n deel daarvan deur moontlike samewerking met die Universiteite van Wisconsin en Cornell in die VSA, asook deur 'n voortsetting van hulle suksesse danksy hulle interdissiplinêre, sistemiese benadering.

Prof. Wijnand Swart het duidelik passie en perspektief. Hy beskik oor die besondere vermoë om sy passie vir die natuur in sy loopbaan uit te leef, om stories te vertel en om energiekg die toekoms tegemoet te gaan.

As mens hom oor sy stokperdjies vra, is daar geen verrassing nie. Prof. Wijnand hou van klassieke letterkunde en fotografie. Wanneer 'n mens dit hoor, maak alles sin. Sy fyn waarnemingsvermoë, sy liefde vir die natuur, sy ongelooflike bydrae tot sy vakgebied, maar meer nog, sy stokperdjies, is die sleutels waarmee hy die kluis van die wetenskap ontsluit vir enige persoon wat die toekoms wil binnegaan, nie net deur die lens van die mikroskoop nie, maar deur die lens van 'n fyn waarnemer wat verstaan dat die geheel altyd groter as die som van die dele is.

Dis 12:00 Sondagoggend. 'n Uur het verloop. Dit voel asof die onderhoud enkele minute gelede begin het.

Die tyd vlieg as 'n mens tyd saam met passievolle mense deurbring. Terwyl ek wegry, besef ek weer die groot waarheid, "Geïnspireerde mense is inspirerende mense." Prof. Wijnand Swart is een van hulle. – Igno van Niekerk



**Suzan
on her way to
Scotland**

Suzan Mshumpela.

Being a robust university with high-quality staff made it possible for one of our staff members, Suzan Mshumpela from UFS Marketing, to be selected to become part of the Rotary Group Study Exchange Team to visit Scotland later this year. Rotary Group Study Exchange is an overseas vocational and cultural tour supported by The Rotary Foundation as part of the Rotary International Programme to build understanding and better relations between people of the world. A team leader is in charge of four young professionals who undergo a rigorous selection process during which their ambassadorial, vocational and personal suitability for the trip are considered. While the team is overseas the members have to address Rotary Clubs and other groups to inform the members about South Africa and they have to spend a number of days finding out more about their vocation in the overseas country. Suzan says: "This is a unique and wonderful opportunity and I'm really looking forward to the experience. I'm very excited about sharing my knowledge and experience with others when I come back." – Leatitia Pienaar



L"It opened the doors for me, which I couldn't have managed to do. It changed my life for the better, restored hope, faith and love. I think it was in the heart of God long before He placed it into the founder," said Lucy Motaung. Lucy entered mainstream education through the recognition of prior learning (RPL) approach.

'RPL in God's Heart long before He placed it into the founder'

Changes in the world of work have spurred many individuals to improve their knowledge and skills for both career advancement and personal growth. Now, more than ever, our economy requires up-to-date skills and recognised credentials that meet labour market demands. One of the answers to this demand is RPL. According to Tersia Kühne, Project Manager of the RPL Centre, RPL is an educational approach to provide merited individuals the opportunity to have their prior learning (formal and work-related learning) assessed to gain admission to learning programmes in higher education. This approach also reduces the duplication of learning.

Our university is very progressive in its approach to value and recognise learning obtained in different contexts. In 2004 we, the Central University of Technology (CUT) and the Free State School of Nursing (FSSON), under the auspices of the Free State Higher Education Consortium (FSHEC), initiated the RPL project.

Because of its benefits, RPL is becoming more

popular. From 2005–2008 the RPL Centre received 2 526 RPL enquiries and engaged in 1 505 RPL screening and assessment processes. The RPL Centre supports the applicant as well as the lecturers who act as assessors in the RPL process.

Through our Centre for Higher Education Studies and Development (CHESD) our university is contributing significantly to the successes of RPL in the Free State. Five students were admitted into the Advanced Diploma in Further Education (ADFE) by completing the portfolio of evidence that was developed by Drs Rika van Schoor and Fanus van Tonder from CHESD. Three of these students are currently lecturing at Further Education and Training Colleges (FET) in the Free State and another RPL student has already completed the diploma and registered for the master's degree in 2009.

Tersia says: "When they get the opportunity to further their education many RPL students excel in their studies." A student who enrolled for the master's degree in Disaster Risk Management at DiMTEC

graduated cum laude. Andries Jordaan, Head of DiMTEC, is of the opinion that the RPL students enrich the programme with their learning gained through work experience.

RPL successes were also evident in other departments of our university. Dr Tania Coetzee, Programme Director of the Postgraduate Programme in Governance and Political Transformation, is very positive about RPL. "The three RPL students that were admitted to the master's programme were very motivated and approached their studies with enthusiasm. It is evident that these students applied themselves and used the opportunity well. One of the RPL students obtained the highest average in the modules in the master's programme. They also acted as leaders and representatives of their respective year groups," she testified.

For Lucy, RPL was the opportunity to pick up the pieces of her dream, once shattered by her circumstances. She had wanted to become a nurse since she was 12 years old but, due to her schooling



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



Lucy Motaung and the Dean, Sue van Niekerk from FSSON's Bloemfontein Branch on the South Campus.

d it into the founder'

a disadvantaged, rural region she dropped out of school in Grade 12. She managed to complete her Senior Certificate while supporting herself and was accepted at the University of Zululand in 1995. Her studies were disrupted when the university was closed down during student demonstrations. She did not give up on her dream and did training in first aid and home-based care and worked as a caregiver. In 2005 she gained admission through RPL in the four-year diploma in Nursing at the FSSON and will be graduating in 2009.

Lucy demonstrated resilience and perseverance to realise her dreams. Now she is doing her final year at FSSON's South Campus. "I hope to make you proud with all I will achieve," she said. – **Leonie Bolleurs**

For enquiries and details of prospective students who must undergo the RPL process you can contact Tersia Kühne at 051 505 1272 or kuhnet.rd@ufs.ac.za. Information on the RPL Project and the RPL application forms are available at <http://www.uovs.ac.za/rpl>.



Front: Ryan and Kabelo; back: Sakkie and Adv. Inez.

Talk of growing our own timber!

Two candidate attorneys at our university's Law Clinic, Ryan Ishmail and Kabelo Mattee (both former students of our Faculty of Law) recently passed their attorneys' admission examinations. Ryan was admitted as an attorney in the Free State High Court on 4 June 2009 and Kabelo will be admitted shortly. What is unique is that Sakkie Muller, supervising attorney at the Law Clinic (also a former student of the faculty) acted as principal for both, and that Advocate Inez Bezuidenhout, supervising advocate at the UFS Law Clinic and lecturer at the Faculty of Law (and also a former student), appeared on behalf of Ryan in the Free State High Court when he was admitted. Both candidate attorneys completed their contracts of community service in terms at the UFS Law Clinic in terms of a cooperative agreement between the Faculty of Law and the Department of Justice and Constitutional Development. – **Dr Neels Swanepoel**

Communicating ... in San Francisco!

"I left my heart in San Francisco"...



At the conference are Hannes and Lacea with Ms Barbara Gibson (middle), IABC Chairperson 2008/2009.

This is according to the lyrics of a famous song by Tony Bennett. And this is exactly what happened to Hannes Pieterse, Web Editor of our university, and Lacea Loader, Deputy Director: Media Liaison, when they attended the annual World Conference of the International Association of Business Communicators (IABC) in San Francisco, USA in June this year.

"What a privilege it was for us to be given the opportunity to attend a conference of this nature with more than 1 000 business communicators around the world," say Hannes and Lacea. The programme was built around several themes, of which the social media, employee communication, aspects of media training and sustainable leadership were among the topics.

"The social media such as Twitter, Facebook, You

Tube, etc., are big communication mediums in most western countries. Companies are now not only relying on the traditional print and broadcast media to get their message across, but they also use these media to communicate with their customers – and it works! It can be of great benefit to our university – especially in communicating with the media, alumni, sponsors/stakeholders, and our current and prospective students. We do, however, still need to investigate this and determine how our network can accommodate the social media. With more bandwidth (as is planned for the future) we should be able to start using it more frequently – not only as a medium of communication, but also to determine what these role players think of us," says Lacea. – **Hannes Pieterse, Lacea Loader**

Is ons werksplek “gesond” of “siek”?



Hoe belangrik is 'n gesonde werksplek? Leonie Bolleurs het 'n paar kollegas gevra.



Dr. Cobus Pienaar van die Departement Bedryfsielkunde:

Ek glo dat die welstand van werkneemers in enige organisasie van kardinale belang is, meer so nog in hoër onderwys, waar die organisasie (instelling) van skaars menslike hulpbronne afhanklik is. Dit is tog betreurenswaardig dat organisasies, asook hoëronderwysinstellings nie “sien” hoe hulle self daartoe bydra dat werkneemers “siek” word nie en hulself in die proses mislei. Dit is telkens die geval in organisasies en hoëronderwysinstellings dat die simptome van 'n “siek” werksomgewing behandel word, eerder as om die oorsake binne die werksomgewing te identifiseer en aan te spreek.

Willemien Marais van die Departement Kommunikasiewetenskap:

Die belangrikheid van welstand kan nie onderskat word nie. Maar hoe om dit te skep? Geleenthede vir sosialisering, gereelde lesings, ensomeer, is 'n goeie vertrekpunt. Terwyl dit alles goed en wel is om vir mense te sê om gesond te eet en gereeld te oefen en om hulle te bemagtig met die nodige inligting rakende bv. konflikhantering, reageer mense nou maar een maal beter op wortel voor die neus. Dalk is 'n beloningsprogram 'n moontlikheid. Dit gaan nie alle probleme oplos nie, maar die belofte van 'n ekstra bonusse vir "getroue skoolbywoning" mag mense dalk aanspoor om gesonder te leef om sodoende minder siekverlof te gebruik. Of wat van 'n puntestelsel met 'n gekoppelde beloning vir mense wat die lesings oor bv. tydsbesteding bywoon of wat aan 'n padwedloop deelneem? Selfs aktiwiteite buite kampusverband wat tot welstand bydra, kan in ag geneem word.

Dr Zacheus Matebesi, Department of Sociology:

The concept “wellness” is subjective and differs according to culture and from individual to individual. Total wellness enables us to deal with the complex and rapid challenges posed by both external and internal factors. For the individual staff member, total wellness may serve as a catalyst for optimal performance. Conversely, widespread petulance and poor performance could be indicative of imbalances in the physical, emotional and spiritual wellness of staff members. Thus, total wellness provides us with the necessary skills to be resilient towards day-to-day issues such as equality, physical and social sense of security and social relations.

Liesl Botha from the Centre for Higher Education Studies and Development:

Wellness on campus contributes a great deal to organisational success. Physical wellness is the ability to take personal care and responsibility for your body; emotional wellness refers to maintaining good mental health, a positive attitude, high self esteem and a strong self image; and spiritual wellness is integrating our beliefs and values with our actions. These aspects are critical ingredients in the wellbeing of the individual and, in return, for the organisation. Wellness allows individuals to enjoy life and work despite its occasional stressors and frustrations, leading to a healthy and more productive individual and a successful organisation.

Estelle Heideman from the Aids Unit on campus:

We are all caught up in increasingly demanding workplaces, which impact our well-being negatively. Businesses and institutions have come to realise the importance of employee wellness for their success as it strengthens morale and improves productivity. An effective wellness program is one that promotes job satisfaction and reduces stress levels. Wellness is the joint responsibility of the employer and the employee. Such programmes should educate, motivate, inform and inspire employees to develop healthy behaviours and eliminate bad habits. This would make work more meaningful and gratifying. Healthy and motivated employees are vital to the success of any business or institution.

Universiteite moet gemeenskapsbetrokkenheid 'n sleutelfunksie maak

Die bevordering van 'n diens aan die samelewing is een van die kerneienskappe van ons universiteit en daarom is ons Hoofdirektoraat Samelewingsdiens een van die leiers op hierdie gebied. Die tweede vergadering van die Nasionale Forum vir Voorsitters en Bestuurders van Gemeenskapsbetrokkenheid (NatCEMF) is onlangs op die Suidkampus van ons universiteit gehou en deur 34 verteenwoordigers van 16 hoëronderwysinstellings in die land bygewoon. Een van die hoofuitkomste van die vergadering was die belangrikheid dat alle tersiäre instellings in Suid-Afrika moet saamwerk en hulself daartoe moet verbind om die saak van gemeenskapsbetrokkenheid landwyd te bevorder. “EK is verstom oor die belangstelling in hierdie saak. Die verteenwoordigers is daartoe verbind om gemeenskapsbetrokkenheid 'n sleutelfunksie by hulle instellings te maak. Daar is ook 'n behoefte aan 'n meer kollektiewe stem en 'n formele struktuur vir ons almal om saam te werk, geïdentifiseer,” sê ds. Kiepie Jafftha, Hoofdirekteur: Samelewingsdiens by ons universiteit en Voorsitter van die NatCEMF Loodskomitee. – **Lacea Loader**

Students do internship at TATA

Thelma van Heerden and Desirée Boshoff, two of our BCom postgraduate students, spent a week at Tata in Johannesburg as part of an internship programme between our university and Tata. They visited various departments and dealerships to gain practical experience. “The internship programme with Tata is a valuable opportunity for students to bridge the gap between theory and practice,” says Prof. Helena van Zyl, Director of our School of Management. – **Lacea Loader**

2010 Paralimpiese Spele wink vir Sarah

Die prestasies van ons sportmanne en -vroue is wêreldwyd bekend. Sarah Shannon, 'n serebraalgestremde swemmer wat besig is met 'n hagraadse diploma in onderwys aan ons universiteit, is geen uitsondering nie. 'n Groot eer het haar te beurt gevall toe sy in die voorlopige oefengroep ter voorbereiding van die Paralimpiese Spele in 2012 in Londen ingesluit is. Sy het in Mei vanjaar aan die Paralimpiese Wêreldbeker in Manchester, Engeland deelgeneem. Die voorlopige oefengroep word deur die Suid-Afrikaanse Sportkonfederasie en Olimpiese Komitee (SASKOK) aangewys en word oor die volgende drie jaar ondersteun en ontwikkel in hulle voorbereiding met die oog op die finale spansleksie vir Londen 2012. Sarah het in albei haar items die finale ronde in die Paralimpiese Spele in Beijing 2008 gehaal. – **Leatitia Pienaar**

More brain power and more hands at e-Learning

The number of personnel at the Division e-Learning at the Centre for Higher Education Studies and Development (CHESD) doubled in the first semester. Consequently, the increased brain power and more hands power-packed the e-Learning division. The anticipated outcome is thus also quality enhancement with regard to the whole e-Learning environment at our university. To live up to these expectations, the Division held a workshop at Tuff Top Estate on quality assurance with regard to e-Learning. Staff worked together as a team on the quality assurance process of the Division – which you will soon experience. – **Danila Liebenberg**



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Roberts's crystal-clear dream

"Now that I have some experience in television, I definitely want to experiment more with this medium." These words can only mean that we soapie addicts are yet to see more of this young and strikingly attractive former Kovsky beauty on our television screens. Her name is Crystal Roberts, otherwise known as Janine to millions of *7de Laan* die hards. Also, she is a dreamer.

"I have also wanted to work overseas for as long as I can remember, so that is something I am working towards," she says matter-of-factly.

"I also have these dreams of starting theatre companies, writing stage and screenplays, building my own TV and movie empire, running casting agencies, opening my own coffee shop, being a disc jockey ... and ... and ... and ..." You cannot fault her for dreaming big; after all – as the proverbial cliché goes – dreams do come true. So, Oprah Winfrey, watch out for this Cape Townian go-getter!

Crystal has always wanted to be an actress, a dream that loomed large over all her other dreams. "I did ballet for a really long time; that was also my dream, but acting has always been number one," she recalls.

"I have a secret fantasy of wanting to be a plastic surgeon but my Biology skills are tragic. I also went through a phase of wanting to be a lawyer, but that was only because I really loved the show Ally MacBeal."

She waited for about three to four years to realise her foremost dream. Talk about patience being a virtue.

"In 2005 or 2006, my memory is a bit off, I did a general audition for *7de Laan*," she says. "It was not for any role in particular but to get into their archive. So, three or four years later, two days after finishing Romeo and Juliet in Cape Town, wondering where my next gig and income would come from, I got a surprise call from my agent saying: 'You got the part!'"

She joined the cast of *7de Laan* in April this year. So, what was it like on her first shoot?

"I was so scared and shy and could not eat because I was feeling really queasy, but as soon as I stepped on set and heard 'Action', I remembered what I have always wanted to do in life and that I actually had an opportunity to do it," she says.

"If one can remember that, all else falls into place."

Her character in this Afrikaans soapie, Janine, is Errol's love interest. "She is cute and really girly, and has a beautiful sense of innocence. At the same time she is also a bit of a naughty bugger – always a good combination," she adds just for good measure.

Any similarities with Janine? "Like every character you portray, I believe there is a bit of that character in you and vice versa," she says.

"However, Janine's dominant side is girly and she has had a lot more boyfriends in high school than I did. So that side of her is very different to me, which also makes her fun and exciting to play. But she is also willing to take a risk every now and then, which is something we really have in common."

How does she cope with all the attention that comes with fame? I wonder aloud, somehow oblivious to the fact that she is within earshot. She dismisses that with a naughty laugh and retorts: "I don't even know if I am famous – yet."

When she is not busy shooting episodes for the

make-believe world of soap operas she unwinds with a lot of DVDs. "I also use my days off to learn my lines and do my washing by hand – I have not bought a washing machine yet," she explains. "I go out a lot with my friends, I write, or at least try to write some decent poems and texts, I read ... you know, I do all those boring things."

"I also like to pamper myself with home-made hair, skin and body treatments every now and then. That is fun."

Crystal lived in Cape Town where she was raised by three women – her grandmother, mother and aunt – until she was 16 years old and then moved to Bloemfontein where she attended Eunice High School.

"I do not know if shy or introvert are the right words, but I was definitely not the loud or busy kid. I was always in my own fantasy world, which I still live in now, always singing and talking to myself," she recalls.

She enrolled for a BA degree in Drama and Theatre Arts at our university in 2003 and completed it in 2005. It was while she was still here at our university that she was crowned as second princess in the Miss Kovsie FM beauty contest.

Crystal has no kids and she is currently unattached romantically. "Funny enough, I do have wedding plans. Then again, doesn't every single girl have?" – Mangaliso Radebe

Versprei die woord

1

2

3

- 1 Springbokke hou perskonferensie by die UV.
- 2 Amazing Rainbow Rally.
- 3 Philemon Akach.

Die media is 'n sterk medium om vir die verspreiding van 'n boodskap te gebruik. Van ons universiteit se nuus is die afgelope tyd soos volg gebruik:

- Die Springbokspan het van ons fasilitete gebruik gemaak om vir die Drienasie-wedstryd wat op 25 Julie 2009 op Vodacom Park in Bloemfontein teen die All Blacks gespeel is, voor te berei. 'n Program oor die hoeveelheid Springbokke wat die Shimplas deur die jare opgelewer het, is ook voor die wedstryd uitgesaai. Die Springbokke

het hul span vir die wedstryd op 21 Julie 2009 by Shimplapark aangekondig.

- Ons Departement Fisika het twee apparate ter waarde van R23 miljoen ontvang om navorsing op nanometervlak te doen. Dit is deur onder meer *Volksblad* en *RSG* gebruik.
- Fisika was weer in die nuus toe prof. Hendrik Swart, departementshoof, en dr. Martin Ntwaeborwa genomineer is vir toonaangewende toekennings van die Nasionale Wetenskap en Tegnologie Forum (NSTF). Dit is deur die *Mail & Guardian*, *SAfm*, ens. gebruik.

Guardian, *SAfm*, ens. gebruik.

- Die UV-Raad se besorgdheid oor die gesondheidskrisis in die Vrystaat is deur *Volksblad*, *Business Day*, *Ons Stad*, *RSG*, ens. gebruik.
- Ons jaarlikse Amazing Rainbow Rally het dekking in onder meer *Ons Stad*, *Kampus-Volksblad* en *Express* gekry.
- Philemon Akach van ons Departement Afro-Asiatiese Studie, Gebaretaal en Taalpraktijk verleen hulp aan die Universiteit van Ghana om gebaretaal in Ghanees te onwikkeld. Dit is in onder meer die *Financial Mail Campus* gebruik – *Lacea Loader*

Impressive progress made in

The 2008 end-of-term review revealed that our university had made impressive progress since 2003 in many areas of research. It perceived a general perception among staff members that our university's research culture has improved over the last five years, and that it is healthy or improving in a significant number of departments. Moreover, among younger researchers there is a significant willingness and enthusiasm to participate in research.

Our university is now well-positioned among the top six universities in South Africa in terms of some conventional research metrics and is also showing world-class expertise. To this end, one of the university's in-house journals, the *Acta Theologica*, became the first SA theological journal to be accepted for indexing in the Arts and Humanities Citation Index of the American Institute for Scientific Information (ISI) in 2007.

Our university also houses 77 NRF-rated researchers. This number represents 10 to 15% of our university's permanent instruction and research staff members. Furthermore, a revision of the research incentive system of our university is underway, including specific recommendations on incentives for NRF-rated researchers, in support of a more comprehensive strategy to increase the number of rated researchers at our university.

The development of research capacity of priority groups has received specific attention in the previous term. Two significant schemes addressing this need at our university are the Grow Our Own Timber (GOOT) Programme and the proactive promotion of participation in the NRF's Thuthuka Programme. GOOT has delivered 14 doctoral graduates since 2003 and currently supports 20 postgraduate students through four funding programmes.

There has been a significant increase in the UFS Thuthuka participation that saw grant holder numbers increasing from five in 2003 to 37 in 2009, translating to an increase in funding from R282 173 to almost R2,5 million.

Our university is also taking more generalised action steps to develop the research capacity of priority groups through activities at a faculty level. As a result, each faculty receives a significant amount from strategic research funds annually to apply specifically for capacity development activities. These efforts are aimed not only at young and emerging researchers, but also at those who are already established in their respective fields.

There has been a significant increase in funding for research at our university since 2002, both from internal and external sources. Central research funds increased to close to R40 million in 2009. NRF funding towards our university has more than doubled since 2002. It currently stands at R25,8 million.

The Unit for the Development of Rhetorical and Academic Writing (UDRAW) and the Postgraduate Student Support Office were established as specific support mechanisms for postgraduate study.

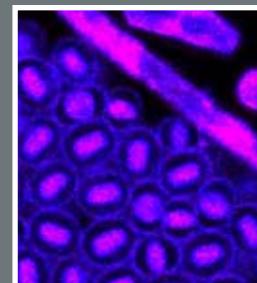
In 2007 our university joined the national Research Information Management System (RIMS) project after experiencing considerable difficulties with its research information management system in 2004. The successful implementation of the first software module (on research outputs) has led to national and international recognition for our university. As a result, our Computer Services Division has been requested



Adv. Beatri Kruger.



Prof. Anthony Linegar.



Prof. Riaan Luyt.



Prof. Maryke Labuschagne.



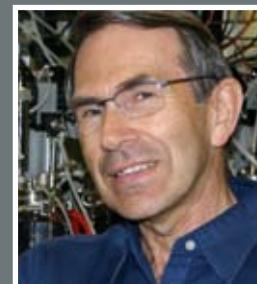
Bradley Smith.



Dr Nico Swartz.



Dr Pieter van der Merwe.



Prof. James du Preez.



Prof. Rita-Marie Jansen.

to assist both the South African Council for Scientific and Industrial Research (CSIR) and Warwick University in the United Kingdom with the implementation of their RIMS. Furthermore, the software service provider is releasing an international press statement to publicise the successes achieved at our university.

There has been a steady increase in the accredited publication outputs of our university as well as its number of Master's and Doctoral graduates. By 2006 our university was one of only five universities in South Africa to exceed the benchmark for total research outputs set by the Minister of Education.

In 2007 six Clusters were approved with each Cluster being associated with at least one recognised NRF Institutional Research Development Programme Research Niche Area (RNA). Eight RNAs were approved for our university that year – the highest number of all universities in SA. These encompass 24 NRF-funded research projects representing a combined total commitment of almost R30 million to our university over five years (2008–2012).

Following its establishment in 2007, the International Office has since made significant progress towards achieving its goals. It became financially sustainable within one year of its formalisation and has contributed over R1 million to support various internationalisation activities of academic staff

members. Through dedicated information provision and professionalism of services, the number of international students at our university has increased from 1 890 in 2006 to 2 246 in 2008.

Various research and collaboration agreements have been concluded to strengthen the international position of our university. One of the most prominent is the agreement with Cornell University in the USA to formalise ties during the second semester of 2009. The International Office is also facilitating the inclusion of our university in the Partnership for Higher Education in Africa (PHEA) consortium, promising a significant increase in research funding procured from abroad. To this end, a joint workshop between our university and Seton Hall University at Princeton University is planned for later this year.

An International Advisory Board is being constituted to provide strategic guidance to internationalisation efforts of our university and to bring cutting-edge expertise to the international policies, strategies and action plans of the university.

From 2003 to 2007, our university received significant third-stream funding from some prominent SA and international companies, including the global energy company Sasol, BioPAD, Empowerdex and Netcare Private Hospital Group. One successful research project led to the formation of a new

research

company, Oxyrane. The company, a result of collaborative research between our university and the CSIR, bought the intellectual property resulting from the research and attracted international investors. Our university will further collect royalties on successfully marketed products.

Following the establishment of the Research Commercialisation and Business Development Office this year, our university has since registered six patents and signed approximately 20 research contracts. Various cooperation agreements are being facilitated, including consortium agreements with the SA Nuclear Energy Corporation (Necsa) and the SA Malaria Initiative (SAMI); a student bursary agreement with the TATA Automobile Corporation; and funding agreements with the Industrial Development Corporation Innovation Fund.

Evidence of the success of our university's past investment in its young researchers is reflected in the fact that nine researchers are currently rated in the Y category and that this group now includes two researchers rated at the Y1 level.

The Postgraduate Student Support Office was approved in 2007. The key imperative for this office is to align itself with the strategic objectives of the NRF's PhD Project. Initial collaborations concern the Academy of Science of South Africa (ASSAf) Consensus Study on The status and place of the South African doctorate in a global knowledge economy.

The Directorate Research Development (DRD) facilitates the engagement of our university's staff members with a range of national, regional and international organisations within the higher education policy environment. Prof. Aldo Stroebel has been appointed as Vice-President of the Southern African Research and Innovation Management Association (SARIMA), Executive Committee member of the International Educators' Association of SA (IEASA), member of the board of the SA Netherlands Partnership Programme on Alternatives in Development (SANPAD), member of the Research Strategy Group of Higher Education SA (HESA), and Conference President of the 2010 International Organisation of Research Management Societies (INORMS).

Prof. Frans Swanepoel was appointed by the HEQC as an audit panel member for the Institutional Audits in 2007, and most recently, as Chair of the Scientific Programme Committee of INORMS 2010. He has also been invited to participate in the HESA Stakeholder Engagement Conference in October this year. Lise Kriel is participating in the ASSAf policy environment study and representing our university as a member of the national RIMS Project Executive Committee.

A strategic framework for the next five-year period has been drafted based on the end-of-term review of the 2004-2008 research strategy. The current draft has been presented at Faculty Board and Research Committee meetings as well as our university's Research Committee for further consultation and refinements. It is envisaged that a final draft will be tabled for approval at the Executive Management meeting in September this year. The goal of the draft strategic framework is to foster a contented, well-connected and vibrant critical mass of researchers, especially in strategic priority areas, who champion our university's contribution to national growth, regional advancement and global excellence. – Prof. Frans Swanepoel

Some of our research highlights

- Willie Shaw receives a prize from the Society for Physicists in Medicine and Biology
- Internal Medicine is part of the first bone marrow transplant in the FS
- Dr Hanneke Dippenaar receives a prize at a national congress
- Dr Du M.A. Toit receives an award for best research
- Prof. Anthony Linegar receives the first doctorate in Thoracic Surgery in Africa
- Nutrition and Dietetics receives a substantial Thutuka Research Grant
- The Cardiothoracic Surgery Project receives research grants
- Family Medicine excels at Health's Faculty Forum
- Family Medicine delivers best paper at Family Practice Congress
- Upcoming young researchers in the Faculty of Law publish internationally
- The Department of Constitutional Law and Philosophy of Law delivers outstanding research outputs
- Dr Nico Swartz publishes in a Canadian journal
- Adv. Jaco de Bruin publishes two chapters in textbooks
- Three from Law serve on the Law Reform Commission
- Jaco Deacon publishes in the Journal for Juridical Science
- Within his first year Kenneth Mould publishes in the *Tydskrif vir Regswetenskap*
- Prof. Rita-Marie Jansen hosts a colloquium on the Law of Delict
- The Faculty of Theology establishes first chair in Biblical Spirituality in the world
- Prof. Pieter Verster publishes a book in New York
- The *Acta Theologica* is included in Scopus
- Desmond Ncango, Ph.D. student from our Department of Microbial, Biochemical and Food Biotechnology receives international award in microbiology
- A research team from the Department of Microbial, Biochemical and Food Biotechnology wins the National Innovation fund prize
- Desm   Human receives a prestigious international award for the most outstanding Quantity Surveying article submitted
- Department of Architecture receives unconditional accreditation from the South African Council for the Architecture Profession
- One of our studies on cell development published in top international scientific journal
- AbduRahman Beshir, international postgraduate student in Plant Breeding, co-authors a book
- Prof. Riaan Luyt from the Department of Chemistry receives an honorary medal in Slovakia
- Ruan Els's, a M.Sc. student at the Department of Microbial, Biochemical and Food Biotechnology study accepted in top anti-microbial journal
- Students in Human Movement Science receive two gold and four silver medals at sport and recreation research conference
- Prof. Heidi Hudson received the Rotary Foundation's Peace and Conflict Award
- Psycho-Education publishes a unique book on counselling for the youth
- Drs Gerhard Badenhorst and Annalene van Staden publish most articles
- Carol Mumba, a graduate of the Centre for Development Support, was awarded a prestigious scholarship
- Prof. Philippe's book on Public-private partnerships widely applied



Elke kind hier

goeie opvoeding reeds vroeg in 'n kind se lewe is noodsaaklik vir sy ontwikkeling, des te meer vir 'n kind met Down-sindroom, sê mev. Dorothy Russell, direkteur van die Bloemfontein Kinderinligtingsentrum (Bloemfontein Child Information Centre) wat deel uitmaak van die Departement Pediatrie en Kindergesondheid aan ons Fakulteit Gesondheidswetenskappe. Die sentrum het reeds in Augustus 1985 tot stand gekom.

Dorothy is 'n hoogs passievole mens wat met groot deernis en liefde van elkeen van haar "kinders" praat. Vir haar is elkeen se vordering op die programme wat hulle deurloop 'n wonderwerk.

Die sentrum het as 'n gemeenskapsdiens tot

stand gekom waar ouers van kinders wat spesiale sorg nodig het vir die nodige hulp en ondersteuning kan aanklop. Spesiale aandag word aan kinders met ontwikkelingsprobleme gegee, en dan spesifiek dié met Down-sindroom.

Dienste wat gelewer word, sluit in 'n speelgoedbibliotheek, evaluasies van mylpaalontwikkelinge by kinders, 'n vroeë intervensieprogram, kursusse en aanbiedinge vir ouers, asook navorsing.

Dorothy sê dit is vir enige ouer moeilik om 'n kind groot te maak, maar ouers van kinders met spesiale behoeftes het bykomende uitdagings wat hulle die

hoof moet bied. Hulle voel soms verlore sonder die nodige ondersteuning.

Vroeë diagnosering, intervensie en stimulering, byvoorbeeld in die geval van 'n kind met Down-sindroom, is noodsaaklik vir die ontwikkeling van die kind. Volgens Dorothy toon kinders met probleme wat voor die ouderdom van ses weke na die sentrum verwys word aansienlike verbetering bo die ander wat nie by die sentrum uitkom nie.

Verskeie simulasiaprogramme word ook in die kinders se ontwikkeling gebruik. Só word die Play-Fun Stimulation-program gebruik om kinders se neuro-ontwikkelingsvaardighede te ontwikkel. Hierin word



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School of Nursing turns 40



PHOTO: DESIREE SMUTS

Seen at the event were B Shongwe, Dr Delene Botha, and M Shongwe.

Our university's School of Nursing is celebrating its 40th birthday this year with a series of events that will culminate in a gala event in November when a virtual health learning facility of about R16 million will be opened at the school. To whet the appetite for this year's festivities, the school celebrated diversity on International Nurses' Day.



Dorothy Russell (middel) saam met mammas en hulle kindertjies.

baie spesiaal



babas aangemoedig om op hul magies te lê wanneer hulle wakker is. Navorsing het gevind dat babas wat nie so lê nie se ontwikkeling baie stadiger is as die res.

Die sentrum is ook die enigste in Suid-Afrika waar groepsterapie in 'n holistiese benadering vir intervensie by 'n kind met Down-sindroom ingespan word.

Dorothy sê die intervensie by 'n kinders met Down-sindroom is 'n groot uitdaging. Die kinders moet in die hoofstroomonderwys opganeem word. Dit is 'n stadige proses wat 'n verskuwing in denke noodsaak en nie oornag gebeur nie. "Ons as professionele mense moet verby die struikelblokke in die pad na die toekoms kyk." – **Leatitia Pienaar**

Die mites en waarhede oor Down-sindroom.

MITE

- Rare genetiese wanorde
- Meestal kinders van ouer pare
- Ernstige intellektuele gestremdheid en kan nie leer nie
- Geen kontaksport nie weens 'n gewrigsonstabiliteit
- Net swem en atletiek
- Mense met Down-sindroom is altyd gelukkig
- Volwassenes met Down-sindroom kan nie werk nie
- Kan nie hegte interpersoonlike verhoudinge vorm wat op huwelike uitloop nie

WAARHEID

- 'n Algemene toestand. 1 uit 700 geboortes wêreldwyd, 1 uit 1 000 in Suid-Afrika
- 80% van die ma's is jonger as 35. Voorkoms verhoog met ouderdom van die ma
- Kinders is visuele leerders. Wat hulle kan sien, kan hulle doen. Beperkte tot gemiddelde intelligensie
- Van hulle het al in nasionale judo-kampioenskappe deelgeneem
- Jong volwassenes neem aan ope kompetisies deel
- Tipiese emosionele ontwikkeling, maar net stadiger en later
- Hulle werk in gimnasiums, biblioteke, skole en speel selfs toneel
- Hulle het gevoelens net soos ander mense. Hulle reageer op positiewe uitdrukksels van vriendskap, kan seerkry en ontsteld raak

Nuutste behandelings van tendonbeserings kry aandag

In sy streefe na gehalte is ons universiteit voortdurend besig met die aanpak van nuwe dinge, ook wanneer dit gaan oor die behandeling van skete en pyne. Nuwe metodes om tendonbeserings te behandel was die fokus van bespreking by 'n seminaar wat deur die Sportgeneeskundekliniek aangebied is.

Chroniese tendonbeserings is van die groot uitdagings wat 'n atleet en sy mediese span mee te kampe het. 'n Tenniselmoog maak dit nie net bykans onmoontlik vir 'n tennisspeler om 'n hou te speel nie, maar is ook uiterst lastig vir boulers, pistoolskuts, fietsryers en ander. Pyn in die hakskeneeseling of Achilles-tendon is ook een van die algemeenste oorsake hoekom langafstandatlete aan kompetisies onttrek. Pyn in die tendon van die knieskyf is ook 'n groot probleem vir springers.

Kundiges soos dr. Louis Holtzhausen, hoof van die Sportgeneeskundekliniek, me. Corlia Brand, lektor in Fisioterapie, en dr. Derik Coetzee, senior lektor in Biokinetika en Sportwetenskap en voormalige kondisioneringsafriger van die Springbokrugbyspan, het dokters, fisioterapeute en biokineticici by hierdie seminaar toegelig.

Nuwe behandelingsmetodes is onder meer



Proses vind plaas waar plaatjeryke plasma van ander bloedselle geskei word.

bespreek, soos plaatjeryke plasma-inspuittings (die sogenoemde bloedinspuittings), skokgolterapie en oefeningrehabilitasie.

Volgens dr. Louis, word sogenoemde "oorgebruikbeserings" tradisioneel met anti-inflammatoriese medikasie behandel. Die uitkoms daarvan was oor die jare egter baie ontvredigend, met herhalingsyfers van tot 80% en dit het soms jare geduur vir 'n atleet om na sy sport terug te keer. Wetenskaplikes van die VSA en Europa het

in die afgelope tien jaar baie navorsing gedoen om die uitkoms van behandeling van tendonbeserings te verbeter. Uit die navorsing het dit aan die lig gekom dat die onderliggende probleem in baie van pynlike tendons nie "inflammasicie" is nie, maar wel "degenerasie" van die tendon, veral by die spier-tendonaansluiting. Die tendon rafel as't ware uit en verweer vinniger as wat die liggaam dit kan herstel.

Met hierdie nuwe kennis as vertrekpunt word nou geredeneer dat anti-inflammatoryiese behandeling nie vir hierdie tipe besering aangewese is nie. Dit verlig wel tydelik pyn, maar vertraag waarskynlik die genesingsproses. Wat eerder nodig is, is om inflammasicie, wat die basis van weefselherstel is, aan te wakker om die verwering te genees.

Vir meer inligting oor die nuutste behandelingsmetodes vir tendonbeserings kan u die Sportgeneeskundekliniek by 051 401 2530 kontak. – Arina Otto



Prof. Hendrik and Dr Martin.

to be excellent is to do things that are of the highest quality. It's to excel and to perform optimally. Such a characteristic is an integral part of our university. It is also a value that has made two of our physicists, Prof. Hendrik Swart and Dr Martin Ntwaeborwa, excel at this year's National Science and Technology Forum (NSTF) Awards when they received prestigious awards during a gala event held in June.

Prof. Hendrik, Head of our Department of Physics, received the award for research capacity development over the last five to ten years for his significant contribution towards the development of students in niche areas of nanophysics. The award, sponsored by Eskom, includes a prize of R100 000, which will be used for research purposes.

Dr Martin, a senior lecturer in the same department, was the recipient of the TW Kambule National Research Foundation (NRF) Award in Category J as distinguished young, black, male researcher over the last two to five years for his contribution to the understanding and harnessing of light-emitting nanomaterials for application in light-emitting devices. The award also includes R100 000 prize money towards his research.

Both Prof. Hendrik and Dr Martin are immensely proud of receiving national recognition for their research. "The fact that Dr Martin, as one of my former PhD students, was recognised by the NSTF during the same event is a highlight of my career. We received congratulatory messages from across the country, which is an indication of the high standing

our department and the work of our staff have in the country," said Prof. Hendrik.

For Dr Martin the award is a true reflection of his commitment to teaching and research. "I am truly grateful to the NSTF for recognising this commitment. It is not only about what I as a person have done to receive the award, it's also about inspiration and motivation from other people, including my parents, colleagues, collaborators and friends," he said.

A first-year student of Dr Martin, Thabo Ngobeni also received a Technology and Human Resources for Industry Programme (THRIP) Bursary at the gala event.

This is the second year in a row that our university received two awards from the NSTF.

– Lacea Loader

Laat u welvaart groei deur professionele finansiële advies

U het hard gewerk om u welvaart te skep en op te bou. As 'n geakkrediteerde Sanlam finansiële adviseur kan ek u help om u bates deur die groep se wye reeks pasgemaakte finansiële oplossings te laat groei en bewaar.

Deur Glacier van Sanlam kan ek 'n omvattende reeks beleggings-opsies en verwante finansiële dienste-aanbiedinge aan u bied, insluitend die volgende:

- **Beleggings** – Belê vir kapitaalgroei, spaar vir aftrede of ontvang inkomste gedurende aftrede.
- **Aandele en ander finansiële instrumente** – Glacier bied toegang tot 'n aantal gerespekteerde aandelemakelaars wat namens u en volgens u mandaat aandele sal koop en verkoop.
- **Boedelbeplanning, testamente en trustdienste** – Dié dienste is deur Glacier Trust beskikbaar.
- **Omvattende batebeskerming** – Glacier Korttermynversekering, wat via Associated Insurance Brokers (Cape) 2006 (Edms) Bpk onderskryf word, bied omvattende beskerming.
- **Persoonlike dekking** – Glacier se persoonlike dekkingsoplossing bied die beste en mees gesikte voordele vir die welvarende mark.

Tree gerus met my in verbinding om die perfekte oplossing vir u behoeftes te bespreek en te verseker dat u welvaart vir toekomstige geslagte bewaar word.

**Ben Opperman**

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GELISENSIEERDE VERSKAFFER VAN FINANSIELE DIENSTE

Sanlam
Ons dink vooruit



Prof. Francois Tolmie en prof. Hermie van Zyl.

Foto: STEPHEN COLLET

Proff. Francois en Hermie deel van uitnemende projek

In sy streeke om 'n hoëgehalte universiteit en 'n plek van akademiese uitnemendheid te wees, was twee van ons dosente aan die Fakulteit Teologie, prof. Francois Tolmie, Dekaan van die fakulteit en prof. Hermie van Zyl van die Departement Nuwe Testament deel van 'n groep medewerkers wat gewerk het aan die vertaling van *Die Bybel vir Dowes* wat onlangs die ds. Pieter van Drimmelenmedalje ontvang het. Die ds. Pieter van Drimmelenmedalje word jaarliks deur die Suid-Afrikaanse Akademie vir Wetenskap en Kuns toegeken.

Hierdie prys is vanjaar aan die Bybelgenootskap van Suid-Afrika, in die besonder aan die hoofredakteur, prof. Bart Oberholzer en sy medewerkers toegeken. Die vertaling, in doofgerigte Afrikaans, is veral bedoel vir doofgeborenes en mense wat Gebaretaal gebruik. Aangesien mense gesproke taal deurveral nabootsing en verbale kommunikasie leer, het doofgeborenes spesifieke taal- en leesbehoefte.

Wat die Bybel merkwaardig maak, is dat dit maar die tweede Bybel in die wêreld is wat spesifiek vir dowes vertaal is. Die eerste is 'n Engelse vertaling in die VSA. Verder was die aanvraag vir die *Bybel vir Dowes* so groot dat die eerste oplaag binne enkele dae uitverkoop is. Daar was ook so 'n groot aanvraag deur horendes dat die Bybelgenootskap dit nou in onder 'n ander titel uitgee, naamlik *Die Bybel vir Alma*. Dit bevat presies dieselfde teks, maar met 'n ander baadjie. Die rede vir laasgenoemde se gewildheid is waarskynlik die eenvoudige en duidelike taalgebruik, wat dit ook vir kinders lesersvriendelik maak.

Publikasies wat vir hierdie medalje benoem word, sluit onder meer in bybelvertaling, teologiese handboeke in Afrikaans wat spesifiek bedoel is vir gebruik deur universiteitstudente, gepubliseerde preekbundels, godsdiensonderwys en die skryf, vertaling, toonsetting en verbetering van Afrikaanse psalms en gesange.

Die *Bybel vir Dowes* deel die ds. Pieter van Drimmelenmedalje met die Christelike Kernensiklopedie. – Prof. Francois Tolmie

FOTO: HANNES PIETERSE



Prof. Johan kry 'n Raadsmedalje

'n Raadsmedalje word normaalweg nie meer as een keer per jaar toegeken nie. Hierdie eer het vanjaar vir prof. Johan Grobbelaar van ons Departement Plantwetenskappe en Voorsitter van UVPERSU te beurt gevall.

Eie aan ons universiteit se streef na uitnemendheid, word die Raadsmedalje toegeken aan personeel vir hul betekenisvolle diens of prestasie op universiteits-, plaaslike, nasionale of internationale vlak. Prof. Johan het voorwaar so 'n bydrae gelewer.

Kyk mens na die norriasisie wat deur prof. Sakkie Pretorius, Hoof van ons Departement Plantwetenskappe gemaak is, is dit duidelik in hoe 'n mate prof. Johan deurgaans poog om ons universiteit te verteenwoordig en sy naam na buite uit te dra.

In sy meer as 40-jaar-lange verbintenis tot ons universiteit het hy gevorder van tegniese assistent tot senior professor. Hier het hy hom ten volle in die biologiese wetenskappe en op ander gebiede uitgeleef. Hy lever ook 'n onmisbare bydrae aan die gemeenskap. Dit word bevestig deur sy deelname aan baie komitees, besture en aksiegroepe.

"n Toekenning soos hierdie bring mens tot stilstand en laat jou dink oor jou betrokkenheid by dinge wat vir jou saak maak," sê prof. Johan. "Ek is dankbaar vir die geleenthede wat ek gehad het en die hoogtepunte wat ek kon bereik." – Lacea Loader

Prof. Johan Grobbelaar.

Nog koshuise kom op hoofkampus en Qwaqwa-kampus

as gevolg van die geweldige behoefte aan studenteverblyf asook die behoefte aan 'n ander tipe verblyf, is ons universiteit tans besig met 'n projek wat uiteindelik heelwat meer verblyf aan studente sal voorsien. Nico Janse van Rensburg van die Afdeling: Fisiese Hulpbronne gee meer inligting:

1. Wanneer begin ons universiteit met die bouwerk en wanneer behoort die koshuise klaar te wees?

Ons is besig om die papierwerk af te handel. Daarna sal die ontwerpbeplanning begin. By die Qwaqwa-kampus mik ons om teen Junie 2010 klaar te wees en op die Hoofkampus mik ons vir Januarie 2011.

2. Watter tipe koshuise gaan gebou word?

Omdat die ontwerpbeplanning nog nie gedoen is nie, is dit moeilik om presiese besonderhede te gee. Maar dit gaan kleiner wooneenhede binne 'n groter kompleks wees. Academia op Stellenbosch is 'n goeie voorbeeld. Dit gaan ook uit verskillende eenhede saamgestel word, bv. eenslaapkamer eenhede, eenmanseenhede, en dan eenhede vir 'n aantal studente met 'n gesamentlike kombuis en badkamer. As deel van die ooreenkoms sal die presiese samestelling in samewerking met ons universiteit bepaal word.

3. Hoe gaan hulle bedryf word?

Hulle gaan deur die ontwikkelaar bedryf word, onderhewig aan ons universiteit se beleide en regulasies wat koshuise betref. Dit beteken dat die ontwikkelaar verantwoordelikheid aanvaar vir alle dienste wat verskaf moet word, soos byvoorbeeld skoonmaakdienste. Hulle sal ook 'n bestuurder aanstel om toesig oor die bedryfsaspekte van die koshuise te hou.

4. Hoeveel koshuise word op die Hoofkampus gebou en hoeveel op die Qwaqwa-kampus?

Die mikpunt vir die Hoofkampus is om 500 studente in die eerste fase te huisves. Voorsiening word gemaak vir 'n verdere 500 studente in die tweede fase. Op die Qwaqwa-kampus word vir 500 studente voorsiening gemaak.

5. Wie het die kontrak gekry?

Schneeberger & Associates waarvan die Pan-African Holdings Konsortium met Schneeberger Medewerkers wat as Projekbestuurder sal optree, 'n venoot is.

Die keuringsproses was as volg: Daar is 'n ope uitnodiging aan ontwikkelaars in die media gerig. Veertien voorstelle is ontvang. Ons universiteit het 'n onafhanklike buitekonsultant aangestel om die voorstelle te evalueer en aan ons behuisingskomitee verslag te doen. Die komitee het 'n kortlys van drie kandidate saamgestel waarmee onderhoude gevoer is en het eenparig op die gekose span besluit.

6. Wat is die waarde van hierdie projek?

Die UV se bydrae is die grond. Die ontwikkelaar verskaf self sy finansiering en dus vorm die bedrag nie deel van die kontrak nie – net die hoeveelheid beddens wat verskaf moet word. Die verwagte ontwikkelingskoste van die Qwaqwa-projek sal ongeveer R75 miljoen beloop, terwyl die Hoofkampus se verwagte totale ontwikkelingskoste ongeveer R170 miljoen sal wees.

7. Waar gaan hierdie koshuise gebou word?

Op die Hoofkampus sal hulle wes van die Winkie Direkgebou en noord van die voetgangerspad na die Joolkol gebou word. Op die Qwaqwa-kampus is daar vier moontlike terreine en uitsluitsel gaan binnekort verkry word. – Anton Fisher



FOTO: HANNES PIETERSE

Hier hou oom Loock 'n skedel van 'n Lystrosaurus vas.

Ken jy iemand na wie twee Karoo-fossiele vernoem is? Ken jy iemand wat beskou word as "n lopende biblioteek" en wat vir jou alles en nog meer van geologie én die geskiedenis daarvan kan vertel? Enige student wat die afgelope 37 jaar aan ons universiteit gestudeer het, sal jou op hierdie vrae kan antwoord.

Mnr. Johan Loock – of soos wat hy alombekend is, oom Loock of "Malume" – beskik oor uitsonderlike kennis van Suid-Afrika se geologie. Hy is 'n kundige op die gebied van sedimentologie en veral die Karoo-supergroep, uraanafsettings in die Karoo, die geskiedenis van die Anglo-Boereoorlog, en vele meer.

Die graad Philosophiae Doctor (honoris causa) sal in September vanjaar aan oom Loock toegeken word vir die bevordering van die wetenskappe van die aarde, spesifiek geologie. Hiermee doen ons universiteit gestand aan sy missie om erkenning aan uitnemendheid te gee.

Kyk 'n mens na sy curriculum vitae, kan jy verstaan waarom ons universiteit hom vereer. Sy betrokkenheid by verskeie nasionale vakverenigings, bydraes in verskeie vaktydskrifte en boeke, aanbiedings by 'n verskeidenheid nasionale en internasionale konferensies en sy gewildheid as spreker by talle geleenthede spreek van sy absolute verbintenis tot geologie.

In hul voorstel vir die toekenning van die eredoktorsgraad aan oom Loock, praat proff. Willem van der Westhuizen, hoof van ons Departement Geologie en Peter Holmes, hoof van ons Departement Geografie, met die grootste eer van hierdie uitsonderlike geoloog.

"Oom Loock se passie en liefde vir sy vakgebied en sy unieke vermoë om die fisiese en kulturele omgewing van die Vrystaat te bestudeer en te deel maak van hom 'ngerespekteerde kundige en navorser. Selfs na sy aftrede is hy steeds betrokke by ons universiteit se departemente Geologie, Geografie en die Sentrum vir Omgewingsbestuur waar hy as erenavorser sy uitgebreide kennis in terme van sy boeke, kaarte en argiefmateriaal met personeel en studente deel," sê hulle. – Lacea Loader

Grootste hokkietoernooi suid van die ewenaar by Kovsies aangebied



Ons vrouehokkie eerste span het die finale wedstryd in vanjaar se USSA-hokkietoernooi in die B-Afdeling teen Rhodes Universiteit met 5-4 gewen. Hier is Cat van Zuydam in aksie.

FUJ: HANNES PIELERSE

Ons universiteit streef daarna om 'n plek te wees waar hoëgehalte sport beoefen word. Ons het ook ons sportfasiliteite so ingerig. Ons astrobane laat ons toe om toernooie na ons universiteit te trek in plaas daarvan om hierdie toernooie by ander instellings by te woon. Hierdie fasiliteite bied ook vir ons groot blootstelling met enorme bemarkingswaarde.

In die Julie-reses het meer as 660 hokkiespelers van 17 tersi re instansies in Bloemfontein saamgetrek om aan die USSA-hokkietoernooi, die grootste in die Suidelike Halfrond, deel te neem. Naas die Nasionale Senior Interprovinciale hokkietoernooie word die USSA-toernooi as die tweede belangrikste toernooi in Suid-Afrika beskou. Met 34 spanne wat aan die toernooi deelgeneem het, is dit ook die grootste hokkietoernooi in die land.

In die toernooi het Kovsies skouers geskuur met spanne van die Universiteite van Johannesburg, Nelson Mandela, Kaapstad, Maties, Pretoria, Pukke en KwaZulu-Natal.

Terwyl Maties en die Universiteit van Johannesburg dit in die A-afdeling uitgespoek het, het Kovsies

se eerste vrouehokkiespan, na 'n taai stryd in 'n strafhoukompetisie, die finale wedstryd in die B-Afdeling met 5-4 teen Rhodes Universiteit wen. Volgens Frans van der Watt van KovsieSport, het Elsie Coetser, die afrigter van die Kovsiespan, baie tot die span se sukses bygedra.

Ons hokkiedames se prestasie het gesorg dat hulle met volgende jaar se USSA-hokkietoernooi weer in die A-afdeling sal deelneem.

Alhoewel ons manshokkiespan nie vanjaar na die finale deurgebring het nie, het hulle vir die eerste keer in die geskiedenis in die A-afdeling deelgeneem nadat hul verlede jaar die B-Afdeling gewen het. Ten spyte van hul oorwinning oor die Universiteit van Kaapstad, 'n eerste in die geskiedenis van Kovsie-hokkie,

het hulle laaste in die A-afdeling geëindig en skuif volgende jaar terug na die B-afdeling toe.

“n Nootjie is dat die Reds, ons tweede manshokkiesspan, vir die eerste keer in die geskiedenis ook aan die USSA-toernooi deelgeneem het. Die Reds wat in die in die B-afdeling gespeel het, kan baie tevreden wees met hul vfyde plek,” sê Frans.

'n Ander hoogtepunt vir ons universiteit is dat Frans tot die nuwe USSA-hokkievoorsitter verkies is met Orpa Pretorius as addisionele lid (student).

* Die O-16 Nasionale Hokkietoernooi vir dogters is ook onlangs aan ons universiteit aangebied. Die twintig spanne het op die Hoofkampus gebly. Owers het ons fasiliteite met groot lof bejoeën. Voorwaar 'n pluimpie vir ons kampus!



Thuso and Kagisho.

Thuso, Kagisho en Dumisane onder wêreld se 100 bestes

In 2008 het drie van ons atlete, Thuso Mpuang, Kagisho Kumbane en Dumisane Hlaselo die Benedictus Kok-medalje ontvang. Hierdie toekenning is 'n aanduiding dat hulle inderdaad tot op die hoogste vlak gepresteer het, want die medalje word slegs aan Kovsie-atlete toegeken wat op die jaarlikse wêreldranglys onder die top 100 atlete gepresteer het of Suid-Afrika by die Wêreldkampioenskapsreeks, Olimpiese Spele of Statebond Spele verteenwoordig het.

Verlede jaar het Thuso (met 'n tyd van 20:53 in die 200 m en 62ste op die wêreldranglys) en Kagisho (met 'n tyd van 20:64 in die 200 m en 87ste op die wêreldranglys) Suid-Afrika by die Olimpiese

Spele verteenwoordig. Dumisane het in dieselfde jaar tydens die Wêreld Juniorskampioenskappe sy staal gewys met 'n tyd van 3:38.5 in die 1500 m toe hy 82ste op die wêreldranglys geëindig het.

Vanjaar se toekenning is tydens die Kovsie Atletiek Jaarvergadering deur die voorsitter, mnr. Danie Cronjé oorhandig. Hierdie toekenning word elke jaar gemaak, mits iemand kwalifiseer. 'n Atleet kan net een keer vir so 'n toekenning kwalifiseer.

Ander groot name wat in die verlede hierdie toekenning ontvang het, sluit in Sarina Cronjé (1978), Zola Budd (1984), Hendrik Thukwane (1993), Stephen Phofisa (1994), Frantz Kruger (1995), Johan Cronié (2002) en Boy Soke (2006).

(1958); Jordan Cronje (2002) en Boy Sore (2003). Die Benedictus Kok-medalje is op 20 Mei 1976 deur ons universiteit se atletiekklub ingestel. Die voorstitter van die klub in daardie stadium, Ivor Potgieter, het die eerste toekennings aangekondig. Die toekenning is na prof. Kok, die vorige president van die klub, vernoem. – **Leonie Bolleurs**

Best time ever for Johan



Johan Cronjé.

Our university continuously pursues excellence and we are always excited to learn of our student's achievements. Recently Kovsie student Johan Cronjé, the reigning South African 1 500 m champion, ran the gutsiest race of his career at the Thessaloniki Athletics Festival in Greece when he not only qualified for the World Championships in Berlin, but also recorded the best time of his career with 3 min 35.11 sec.

He was the third South African runner to qualify for the 1 500 m – the others being Juan van Deventer and Peter van der Westhuizen – and the twelfth in all to qualify for the August meeting.

Johan still occupies the fifth position on the South African list of athletes in the 1 500 m of all times, but he improved his best time ever by 0.47 sec. So far this year, only Van Deventer has managed to score a better time than Johan (3:34.20) at an athletics meeting in the United States of America. – **Leonie Bolleurs**



FOTO: HANNES PIETERSE

Sportfasiliteite pront met nuwe vere

die onlangse opgradering van die sportfasiliteite is 'n goeie voorbeeld van ons universiteit se strewe na gehalte in sy sport sodat ons op die lang termyn onder een van die top universiteite in ons land kan tel. Mickey Gordon, Hoof: Strategiese Sport en Besigheidsontwikkeling aan ons universiteit sê: "Ons oogmerk is om bekend te staan as 'n top sportuniversiteit in terme van ons fasiliteite en ons opleiding. Gehalte sportfasiliteite is noodsaaklik as ons in hierdie rigting wil beweeg."

Ons universiteit se bestuur het die opgradering van die klubhuise na jare se gebruik goedgekeur. Gevolglik pront verskeie sportkodes se klubhuise nou in spreekwoordelike nuwe baadjie.

Sokker se klubhuis is nou sodanig uitgebou en opgegradeer dat hulle funksies kan aanbied. Hierdie fasilitet is ook met 'n ontspanningslokaal en badkamers wat van buite af toeganklik is, toegerus.

Die krieketklubhuis is ook oorgedoen en die Vrystaat se amateurkrieketspanne sal hul wedstryde op ons universiteit se krieketbane speel. Die krieketnette sal ook opgrader word.

By atletiek is die paviljoen geverf en die

badkamers is opgegradeer. 'n Gedeelte van die heining by Pelliespark se atletiekbaan is ook vervang en die beampetesitplekke is nuut geïnstalleer. Op die baan self is nuwe sintetiese aanlope aangebring vir verspring, driesprong, paalspring en spiesgooi asook vir die hinderniswedloop. Volgens DB Prinsloo van KovsieSport sal die hoogspringaanloop, die hekkies vir die hekkiewedloop en die hindernishekies vir die hinderniswedloop in die nabye toekoms vervang word. Die veiligheidshok vir die gooie sal ook aandag geniet.

Hokkie en netbal se klubhuise is ook onlangs opgegradeer.

As deel van die opgradering van ons sportfasiliteite het die ligte op die sokker- en die rugbyvelde – buiten Shimlapark – asook die tennisbane aandag geniet. Die ligte is met nuwe ligte vervang wat minder elektrisiteit verbruik en gevoldlik kostes vir ons universiteit sal bespaar.

Verder is die toegangsbeheer by die muurbalbane, die atletiekbaan en die swembad opgegradeer.

"Ek is werklik dankbaar vir hierdie besluit. Die opgradering aan die fasiliteite word hoog aangeslaan deur ons studente, buiteklubs en provinsiale liggame," sê Mickey. – **Leonie Bolleurs**

Swembad voldoen binnekort aan nasionale standaarde

Dit is strategies belangrik vir ons universiteit om in hoëgehaltefasiliteite te belê. Mickey Gordon, Hoof: Strategiese Sport en Besigheidsontwikkeling aan ons universiteit, het onlangs goedkeuring vir die bedrag van R4 618 058.80 van die Nasionale Lotery ontvang.

Hierdie geld gaan vir die bevordering van swem aan ons universiteit aangewend word. R2,9 miljoen gaan gebruik word om ons huidige swembad op te gradeer na 'n nasionale kompetisiebad met verhitting. Die ander R1,7 miljoen gaan aangewend word om navorsing te doen wat sal lig werp op voedingsgewoontes en insidente wat swembeserings veroorsaak.

"Die kontrak is klaar onderteken en nou wag ons op die eerste uitbetaling deur die Lotto sodat die projekte op kontrak kan uitgaan," sê Mickey. – **Leonie Bolleurs**

FOTO'S: HANNES PIETERSE



Hul hande staan vir niks verkeerd nie

Eie aan ons universiteit se visie om 'n innoverende universiteit te wees, het ons ook personeel wat innoverend dink – mense met 'n unieke vaardigheid om iets uit niks nie te kan skep. Hierdie is die personeel van ons afdelings Instrumentasie en Elektronika.



Hul hande staan vir niks verkeerd nie en daar is altyd geleentheid om nuwe apparaat vir ons universiteit te navorsers te ontwerp en te vervaardig.

Dié afdelings, wat deel van ons Fakulteit Natuur- en Landbouwetenskappe uitmaak, ontwerp en vervaardig al vir die afgelope ongeveer 40 jaar doelgemaakte navorsingsapparaat vir alle navorsing by ons universiteit. "Ons help alle fakulteite met apparaat wat vir navorsingsdoeleindes gebruik word. Min universiteite in die land het afdelings soos hierdie wat alle fakulteite kan dien," sê Japie Myburgh, hoof van die afdeling Instrumentasie.

En hulle is nie 'n bietjie trots nie op hul handwerk! Oral in die werkswinkel staan pasgemaakte apparaat wat hulle vir departemente of nagraadse studente vervaardig. "Sommige hiervan bestaan glad nie op die mark nie en is uniek vir die doel waarvoor dit gebruik word," sê Japie en wys na die watermonsternemers wat onder meer spesiaal vir ons Instituut vir Grondwaterstudies (IGS) gemaak is.

Van die talle unieke instrumente wat hulle al gemaak het, is 'n klamp vir die Fakulteit Gesondheidswetenskappe wat die borskas oop trek

sodat 'n geneesheer are onder die borskas vir 'n hartoorplanting kan uithaal, sowel as 'n klamp wat weer die borskas bymekaar kan trek. Nog 'n interessante apparaat is onder meer 'n drukpot wat water onder druk uit sand kan haal wat die verplasing van voginhoud meet. Hulle het ook 'n klein bootjie vervaardig waarop 'n afstandsbeheerde kamera geïnstalleer is wat die Departement Dierkunde en Entomologie vir onderwatersnavorsing in die Okavango-delta gebruik. "Ons het ook al die staanders vir die modelle waarop die mediese studente hul praktiese opleiding doen, gebou," sê 'n trots Japie.

Volgens Japie bespaar ons universiteit ongeveer R2,6 miljoen per jaar as gevolg van navorsingsapparaat deur ons eie kundige personeel vervaardig word.

Die personeel is gekwalifiseerde instrumentmakers en elektroniese tegnici. By die afdeling Elektronika word wetenskaplike apparaat in stand gehou en nuwe elektroniese apparaat word ontwikkel soos wat die behoeftes by ons navorsers ontstaan. Dié afdeling doen meestal werk vir die departemente van ons Fakulteit Natuur- en Landbouwetenskappe.

"Ons moderniseer verder ook die ouer apparaat

op die kampus, soos byvoorbeeld die Auger-apparaat by die Departement Fisika en die Klimakabinette van die Departement Grond- en Gewas- en Klimaatwetenskappe. Hierdie apparaat kan nou weer met die beste van hul soort vergelyk. Verder het ons die elektroniese toegangbeheerstelsels van die departemente Argitektuur, Fisika en Chemie ontwerp, wat heelwat goedkoper vir ons universiteit was as dié wat in die privaatsktor beskikbaar is," sê Adriaan Hugo, hoof van die afdeling Elektronika.

"Ek het ook byvoorbeeld saam met prof. Koos Terblans 'n unieke temperatuurbeheertoestel vir ons Departement Fisika ontwikkel wat hulle in staat gestel het om navorsing te doen wat nog nie elders gedoen is nie," sê 'n trots Adriaan.

Beide Adriaan en Japie is dit eens dat hul werk nooit eentonig raak nie. Hul werkswinkels is altyd besig en daar stap voortdurend 'n dosent of nagraadse student in om hulp te vra met toerusting wat hul vir navorsingsdoeleindes wil gebruik. "Ons is gelukkig om met goeie en duur apparaat hierdie toerusting te kan ontwerp en vervaardig," sê hulle. – **Lacea Loader**

Pieter Venter is 2009 se feeskunstenaar

Friedrich von Schiller sê in die inleiding tot Wallenstein die volgende: "Die nageslag vleg geen krans vir die toneelspeler nie. Daarom moet hy woeker met sy eie tyd en die oomblik wat aan hom behoort, uitleef."

Vanjaar se feeskunstenaar, Pieter Venter, Senior Lektor aan ons Departement Drama en Toneelkunde, leef hierdie uitspraak met uitnemendheid uit. Hierdie gebore en getooë Vrystate het sy universiteitsopleiding aan die Departement Drama en Toneelkunde aan ons universiteit deurloop waar hy ook in 2008 sy PhD-graad behaal het.

Sy eerste professionele ervaring as teaterbestuurder was as tegniese bestuurder van die teater in Kroonstad. Dit is waarskynlik in hierdie pos waar sy besondere belangstelling in die wêreld van

die teatertegnologie sy beslag gekry het.

In 1994 keer hy terug na sy alma mater, maar hierdie keer as werknemer – eers as teaterbestuurder en later as dosent by die Departement Drama en Toneelkunde. In hierdie hoedanigheid was hy een van die persone wat, ten spyte van negatiewe reaksies uit verskeie oorde, van die begin af onwrikbaar geglo het in die voortbestaan van die Volksblad-kunstefees. Sy kennis, insig en entoesiasme is sonder voorbehoud tot diens van die fees gestel.

As tegniese bestuurder van die fees het hy die grondslag gelê vir die fees se reputasie as 'n voorloper in die voorsiening van tegniese dienste aan besoekende kunstenaars. As regisseur het hy 'n besondere bydrae gelewer wat die ontwikkeling van kinderproduksies betref. Hierdie produksies, wat deur

die jare onder sy regie by die fees aangebied is, het sekerlik 'n groot bydrae gelewer tot die daarstelling van toekomstige teatergehore.

Sedert 2008 sprei hy sy regie-vlerke 'n bietjie wyer na produksies vir volwasse gehore. In die jaar is hy die regisseur van *Dis ek, Anna*. Hierdie stuk is 'n topverkoper by vanjaar se KKNK sowel as die Volksblad-kunstefees. Vanjaar kom musiekteater aan die beurt. Jeugmusiekteaterproduksies maak nie 'n gereeld verskyning op verhoë in SA nie. *Bevange*, 'n musiekteaterproduksie in hierdie genre, debuteer vanjaar by die Volksblad-kunstefees.

Pieter is deel van ons universiteit se hoëgehalte personeelkorps wat hul bes doen om te verseker dat die instelling uitblink. Al is dit wanneer daar fees gevier word ...



Vera with some of the people the Motswalle Foundation donated clothing to.

Just like the majestic oak tree arises from a seed the size of the tip of one's thumb, similarly the best deeds stem from something that might have slipped past unseen, had it not been for someone with insight. In this instance the visionary is a 32-year-old German brunette named Vera Koch. Vera is an MBA student in our Faculty of Economic and Management Sciences and her idea was born from the simple realisation that by the time most international students return home, they have accumulated far too many possessions during their stay in our country. Consequently, with suitcases bulging with souvenirs and gifts for loved ones home, they do not really have any more room for all the other baggage. In this way, the Motswalle Foundation was born. Vera started Motswalle, meaning "friend" in

Sesotho, by collecting all the excess paraphernalia of international students and donating these to less privileged people in and around Bloemfontein and in Lesotho.

Vera works in collaboration with existing community projects in identifying families with the greatest need. Although the project initially only collected clothing for adults, books, computers and computer games, Vera says that she increasingly realised how enormous the need was amongst children. And what has initially started simply as a collection project amongst international students in the Faculty of Economic and Business Sciences has now expanded with increasingly more students and staff members contributing to the foundation.

Vera, who has already been living in our country for

three years, explains that it is easy for one to turn a blind eye to the poverty and suffering of one's fellow beings. South Africa has taught her to open her eyes and to observe the needs of people close to her. She says that many international students have become aware of and are touched by the harsh realities of our country – to such an extent that they start asking themselves the question what they can do to help while they are here. In this way, our international students also comply with our university's mission to render a service to the community. – **Margaret Linström**

If you would like to contribute to the Motswalle Foundation, visit www.motswalle.org or e-mail Vera at info@motswalle.org. You may also contact her on 072 445 8522.

a special leadership learning programme, the Leadership Learning Community (LLC), was created by our university to train leaders in the higher education environment. The programme provides participants with the opportunity, space and time to explore leadership. This year the first group of fifteen enrolled for the programme.

Dr Renalde Huysamen, Head of Performance Management and Staff Development, says leaders in higher education often remark that they experience their roles as heads of departments as a kind of disconnection. They began to lead mainly due to their outstanding performance in their fields. In their leading positions they often encounter situations that are difficult to handle without any support or previous training. Fewer and fewer personnel actually want to take up leadership positions and would prefer to stay in their functional, specialised field of expertise.

The LLC programme promotes a sense among colleagues that they are involved in a joint enterprise and that they are members of a larger university community. It creates an environment in which they stimulate one another's intellectual interests and

help one another to develop and grow as leaders. In the process, support networks are established where people could assist one another to improve performance and motivation and decrease stress and burnout, according to Dr Renalde.

Participants engage in activities over a year, which allows them to reflect on what leaders do, how they do it and why they do it. The programme focuses on authentic leadership and appreciative inquiry. Learning and reflection take place during two weekend retreats and eight four-hour contact sessions. Activities include the use of storytelling in leadership development and interviewing existing outstanding leaders with the aim to establish profiles for different leadership positions. These profiles could be used to select and train future leaders in the higher education sector.

One of the participants in the programme this year, Prof. Rita Niemann of the Faculty of Education said, "This initiative has made a major contribution to my personal growth as I was compelled to reflect on myself and others around me. This programme is truly an enriching experience." Thabisile Nxumalo of UFS Marketing reported, "People are still not geared to the idea of authentic leadership. Authentic leadership

is essentially about being the person that you really are rather than the person that you believe you should be because of the title or role you have. It is also about understanding and leading in line with your core values, principles and life's' true philosophies."

The facilitators for 2009 are Dr Renalde and Marietjie du Plessis of the Centre for Higher Education Studies and Development. Dr Renalde states, "Our dream is to have more groups running concurrently, but separately next year." – **Dikgapane Makhetha**



Dr Renalde Huysamen.

Leadership in HE gets assistance



Bultjie Let's get attitude!

Dumela! Good day en dagsê!

Wat 'n lekker jaar is 2009 nie! Bafana wou-wou sports maak, die Leeus het les opgesê en Heinrich Brüssow het die afriger mooi op sy neus laat kyk! Pure Kovsiekas-kenades om die bal te kry en die hele ritme van die Bokke weer op dreef te kry! Bultjie voel dat, as hy tydens die skandalige val van Bloemfontein tydens die ABO daar was, die bleekbene wraggies nie sonder slag of stoot in die strate sou kom pronk het nie!

Geluk aan Adri, Elize en die organiseerders van die Volksblad-kunstefees wat sowaar nou die mees volhoubare fees in die land geword het. So stil-stil het verskeie mense van instandhouding en akademici ook sommer vriende geword enveral akademici het nuwe insig in en respek gekry vir wat hierdie stille werkers vir ons universiteit beteken. Dit moet iets in die water wees, want van sekuriteit tot die asblikspan werk almal saam om alles glad te laat verloop. En die mooiste vir Bultjie is dat nie een van die mense geld vra nie. Hulle doen dit net op die Kovsie-manier en vir die plesier van "so word dit gedoen". Dit is wraggies tyd dat die fees as die Bloemfonteinse Instansie van die Jaar benoem word. Die hele stad se ekonomiese kry 'n hupstoot, die Varsity ongekende reklame en Vrystaatse trots is aan die orde van die dag met almal wat so 'oe' en 'aah' oor ons universiteit se fantastiese fasilitete. En Bultjie kon darem Sandra Prinsloo se handtekening vra. Mammie

reken weer Valiant Swart lê so sag op die oog!

Ek het nou die dag dieselfde trots ervaar met die Akademie se toekennings. Omtrent almal het die een of ander UV-verbintenis of het spore in die Vrystaat getrap. Tot David Kramer het sy opinie verander na die 'koudste' stad in die land. Geluk ook aan Coenie de Villiers, Al Debbo en Nico Carstens wat medaljes ontvang het. By die geleentheid het Fanus Rautenbach ook weer bewys hy's die skerpste lemmetjie in die Minora-pakkie met sy slim woordspelings. Wat 'n spoggeleentheid wat Hennie van Coller as Voorsitter en sy span kampus toe gebring het! Nichol Viljoen het die hooggeagte pryswenners tjoepstil gespeel. Mense! Daardie man kan die klawers tokkel dat ou Liedjieboer skoon trane in sy ogies gekry het en David Kramer sy hoed in respek afgehaal het. Darem jammer Trevor Manuel het nie die geleentheid kon bywoon om sy prys te ontvang nie, aangesien hy ander belangriker verpligte gehad het. Bultjie verstaan dit ten volle want daai selfde Saterdagmiddag merk ek hom op tussen die skare op Loftus wat die Bokke aanhits om die Leeus verder in die grond in te speel! Plig voor plesier, nè!

While we are on sport, the soccer fans in the Free State grew by amazing numbers including some traditional rugby fans. What a good thing for nation

building! Bultjie still believes that Free State people are of a different kind altogether and that this province will show the rest of the country how we can work together. There is a sense of a new beginning around. I hope that this new enthusiasm will filter through with the new rector at the helm of Our Place. Communication from top structure kicked off splendidly with a winter newsletter from Proff. Driekie Hay and Tienie Crous. We really appreciate being informed of what's happening on campus.

Prof. Tim Noakes had an interesting view that physical tiredness was regulated by the brain and not the muscles themselves. Apparently the brain works like a computer that tells the muscles to get tired after, say 400 metres, if the athlete must run that distance. At the end of the race the athlete can run faster because the end is in sight. So, it's all a matter of attitude! Let's get our attitudes right and make Kovsies the best university in the country! If Heinrich Brüssow can do that for the Bokke and Bafana can surprise everyone with their positive attitude, so can we. So, let's see this cold winter as the beginning of spring!

**Greetings from door to door!
Bultjie**

Kellogg funders praise MUCPP

The Mangaung-University of the Free State Community Partnership Programme (MUCPP) has been given a nod by its funders, the USA-based W.K. Kellogg Foundation, for its continued excellent work in community service.

The Senior Vice-President of the W.K. Kellogg Foundation, Jim McHale, recently visited the MUCPP in Mangaung, Bloemfontein to get first-hand information on the progress of its various projects since he last visited it some years ago – and he was not disappointed.

"I have had the privilege of visiting this project on three different occasions over the past five or six years," he said.

"I am just so impressed by how deeply they are committed to engaging people from the community to try to address their issues and problems by engaging them in order to try to identify solutions, as well as looking at the needs of children and families."

He stated that MUCPP stood out head and shoulders above other projects in South Africa and other African countries because of its holistic approach to community service.

"MUCPP is really quite unique," he said. "We have seen a lot of really good projects but they only

focused on either healthcare, education or on workforce development only and this one is really looking at how to bring all that together. Young people and families do not live in isolation from their communities and this project is really focusing on the entire community."

The long-term objective of the W.K. Kellogg Foundation's involvement in the MUCPP is to ensure that it becomes financially independent and self-sustainable long after the funding has stopped.

"We want to look at how we can help the organisation to get through this very critical time of developing its strategic plan and looking at how it can create its own entity moving forward," said Jim.

"We want to continue to partner with them during this time through both funding as well as moral support."

The MUCPP has various outstanding community projects under its auspices that really make a difference in the lives of the people, such as the Grassroots Soccer (GRS) and the Basic Entrepreneurial Skills Development (BESD) Projects, to zoom in but to name two. The GRS Project uses the medium of football to spread the message of HIV/AIDS prevention and care. According to the project coordinator, Mr Chief Leeuw, GRS targets primary school learners, homeless kids and people with

disabilities in Mangaung. "So far we have managed to reach 9 000 kids through this programme," he said.

He reported that they organised soccer tournaments during which free voluntary HIV testing was provided. Since last year, 17 people have tested HIV positive and are currently receiving anti-retroviral treatment through the help of this project.

The BESD Project, on the other hand, focuses on business skills development. According to the project coordinator, Mr Moses Kadi, 14 members of the community have already gone through a six-month training course to equip themselves with the necessary skills to be in a position to coach SMMEs in Mangaung in business management. "They coach entrepreneurs on how well they can manage their finances and market their businesses," he explained.

To the MUCPP's credit, the National Department of Labour, after having deemed this project a success, has decided to adopt it in order to roll it out throughout the country. However, the MUCPP will still remain the project's information resource site.

The W.K. Kellogg Foundation has been a partner of MUCPP for nearly 15 years now. – **Mangaliso Radebe**