# 

UNIVERSITY OF THE
FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIVESITHIYA



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

October 2011

# Work environment effectiveness a healthy 73% at our university

ccording to Lourens Geyer, Senior Director of Human Resources, work satisfaction is an emotional response to various facets of one's job and is the result of the perceived fulfilment of our needs and what we believe our university could offer. The 2011 work environment survey indicates that our staff is very satisfied with facets like communication, utilisation of resources and the valuing of diversity. Facets staff is most unhappy with are career opportunities, performance feedback, performance rewards and fair workload.

If we think about career opportunities and development, our university relies on employees to take responsibility for their careers. Our university is, however, required to comply with South African legislation and industry charters that deal with the empowerment of historically disadvantaged individuals. Not excluding the importance of these imperatives, our university creates a supportive

environment that promotes career development as well as individual abilities. The university supports people through communicating a clear vision and strategies so that we are in a better position to develop our careers around the future of both our university and ourselves.

Existing positions in both the academic and support staff worlds have new, interesting and professionally challenging work experiences. Where employees need training and further education, our university assists in study benefits and training and development initiatives. "This allows employees to keep up to date with recent trends in their respective disciplines, improve their career development and maintain their wellness," says Dr Renalde Huysamen, Head: Performance Management and Staff Development.

Lourens says there are four aspects that need to be considered when managing performance feedback in the work environment that has a potential influence on

individual behaviour. Feedback should be specific rather than general, descriptive rather than judgemental, prompt rather than delayed and meaningful towards improving the individual's behaviour by offering guidance on how to resolve negative work behaviour and sustain positive behaviour.

"I believe that our perception of reward equity influences the level of work satisfaction. Rewards therefore need to be relative, fair and ought to be desired by us. Although money is a beautiful honed instrument for recognising and rewarding worthy performance, it is not the only tool for incentivising employees for displaying exemplary levels of performance," Lourens says.

A positive and fulfilling work environment is high on the list of needs as well. The overall work environment effectiveness percentage 2011 (N=1080) is 72,57%, which shows that intrinsic motivation is still healthy at our university. - By Lourens Geyer and Dr Renalde Huysamen



### dumela

#### Van die redakteur

Nuwe seisoen het aangebreek. Die tekens is daar: die bome bot, tuine wat eers vaal was, is gehul in kleur en die lug ryk vars en gevul met die aroma van nuwe lewe. Maar ook vir ons universiteit het daar 'n nuwe seisoen aangebreek. 'n Seisoen gekenmerk met beloftes aan 'n beter more.

Op een van die koudste dae in Bloemfontein ontvang ons vir die nou dr. Oprah Winfrey in 'n stampvol Callie Human-sentrum, gevul met 4 500 opgewonde gaste. Die geskiedkundige geleentheid is blind vir ras, geslag en ouderdom, want hierdie ikoon is 'n gunsteling televisiepersoonlikheid by

almal teenwoordig. Dit was ook die voorreg van ons universiteit om aan dr. Winfrey 'n eredoktorsgraad in Opvoedkunde toe te ken. Sien meer oor die geleentheid op bl. 10 en 11.

'n Verdere hoogtepunt op ons kalender in die tweede helfte van die jaar was die verkiesing van ons nuwe Studenteraad met Richard Chemaly as President. leder en elk het uitbundig gejuig toe Richard as die nuwe SR-President aangekondig is. Lees meer oor Richard op bl. 18.

Verder is ons ook baie bly oor ons nuwe kollegas soos prof. Hasina Ebrahims, prof. Corli Witthuhn en prof. André Keet wat hulle by ons aangesluit het. Prof. Corli is nie net vernuftig voor die boeke nie, maar ook in die kombuis. Prof. Hasina leef haar droom en prof. André vertel onder meer van sy liefde vir die digterlike komposie van Coenie De Villiers, Lira, en Thandiswa. Leer ons kollegas beter ken en lees meer oor wat hulle te sê het op bl. 5 en 6.

Kovsies, beide studente en personeel, het ook ons universiteit se naam hoog gehou met hul prestasies op verskeie gebiede, wat strek van drama tot 'n kompetisie van die Johannesburgse Effektebeurs. Ons is baie trots op Gerben Kamper en prof. Nico Luwes wat met pryse weggestap het by die Vryfees. Melinda Jonker het die Traders Trophy-kompetisie gewen en Stoffel Kok, ons kollega van die Qwaqwa-kampus, het die 2011 Bibliotekaris van die Jaar-toekenning gewen. Op sportgebied het Rona Schröder, Hanánja Steÿn en Arjen van Onsellen tweede gekom in die Nasionale Universiteitskampioenskappe vir skerm, 'n

merkwaardige prestasie as mens in ag neem wie hulle almal uitgestof het.

hulle almal uitgestof het.
Op ons kampusse is dit nie net die natuurlewe wat aandui dat 'n nuwe seisoen aangebreek het nie.
Bouwerk aan die onderskeie projekte vorder goed.
Kollegas met klein kindertjies kan begin uitsien na die kleuterskool wat in 2012 sy deure hier op ons kampus oopmaak.

Verder word sekuriteit meer opgeskerp deur middel van die rooipaaltjieprojek. Daar is ook meer inligting hieroor op bl 18.

Met lente word ons ook sterk herinner aan alles groen. Só het ons Volhoubaarheidskomitee in September sy bewusmakingsveldtog met 'n kampuskoonmaaksessie en 'n boomplantdag afgeskop. Lees meer oor ons universiteit se strewe na volhoubaarheid op bl 18.

Of dit nou 'n nuwe SR, 'n nuwe Kovsie of ons nuwe kollegas is, 'n nuwe seisoen is hier, en verandering is aan die gebeur.

Tot volgende keer,

Leonie

# SINEINO.



4 | Time out with



10 Dr Oprah Winfrey

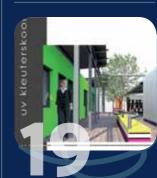


16 | Sêr 2011



17 | Herman van Niekerk heads our Johannesburg office

#### 19 | New crèche to open its doors



### The new 'it' word on campus: crime

#### Editor:

**Dumela** is compiled by

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All Facebook quotes are published as appeared on Facebook.

#### Tibi Mohapi, Residence Head of Roosmaryn, writes:

With the recent upsurge in crime even on our very own campus, Roosmaryndames have decided to take a stand – and stand up against crime.

stand – and stand up against crime.

A few general ideas came up, amongst others, protection of the entire campus community. This includes day visitors, passersby, staff and students. We have also identified some possible solutions, which are currently being worked on through collaboration with all stakeholders.

Crime is about all of us – we must be an institution that cares for its human resources. Students and staff of our university must work together in curbing these societal ills.

With the building of the Kovsie crèche, many Kovsie personnel identified this project as the ideal for them and their families; thus more in initiatives around safety and security will and should be taken by all staff members.

It is with this letter that Roosmaryn wants to thank the parents and affected students of Roosmaryn for their patience and understanding through this time.

Roosmaryn would also like to thank

Roosmaryn would also like to thank
Dr Annette Prins from Staff Wellness and
her team for providing much-needed
counselling and suggestions. The Rector's
office – your presence in Roosmaryn is
felt. We thank you for your initiatives. And
campus security, we cannot do without
you. We thank you for the quick response
to all our matters.

Roosmaryn vows to take the leap in making our campus a safer space. Projects on security in our Res and for our various Housing and Residence Affairs (HRA) cluster projects are already in planning and with the new house committee who took up their positions at the end of August 2011, we are bound to have leaders who carry this feeling of creating safe spaces forward.

#### This month on Facebook ... By Lelanie de Wet

Did you see the new calendar and stories on our UFS website? What do you think of the changes?

Het dit onmiddellik opgelet! I like a lot! - Hetsie Swartz Veitch

Very useful ... I won't be surprised again by some of the things happening at my varsity - King-David Mqehlana

its good, the site page looks better than before - **Sinethemba Tshemese** 

Awwwesum!!!! - Nadine Braaff

#### General comments

ONLY a kovsiE knowS e fEeling for sho - Mandy Lotus Ntibane

This is really a fantastic fan page, it will be tremendously appreciated by Kovsie students ... very Good! - Oscar Mabele Winfrey

Africa meets Africa! A pathway to interior! Was a great experience! - Marck Kholofelo Maphori

Hey kovsie guys,mis u!.Wz in 2004- clas(media studies)stil remba d warm hospitality.U wre gr8 n stil r. - Bridget Wet-wet Kovsie Cares! - **Nokuthula Nox Makupula** 

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# Ethics all around us

op quiz, hotshot! What do you do? What do you do? ... I insisted, trying my utmost to sound like Dennis Hopper taunting Keanu Reeves in Speed. A group of first-year students and I were having fun participating in the first-ever UFS101 course in August this year, not discussing film

Ethics as a study of right and wrong conduct and discussions pertaining to it is, of course, nothing new to our and other university campuses. Most research done at universities is fraught with ethical conundrums and we put in place

committees, policies and protocols to ensure that human rights and privacy are respected and no harm is caused. However, the UFS101 students clearly understood that the uniform moral frameworks of yesterday and the values and principles formerly adhered to just did not explain everything happening at a

> Ethical frameworks brought from home were continuously challenged by the pluralistic society

rapidly changing institution like our university.

the campus had become and new, sometimes frightening choices had to be made. That is the exciting price you pay for participating in the transformation of an institution, revelling in diversity and crafting respect for fellow students and lecturers through interaction and debate.

🚹 In a society wracked by corruption, where the deputy president has called for ethics to be taught to school children to combat future corruption, a special duty rests with university staff, both academic and administrative, to lead by example. ¶¶

> Not only in transparent and accountable conduct in their professions, but by introducing the concept of ethical decisionmaking into all of our classes – not only those with ethics in the

Whether you are in class discussing the interpretation of a United Nations Security Council Resolution, the treatment of Aids patients or issues of "creative bookkeeping"; the challenge of deciding what ought to be done and not what must or must not be done stays paramount.

Challenge your students and be surprised by what you might learn!

What will you do?

By Willem Ellis



### **ACU Benchmarking** assists with determining best practice

his year's Association of Commonwealth Universities (ACU) Benchmarking Programme's workshop took place from 22-24 August 2011 at the Victoria University of Wellington in Wellington, New Zealand. Three topics were discussed, namely: managing the university of the future, branding and marketing and HR management. Our university was represented by Prof. Jonathan Jansen, our Vice-Chancellor and Rector as assessor of the Managing the university of the future assessment; Dr Saretha Brüssow, Head: Subdirectorate Teaching and Learning and Lacea Loader, Director: Strategic Communication. The workshop, attended by representatives from 11 universities across the Commonwealth, gave participants the opportunity

to among others share ideas and increase awareness of alternative approaches, and to identify and promote best practice. Our university will be hosting next year's workshop on our Bloemfontein Campus from 27-29 August 2012. - Lacea Loader



From the left are: Phumzile Mmope, Executive Director: Corporate Affairs and Relations, North-West University; Lacea Loader, Director: Strategic Communication at our university; Cliff Wragg, Benchmarking Programme Manager; and Saretha Brussow, Head: Subdirectorate Teaching and Learning at our university.





### Voorste voedsel-vrou ...

#### nou een van ons

Deur Cindé Greyling

Prof. Corli Witthuhn is in 2011 as Visedekaan aangestel by ons universiteit se Fakulteit Natuur- en Landbouwetenskappe. Hier behels haar daaglikse werk strategiese en akademiese bestuur.

oordat hierdie oud-Kovsie weer in
Bloemfontein kom wortelskiet het, het sy
eers 'n Kaapse-draai gemaak. Corli was
op Oranje Meisieskool en het haar Ph.D. in
Mikrobiologie aan ons universiteit behaal. Daarna
is sy in 1999 as lektor by Stellenbosch Universiteit
aangestel en later ook as Visedekaan.
"My man, Leon, en twee kinders, Leon (10)
en Joubert (9), moes baie prysgee vir hierdie
loopbaanskuif van my!" sê sy. Maar hulle glo

Prof. Corli Witthuhn.

Bloemfontein kom wortelskiet het, het sy op Oranje Meisieskool en het haar Ph.D. in

en Joubert (9), moes baie prysgee vir hierdie loopbaanskuif van my!" sê sy. Maar hulle glo almal dit is die moeite werd, want dit is beslis 'n loopbaan hoogtepunt vir Corli om betrokke te wees by akademiese bestuur. "Al mis ek die navorsing en studente in 'n klas, is dit vir my lekker om die geheelbeeld van 'n instansie in gedagte te moet hou. The bigger picture is pret!"

Die afgelope 12 jaar het Corli ook 'n navorsingsgroep op Stellenbosch Universiteit opgebou. "Binne hierdie navorsingsgroep het vele M.Sc.- en Ph.D.-studente hul grade voltooi. Hierdie nagraadse studente het aangegaan om posisies in die akademie en binne die voedselindustrie. nasionaal en internasionaal, vol te staan. Dit is lekker om hulle loopbane te volg en in hul suksesse te

deel. Ek hoop dat ek ook hier by Kovsies steeds my navorsing sal kan volhou.'

Hoewel hulle nog nie 'n huis in Bloemfontein gekoop het nie, bak en brou hulle heerlik in die klein tuinwoonstel waarin hulle nou bly. "Ons val behoorlik oor mekaar en dis nogal 'n aanpassing!" lag sy. "Maar ons kon dit al regkry om 'n koek in die inprop-oondjie te bak vir die kinders se koekverkoping by die skool! Ek en Leon is mal oor kook. Daarom droom ons nou reeds oor 'n groot kombuis in 'n nuwe huis in Bloemfontein ... sodra ons huis in die Kaap verkoop is!"

Corli se vriende ken haar as iemand wat klomp rolle kan volstaan – en iemand wat alles op 'n pret-manier benader. Vir die mense na aan haar is sy die akademiese bestuurder wat kan koek bak vir die basaar. 'n Ma wat rondhol agter skooltake, krieketballe boul voor die Kanseliersete in haar swart nommertjie ... en tussendeur 'n kind uit 'n selfbeeldkrisis red ook!

En haar lewensleuse? "Geleenthede doen hulself voor in die vorm van hindernisse," sê sy.





# Passionate professor!

By Cindé Greyling

At the Early Childhood Foundation Phase Education Department, Prof. Hasina Ebrahim and her team have a vision: "Let's join hands (with care professions, policy makers, early educationists, NGOs)," they ask, "to shape strong foundations for young children."

Moving towards this vision begins in dialogue during a seminar later in September this year. However, Prof. Hasina's journey began many years ago.

Where she is now, and what she has accomplished is a far cry from her own childhood. Her spirit, however, remained the same. "I grew up in an environment with scarce resources. But the one thing that both my dad and my mom instilled in me is that hard work will get you anywhere you want to go. I started dreaming of being a teacher and then acted it out with the flowers in the garden. When the seed is planted, it seems like growth is inevitable. So here I am – in the professoriate and all."

Her career highlight would have to be her Ph.D., she says. She explored the constructions of early childhood. "It was only then, for the first time, that I really engaged with the idea that knowledge is socially constructed.

This discovery was very powerful. I felt myself grow in multiple ways – personally, culturally, professionally and academically. I became deeply reflective and conscious of who I am and where I am heading in life."

Prof. Hasina would like to be heading the first Institute for Early Childhood Care and Education (birth to 9 years) dedicated to the aphorism: *Think locally and act globally.* "In other words, I want to, through the institute, build an academy for research to produce knowledge and action to expand global thought on early childhood."

"What I do in early childhood is not the work of a professor," she explains, "rather, it is a passion of an individual who believes that she can change the contours of what exists (for the better of course) and against the many odds."

# **Switching** on **lights** at the UFS: Prof. André Keet

have always thought that a piece about me should be called 'lights at 25'," newly appointed Director of the International Institute for Studies in Race, Reconciliation and Social Justice at our university, Prof. André Keet, told Amanda Tongha about moving into a house with electricity and running water for the first time at age 25. But then Prof. André believes he always had a light of some sorts.

#### Growing up in the Western Cape

"I am from a small town, Kylemore, between Stellenbosch and Franschoek. Like zillions of families, we were not well off; we had tough times, but I had a childhood worth having. I am a child of the 80s. The 80s is a special place ... good friends, great love, genuine solidarity and worthy politics. There is, if you are from my side of the Cape, no 80s without the University of the Western Cape. I met Anneline at this special place."

#### Life in 90s Johannesburg

"Living through the nineties in South Africa was priceless; the negotiations, the elections, the writing of the Constitution, the futures project. I had the special fortune of working at the centre of the transformation agenda at the Human Rights Commission starting 1996. This is where I met my great teacher, the City of Johannesburg. Like all great teachers, the city firstly demanded anxiety, then respect, then love. Intolerant towards those who cannot keep up with the pace, the city showed me a real existing cosmopolitanism that challenged my prejudices every single day. I emptied my identities into the city and it was returned to me, indescribable, a personal condition that I value. I met Africa and the rest of the world through the city."

#### Camaraderie

"Fortune and luck have been my great companions; firstly, Louisa Zondo plucked me from the Western Cape and threw me into the deep end in Johannesburg. Then Barney Pityana trusted me to take on massive assignments and I called Pansy Tlakula, Jody Kollapen and Leon Wessels my colleagues. I used to invite Prof. Jansen (Vice-Chancellor and Rector) during this period to

stir up some action, controversy and light; sometimes I had to beg him."

#### On family

"Our (him and wife Anneline) first-born, Che, is named after Che Guevara. He turned out to be asthmatic too. He landed up in hospital (10 months old) on Election Day in 1994. We voted late in the evening. The Rwanda Genocide was in its third week. Our youngest is named Ethan, giving in to pressures of the grannies. He came in 1995, the year in which the Bosnian war culminated in the Bosnian Genocide. Others joined us, Keke, Kevin and Joseph. So, the boys became my second great teacher."

#### Academic

"I joined the University of Pretoria on a part-time basis in 2008, whilst being a Commissioner on the Commission for Gender Equality. I left the Commission and joined the University of Fort Hare (full-time) and this historical space and its students became my third great teacher. I was happy to join academia and now also serve on the Stellenbosch University Council; therefore I am very aware of the challenges facing higher education. The lure of the intellectual human project at the UFS drew me ... there is an awakening. However, the hard, difficult work is still to come. I am looking forward to it."

#### Our beloved country

"It is difficult not to love a country where you can throw poisonous snakes into the bank because your loan application has been declined; just originating the idea is sublime, though I do not approve of it. In addition to all the above, I also regard the musical poetry of Coenie de Villiers, the jazziness of Lira, and the African musical energy of Thandiswa as my own; I am simply grateful."

#### Plans for the Institute

"Our plans are to develop new languages, knowledge and discourse for race research, race-talk, reconciliation and social justice. We also like to build strategic institutional, national, regional and international networks. The important thing is to promote a culture of non-discrimination, reconciliation and human rights."



# New Academic **Tutorial Programme** is about **students** helping **one another**

By Amanda Tongha



The positive impact of the New Academic Tutorial Programme can be attributed to collaboration and teamwork between faculties, the Student Development and Success Department and assigned tutors. In the picture are some of the tutors who have made the programme a success.

tudent Success, just as its name suggests, is what our Department of Student Development and Success strives for. The department, which falls under the Directorate for Institutional Research and Academic Planning (DIRAP) at our university, aims to achieve this by creating a culture of academic success amongst students. To reach this goal, the department has implemented an exciting tutorial programme where senior students pass on academic knowledge to mostly first-year students.

The New Academic Tutorial Programme (NATP), which was established in July 2007, allows senior students who have passed selected first-year modules to become a tutor in that module. It is based on Supplemental Instruction (SI) principles and tutors are trained in teaching and learning methods based on SI to create a peer-facilitated learning environment. In a NATP session a senior student would, for example, give extra tuition on difficult concepts that were addressed in normal lectures.

would, for example, give extra tuition on difficult concepts that were addressed in normal lectures.

This is no repeat of lectures or mini-lectures, says Lee-Ann Damons, Chief Officer of the NATP; rather, students get feedback on their understanding of what was taught in class, thus maximising their chances of success in module-specific assessments. Lee-Ann said an impact analysis that has been done of the

performance of students who had attended the

Currently, the programme has 305 tutors in six of our seven faculties and is run on our Main and Qwaqwa Campuses. The only faculty not participating in the programme is Theology, but it is hoped that it will join soon. The programme is also run in residences and the Unit for Students with Disabilities (USD). The NATP covers approximately 55 high-risk modules that have been identified by the respective faculties. Faculties also select tutors for the programme and these students should have an academic average of at least 65 percent for the module they intend to tutor. Although the NATP caters mostly for first-year modules, it is also presented in some second- and third-year modules like Accounting

Lee-Anne says tutorials are face-to-face and depending on the module, sessions take place between one and two hours a week. She added that online sessions had been implemented in 2009 in our Faculty of Economic and Management Sciences in a first-year module, EKN124. Lee-Anne says there are no statistics of how many students use the programme, as it is voluntarily and she mentions that in some modules, students can receive five percent towards their final mark if they attended 80 percent or more of their sessions.



# Prof. Daniella heads our School of Open Learning

By Earl Coetzee

ur university recently established a School of Open Learning at our South Campus in Bloemfontein. At the head of this school is our newest Dean, Prof. Daniella Coetzee.

Our School of Open Learning is driven by a single central principle, which is enabling those who have not had the opportunity to study at a higher-education institution because of geographical location, socioeconomic circumstances or other factors to gain access to a tertiary institution.

Though Prof. Daniella is new at being a dean, she is no stranger to our university or leadership positions.

Previously, she served as the Head of our School for Continuing Education. She also has extensive experience in the design and delivery of open-learning experiences in tertiary education.

experiences in tertiary education.

She founded the Centre for the Upgrading of Teacher Qualifications in 2000 and has since been involved as the Director of Programmes offered there, as well as delivery of short extended programmes and projects in the field of education through various modes of distance teaching.

Prof. Daniella has developed projects, that are delivered at 30 centres nationally and involve various models of delivery. Under her leadership, the School of Continuing Education also designed and implemented contextualised ICT systems to support finances, coordination, support and delivery of the school's programmes.

She holds a Ph.D. in Education from our university and has served on several committees. This includes a National Task Team for the Development of qualifications for FET College lecturers, the Free

State Department of Education's Labour Relations Council and UFS Task Group, and as Chairperson of the Education Association of South Africa's Philosophy of Education Interest Group.

Prof. Daniella is therefore the perfect person to make sure our School of Open Learning's programmes, which are delivered through a blended-learning model, combining contact teaching with distance education, are successful and establish our university as a leader in yet another field.

The school will collaborate with the different faculties, and is currently managing the continuing education-sponsored endeavours of our Faculty of Education. These include projects for in-service training of teachers in Mathematics, Natural and Physical Sciences, Languages, Literacy, Economic and Management Sciences, Technology and various areas of management and leadership.

Apart from the training of currently serving teachers, the School and the Faculty of Education are also involved in the professional training of FET College lecturers, and have recently been awarded an R17 million injection by the Flemish Government to develop programmes and to deliver further in this area.

Collaboration with our Faculty of Law has also led to the prospect of managing a B.Iuris. Programme aimed at the police force, commencing in 2012.

Our University Preparation Programme (UPP), offering particular generic and optional subjects for students to enter into the formal university programmes, will also form part of the School of Open Learning.

# **Fakulteit** kry nuwe baadjie

Deur Liezel Massyn

ns Fakulteit Ekonomiese en Bestuurswetenskappe begin met die aanbieding van sy nuwe voorgraadse graadprogramme in 2012. Die herkurrikuleringsproses van die fakulteit het reeds in 2010 begin, waar verskeie eksterne rolspelers se aanbevelings ingewin is rakende die huidige programaanbiedings.

In 2011 het die onderskeie departemente in die  ${\it fakulteit\ aan\ die\ werk\ gespring.\ \dot{E}lke\ departement}$ moes terugvoer gee rakende innoverende idees om die behoeftes van die verskeie rolspelers in ag te neem terwyl hul ook die standaarde van ander universiteite op nasionale en internasionale vlak in ag moes neem, sowel as vereistes van professionele liggame. Die 26 grade is verminder tot 14.

Van 2012 is al die inligting op graadvlak geïntegreer en die programme is ook in lyn gebring met die vereistes van die Hoër Onderwys Kwalifikasies

Raamwerk (HOKR). Die infasering van nuwe voorgraadse programme skop volgende jaar af met die volgende programme:

- B.Com.
- B.Com. (Beleggingsbestuur en Bankwese)
- B.Com. (Ekonomie)
- B.Com. (Menslike Hulpbronbestuur)
- B.Com. (Bemarking)
- B.Com. (Entrepreneurskap)
- B.Com. (Regte)
- B.Com. (Rekeningkunde)
- B.Rekeningkunde
- B.Admin
- B.Com. 4 jaar-program
- B.Admin 4 jaar-program
- B.Com.(Algemene Bestuur) slegs op Qwaqwa-
- B.Com.(Algemene Bestuur) 4 jaar-program (slegs

### UFS part of R14 million partnership for health research

By Amanda Tongha



Dr Michelle Engelbrecht and Lyndsay O' Hara.

ur Centre for Health Systems Research and Development (CHSR&DT) joined hands with the University of British Columbia in Canada (UBC) to improve the health of health-care workers in low and middle-income countries like South Africa and Ecuador. The partnership between the two universities proved to be successful, as the School of Population and Public Health at UBC and CHSR&DT was recently awarded a R14 million grant to lead research promoting health equity addressing the needs of health workers

The grant by the Canadian Institute for Health Research will help researchers at the two universities to address some of the challenges health workers face in their day-to-day job. These challenges are work overload, inadequate supplies and the risk of developing and transmitting infectious diseases like drug-resistant Tuberculosis.

Dr Michelle Engelbrecht, Senior Researcher at the CHSR&DT, says the details of the project are still being worked out and some money will be spent in Ecuador, but most of it will be spent in our country,

right here in the Free State Province. The research team, led by Prof. Annalee Yassi from the School of Population and Public Health at UBC, will spend time at hospitals in the Free State

Lyndsay O'Hara, a doctoral student at UCB and researcher on the project, says a large number of researchers in Canada and various other institutions submitted proposals to be considered for the grant and because it was a peer-review process, it was a very competitive. Lyndsay says their proposal is unique because it focuses on promoting and protecting the health of health-care workers.

According to Lyndsay, the research project will implement and evaluate a public health intervention, ascertain the determinants of successful training and evaluate state-of-the-art information technology for knowledge transfer. She adds that the World Health Organisation in Geneva, Switzerland, the US Centre for Disease Control, the South African National Institute for Occupational Health and the Department of Community Health at our university will also participate in the project.

### Klein Sêr 2011 a great hit

And the winners are Vishuis and Marjolein. After a lot of hard work, many repetition sessions and costume fittings, Vishuis and Marjolein were crowned as this year's winners of Klein Sêr

This annual event took a turn for the better when Charlene Truter from SABC2's Pasella joined the team of judges during the rotations. According to Cornelia Faasen from our Culture Office, this was the first time that an external judge joined the group of judges in judging the

During the finals, which took place in the Albert Wessels Auditorium, the Kovsie Chuch and the Scaena Theatre respectively, Vishuis was crowned the best men's group, with Armentum and Veritas in the second and third places. Marjolein was announced as overall winner with Roosmaryn and Wag-'n-Bietjie following in second and third place. -Leonie Bolleurs

Students participating in Klein Sêr 2011 impressed not only with their costumes and creativity, but also with the quality of their performance.

people

### dumela

#### Prof. Annette Wilkinson













# Rag and intervarsity: to be or not to be

Rag and intervarsity: does it or doesn't it have a future at universities? **Ula van Zyl** asked our staff and students for their opinion on the matter.

**Prof. Annette Wilkinson, Head: Higher Education Studies and Research:** Prof. Annette feels that these traditions are part of our university's history and she remembers the events in her days as a Kovsie student fondly. "It was a big part of the student population, but the student population has changed, so we need to give students a voice. Rag is also an important way in which our university gives back to the community, and giving back to the community should always be an important part of our university. At Intervarsity, students also get to network with students from another campus, which is important for creating and maintaining intercampus relationships."

**Houston May, first-year Education student:** Houston thinks these events are unifying. "You feel as if you're part of something, it unites students. You also have lots of fun meeting people and socialising. It's definitely a big part of the student life."

**Mojalefa Makhele, coordinator and presenter of Sesotho classes:** Mojalefa does not participate in activities like Rag and Intervarsity, but has no negative thoughts or feelings towards them. "I view them as a way of ensuring diversity amongst students. They also help students interact on a social level."

**Jo-anne Reed, a first-year Education student:** Jo-anne loves the Rag and Intervarsity spirit. "People are socialising and get to know each other better. It's a lot of fun to be part of these events."

**Pieter Booysen, Computer Technician for our Faculty of the Humanities:** Pieter thinks that Intervarsity is a good opportunity for students to unwind and have fun, but feels that it should be better regulated. "I saw a horrible fight once, which ended in five guys being injured. I also think that more universities should participate. I think Intervarsity's focus has shifted from sport to socialising."

**Kagiso Moletsame, a first-year Education student:** Kagiso thinks these events are great for student interaction. "The vibe is great, but I don't feel off-campus students are really included. If you belong to a residence you are part of the action; an off-campus students can only really observe the feetivities."



#### Women's month celebrated at our university

Our university hosted the fourth Charlotte Maxeke Memorial lecture during this Women's month, reflecting on challenges affecting women. Prof. Hlengiwe Mkhize, the Deputy Minister of Higher Education and Training, delivered the main address this year, following in the steps of Minister of Basic Education, Ms Angie Motshekga, and former Speaker of Parliament, Ms Baleka Mbete, who spoke at the previous lectures. Prof. Driekie Hay, our Vice-Rector: Academic, and Dr Choice Makhetha, Acting Vice-Rector: External Relations, also spoke at the event, celebrating the progress made towards the improvement and quality of life for women. Dr Makhete said the lecture gave women, men and society as a whole the opportunity to reflect on how they affect other people's lives. – Amanda Tongha

#### Women's Memorial Garden unveiled at Bloemfontein Campus

There was much celebration on our Bloemfontein Campus this Women's Day, with the unveiling of a Women's Memorial Garden. The memorial garden, which consists of a botanical garden and a statue dedicated to women, was officially opened on 9 August 2011. The memorial garden situated between the Main and Chemistry Buildings was created to reward the hard work of Kovsie women, past and present. Speaking at the official opening of the garden, Prof. Driekie Hay, Vice-Rector: Academic, praised women who had made a difference and told guests Women's Day was about the historic struggle and sacrifices of all South African women, especially those who fought against racism and sexism. The memorial garden was designed by Habitat Landscape Architects. Siegwalt Küsel, an architect at the firm, said the garden was developed to be a living monument to women. – Amanda Tongha

#### Musiekdepartement word dinamiese Skool vir Musiek

Ons musiekdepartement trek 'n nuwe baadjie aan dié lenteseisoen – met 'n splinternuwe naam. Die departement staan vanaf middel-September bekend as die Odeion Skool vir Musiek/School of Music, 'n naam wat die departement hoop hom sal onderskei as 'n prestige musiekskool. Die nuwe naam dra dan ook die suksesvolle Odeion-handelsmerk waaronder 'n hele paar ensembles binne die musiekdepartement reeds naam maak.

Dit sluit in die bekroonde Odeion-strykkwartet en die departement se studente-ensembles: die Junior Odeion-strykkwartet, die Odeion Simfonia en Odeion-koor. Prof. Nicol Viljoen, Voorsitter van die Odeion Skool vir Musiek, sê vanuit 'n internasionale perspektief verskaf die naamsverandering nie net 'n goeie bemarkings- en publisiteitsprofiel nie, maar reflekteer dit ook die identiteit van die eenheid. Hy sê die naamsverandering komplementeer ander veranderinge in die departement goed, soos die skep van 'n leerstoel in orkesdirigeerkuns en die werwing van internasionale artistieke genote. – Amanda Tongha

#### **UFS** lists its research output

Our university launched the 2010 Annual Research Report on 30 August 2011 and what came out of it was that we are well on course for delivery on our most important academic duty as a research university. During the event, Prof. Jonathan Jansen, Vice-Chancellor and Rector, and Prof. Driekie Hay, Vice-Rector: Academic outlined the key strategies and achievements of our university for the 2010 academic year. Some of these are the establishment of a Postgraduate School, the first of its kind at a public university in South Africa. Other plans were the recruitment of top professors and the strengthening of our research clusters. Also speaking at the event was Robert Kriger, the Director for Policy and Strategy at the National Research Foundation (NRF). – Amanda Tongha

#### Congratulations, Stoffel

Our university is very proud of one of our colleagues, Stoffel Kok, Assistant-Director in Library and Information Services on our Qwaqwa Campus, who won the 2011 Librarian of the Year award. Stoffel has been a member of LIASA since its inception and has served in various capacities on the management committee of the Free State Branch.

Stoffel has close ties with the local communities in Phuthaditjaba and has successfully organised an annual writers' day where both local and international writers are given a platform to share their expertise on issues that concern their trade. In addition, Stoffel, an expert in Indigenous Knowledge, has also successfully organised seminars on the subject where, on an annual basis, he invites people like traditional leaders whom, as he claims, have tremendous amounts of knowledge that is not easily accessible.

He will now compete at this year's 13th LIASA conference to be held in East London for a coveted National Librarian Award. – **Cornelle van Wyk** 

# Spread the WORD...

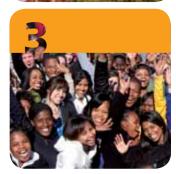
The event of the century at our university, Prof. Jonathan Jansen, Vice-Chancellor and Rector, said at the graduation ceremony of Kovsie graduate Dr Oprah Winfrey. Oprah was not the only thing that kept us in the news the past months; there was also the groundbreaking aortic valve operation, SRC elections and Intervarsity. **Amanda Tongha** tells more:

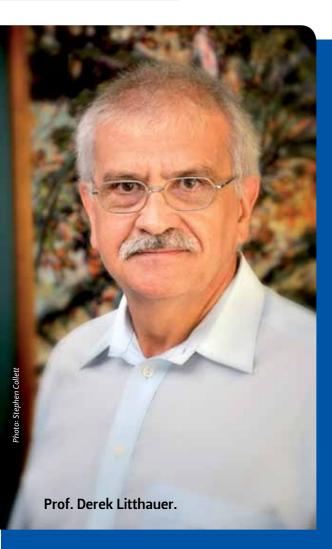
- There was hardly a newspaper, radio or television station in South Africa that did not report about Oprah Winfrey's graduation ceremony. SAfm, Talk Radio 702, OFM, Die Burger, Beeld, the Star, Daily Dispatch, Express, the O Magazine and Huisgenoot were some of the local media who reported about Oprah becoming a Kovsie. There were also international media reports with publications as far as Germany, India and New Zeeland carrying articles about the graduation event. BBC News, Fox News and the Telegraph all mentioned Oprah receiving a degree from our university.
- Our university launched a pilot project to help with the conservation of giraffes. Krant, Public Eye News and Ons Stad all mentioned the project.
- Three members of our Faculty of Health Sciences made history by being the first to implant a special new aortic valve in South Africa. Sowetan, SA Good News and Volksblad published articles about the operation.
- Prof. André Keet, a former Deputy Chief Executive Officer of the South African Human Rights Commission, joined our

- university as new Head of the International Institute for Studies in Race, Reconciliation and Social Justice. *Citizen, Business Day, Volksblad, Krant* and *The New Age* mentioned Prof. Keet's appointment.
- August was Women's month and our university paid tribute to women by organising the fourth Charlotte Maxeke Memorial Lecture. A Women's Memorial Garden was also unveiled on our Bloemfontein Campus. *The New Age*, *Bloemnews*, *Mangaung Issue* and *RSG* all reported about our university honouring women.
- One hundred and fifty first-year students were selected for the Leadership for Change Programme. The Sunday Times, Mail & Guardian and Volksblad carried an article about the group of first-years selected for the programme.
- Mody Motholo, Chairperson of the Interim Student Committee, Prof. Maryke Labuschagne from our Department of Plant Sciences and our university was nominated for Bloemfonteiner of the Year by local newspaper Ons Stad.









**Deputy Minister of Higher** 

Charlotte Maxeke Lecture.

Education and Training, Prof.

Hlengiwe Mkhize, delivered the

A pilot project to help with the

conservation of giraffes was

Students from the 2011 UFS Leadership for Change

Programme.

# Do not be afraid to take risks, says Prof. Litthauer

he past winter, thanks to a quick visit to a doctor or pharmacist for a quick little needle prick, many of us were spared the inconvenience of spending days in bed with the flu.

One small injection containing a dead or weakened flu virus is all it takes to prevent the flu and other viruses from making our lives very unpleasant. As with many other things in life, we never take the time really to think about where these vaccines come from, though.

One person, who thinks about these things constantly, is Prof. Derek Litthauer, Director of the National Control Laboratory for Biological Products at our university since May 2011. The NCLBP, a department within our university's School of Health Sciences, is responsible for ensuring the safety of biological vaccines for human use. The NCLBP is the only lab of its kind in South Africa and plays a regulatory role in Africa.

This means Prof. Derek is directly responsible for overseeing the good health of every South African, as well as a large part of the rest of the continent. That is quite a load to bear for someone who claims to have landed in the field of Biochemistry quite by accident.

"I didn't know it existed, but had to do it as a compulsory subject as part of the biology curriculum at the University of Port Elizabeth (now Nelson Mandela Metropolitan University)," says Prof. Derek. "I liked it so much that I carried on with it till I got my Ph.D."

This Graaff-Reinet native has been an employee of our university since 1992, but has been a lecturer in Biochemistry since 1979, which means he is more than capable of handling the massive responsibility of ensuring we all stay healthy and that our flu and other shots don't make us even sicker than the viruses we hope to avoid.

"I now have no contact with students and won't lecture anymore," he says.

Prof. Derek sees the lack of capacity around the regulation of medicines and human vaccines specifically as the biggest obstacle in the biochemistry industry. He says this is not a problem unique to South Africa. "Everyone doing research has trouble finding good Ph.D. students or "post-docs", for example."

Obstacles aside, he still has a very ambitious, multifaceted vision for the National Control Lab.

"Firstly, I would like to see our profile as regulating entity in South Africa strengthened. Secondly, we must use the very strong core of people and expertise already here, to play a bigger role in ensuring the safety of vaccines and all biological medicines. This means that our base of expertise will be forced to expand as well."

Prof. Derek also sees the lab becoming more involved in the rest of the continent, by working with Nepad and our immediate SADC neighbours. He has already started negotiations in this regard.

"Thirdly, I can see us being internationally recognised and participating in more international studies, as well as close cooperation with the World Health Organisation."

With such big plans, it is surprising that he has any time to unwind, but he does, however, manage to "switch off" on Sundays and spend time with his family. He also enjoys cycling and mountain biking. To his former students, he has the following message:

To his former students, he has the following message: "Be the best that you can be, use your opportunities and be willing to take risks. The developments in all facets of science are so fast and so dramatic, one cannot risk being caught sleeping."

# dumela



events

String Orchestra

Our university is going from strength to strength with both our academic as well as human projects.

f you look back to the start of this year, you will recognise that we have not only associated ourselves with people who are making a difference in society, but that some of them are now Kovsies as well. For instance, Archbishop Emeritus Desmond Tutu and our latest Kovsie, Dr Oprah Winfrey.

Dr Winfrey was awarded an Honorary Doctorate in Education in June this year, in recognition of her unparalleled dedication to improving the lives and futures of so many by improving education and ensuring that it is accessible to all.

R10 tickets to this highlight event on our university's calendar sold out within hours, leading to a packed Callie Human Centre, filled with an

excited audience of students, staff, members of the public and special guests. While Ms Winfrey was meeting with Prof. Jonathan Jansen, our Vice-Chancellor and Rector, and members of the Interim Student Committee, the audience was entertained by well-known artists such as Sibongile Khumalo, the Botshabelo String Orchestra, the Bloemfontein Children's Choir and the choir of the Bartimea School for the Deaf and Blind.

The artists made way for Ms Winfrey's graduation ceremony, a moment in the history of our university, which we will not forget. After her graduation, Dr Winfrey addressed the audience, leaving them with the wise words: always to believe in yourself. – Leonie Bolleurs

"This is fantastic! **Thanks, UFS team,** for making Oprah feel so welcome on African soil and honouring her contribution to education in SA. Viva, Africa!"

- Crf Best-Employers as posted on the UFS Facebook page

"This morning, I am SO proud of my staff and my students, and our outside volunteers like Grace, Carin and Kim. They worked non-stop for three weeks, sometimes through the night, to bring such glory to the University of the Free State with the visit of Ms Winfrey. **Thank you**, thank you, thank you."



Up until today, staff, students and our Bloemfontein community are still talking about the activities leading up to Dr Winfrey's graduation and the event itself. Some students and staff commented on our Facebook page:

Simply and proudly Kovsie! - Thabo Kessah

- Lagree!! Congratulations to each and everyone who were involved in making this day a roaring success!! Well done! Viva la Kovsies!!! Viva la Vrystaaaat!!! -Denise Jooste
- Same here Prof. Well done, and thank you for your great work at the UFS. Proudly Kovsies! - James
- big up 2 my university. Congratulations 4 da gud job. Aphumelele Lele Mdlalane
- Proudly Kovsie ...\*thumbs up\* Tracy Setshego

- JOB WELLDONE, KOVSIES! Patrick Ntlangeni
- Jip, indeed proud to be a Kovsie! Igna du Plooy
- Onli a kovsie knwz da filin..congrats KOVSIES! -Mabanka Itumeleng-Tumi Kwili
- We could not afford to make any slip-ups. And mostly I think we enjoyed working so hard towards a similar goal. That's what happens when we work together; success is guaranteed. - Phelekwa Mpono
- so flippen proud of my uni! Giselle Linstrom Fulton

To order your Oprah Winfrey graduation DVD and/or book, please contact Karen Minnaar at minnaark@ufs. ac.za or 051 401 3422.



Dr Johan Coetzee from our Department of Economics, Melinda Jonker, overall national winner, and Cristopher Diab.

over students from, amongst others, the Universities of Cape Town, Johannesburg, Stellenbosch, Pretoria, Wits and KwaZulu-Natal, when she participated in this year's prestigious Traders Trophy competition at the Johannesburg Stock Exchange (JSE ) and won the overall national competition.

According to Dr Johan Coetzee from our
Department of Economics, the competition,
sponsored by Nedbank Capital and Oxyor in
Amsterdam, requires participants to trade actual
JSE-listed shares against one another on a simulated platform. The winner is determined not only by

the highest profit, but also by the technique used

throughout the trading session. Christopher Diab, also a student from ou

Christopher Diab, also a student from our Department of Economics, won the regional UFS competition, where Melinda took second place. The were then flown to Johannesburg, where Melinda won the overall national competition.

Dr Coetzee said, "Her win is noteworthy, given that the competing regional finalists were mostly postgraduate students. She won prize money to the value of R10 000 cash and a two-week trip to Africa against finalists from countries all over the world in the global final in March 2012. - **Dr Johan** 

# Serame and Godfrey dream big

COMMUNICATIONS WRITING **EDITING** COPY READING WEBSITE CONTENT

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ollowing the rigorous battery of fitness tests that they had to undergo at the District High Performance Centre based at the Charles Mopeli Stadium, two young men are more than determined to represent their country in the world's cross-country championships in the near future. However, before they go international, Serame Mosia and Godfrey Motseki from our university's Qwaqwa Campus will first have to conquer their home province, the Free State.

These two students are quickly becoming masters of their chosen sport: cross-country.

They are both determined athletes, who started running whilst attending primary school at Fateng Sa Thuto at Lindley and Letsibolo at Wesselsbron, respectively.

"I have not looked back and my ultimate aim is to represent South Africa internationally," says Serame Mosia (24), a second-year Political Science and Geography student.

'Of course, for us to represent the country, we will have to do well in the provincial heats and earn provincial colours during the championships," chips in Godfrey Motseki (21), who adds that Political Science and Public Management are his favourite subjects in his first year of study.

"We wish to thank the entire staff at the DHPC for assessing our fitness and all the advice they continue to give us; also our university management and in particular our Sports Officer, Danile Zoko, for all the support. If it had not been for this support we would not have had the opportunity and exposure of modern sport science that is so imperative in achieving the best results," concluded Serame Mosia.

Both these athletes confirmed that they proudly look up to Kovsie medium and long-distance runner, Boy Soke, who gave them a pep talk during the launch of the intra-varsity games hosted by the Qwaqwa Campus in May. - Thabo Kessah



Serame Mosia and Godfrey Motseki.

Nangamso Koza is not a LLB graduate as was reported in the previous issue of Dumela. She is a BA Communication Sciences and Journalism student. She is also heading the Inqubela Foundation.

academic report card

ıoto: Anja Aucamp

# Our new Head of Nursing

works to make a change



hen Prof. Magda Mulder started her training as a nurse in 1973, she had no clue that 38 years later, she would be heading a school of nursing herself.

The new head of our School of Nursing grew up in the Eastern Free State, at Clarens and Kestell, and completed her schooling in Sasolburg in 1978. Since then she has learned to juggle being a mother, wife and academic. She says her initial path to where she is now was shaped by circumstance, since financial constraints are what pushed her into the nursing profession.

"In all honesty, nursing was never a calling or passion to me. My parents could not afford my university education, and therefore nursing became

a practical resort for me, since I received a bursary from the provincial administration of old. I would have preferred to study towards a B.Sc with plant and animal studies as majors," she says.

Once in the profession, though, she took to it like a fish to water. Completing her Honours in 1977, she immediately started working in critical care, in the haemodialysis unit. This involved caring for patients with chronic kidney failure, and she describes this period as one of the most satisfying periods of her career. "Thinking back, these were the

best years of my nursing career – a highly specialised component, but so satisfying, since you get the feeling that you are truly doing something to improve the quality of life of a fellow human."

Following this, she completed her Master's degree in Critical care and Nursing Education and in 1980 she started her long academic career at our university, when she took up a teaching position here.

In the past 22 years, she has identified several obstacles in the profession, which she hopes to help overcome.

These include the large exodus of health-care workers, the major impact of HIV and Aids and the shortage of doctors in the country, which is leading to many of their tasks being passed off to nurses. All these issues lead to a major increase in nurses' work load, which in turn causes low morale and the increase in depression and burn-out rates among nurses.

Prof. Mulder is also concerned about the lack of empathy and caring among certain nurses and hopes to make a change in the prevalence of uncaring, corrupt and unethical behavior.

All these issues and stumbling blocks are challenges. As a nursing educator we have to support students and encourage them to become change agents who will bring about change, remain life-long leaders with a positive approach and who will promote a scientifically clinical approach in practice. 37

Despite all the challenges and hard work, Prof. Mulder believes it is still important to make time for her family and for spoiling herself.

"It is extremely important to spend quality time with your family and some private time for yourself, without feeling guilty. Remember, the coffin in which you'll be buried or cremated won't have additional shelves for a cell phone, books or laptop."

### UV-skerm 2011 klein met 'n groot skop

#### Deur Leonie Bolleurs

ns drie musketiers, Rona Schröder, derdejaar-teologiestudent, Hanánja Steÿn, BSc Honneursstudent, en Arjen van Onsellen, tweedejaar-argitektuurstudent, het groot opslae gemaak toe hul baie groter spanne as hulself, van onder meer die Universiteite van Kaapstad, Johannesburg, Stellenbosch en Pretoria stof in die oë geskop het tydens vanjaar se Nasionale Universiteitskampioenskap.

Volgens Gunter Schröder, Springboksabelskermer en ook die afrigter van die span, het ons ses ander deelnemende universiteite uitgestof om in die algehele tweede plek te eindig. Hierdie is 'n baie groot prestasie as in ag geneem word dat ons teen spanne deelgeneem het wat uit 17 lede bestaan. "Vir elk van die drie verskillende soort wapens, floret, degen en sabel, is daar drie persone nodig om 'n span te vorm, en indien jou span kleiner is, verbeur jy vir elke lid

wat minder is, die ontbrekende lid se punte. Só kan 'n damesspan met twee lede slegs twee derdes van die punte behaal," verduidelik Gunter.

Desondanks die feit dat ons teen groter spanne meegeding het wat volgens 'n hoëprestasieprogram oefen, het ons dames in die spankompetisie twee goue medaljes verwerf. In die individuele kompetisie het hul ook 'n goud, twee silwer en twee bronsmedaljes huis-toe gebring.

By ons universiteit se skermklub, wat sedert 1957 bestaan, kry studente reeds van die beste afrigting in die land. Maar met meer finansiële ondersteuning, sodat daar beter toerusting en meer studente aan ons universiteit aan hierdie sport kan deelneem, kan ons in die toekoms die skermtoneel oorheers.

 Indien studente belangstel om aan te sluit, kontak Gunter Shröder by 082 804 9742 of Hananja by 072 153 7444



Op individuele vlak presteer Rona Schröder (twee silwer, een brons), Gunter Schröder (afrigter) en Hanánja Steÿn (een goud, een brons).





That is something Michael Cronjé, an honours architectural student at our university, can say when he passes the new colourful main entrance of our Bloemfontein Campus.

"It still feels unreal that I have won the competition," 25-year-old Michael says about his concept being chosen for the main entrance, an idea that also won him R5 000. Michael came up with the design for the main entrance while still a third-year student as part of a class competition. His initial idea of seven square-shaped columns

symbolising the seven faculties of our university

was developed further by the Roodt Partnership

architectural firm into the diamond-shaped columns now greeting students, staff and visitors at the main entrance. Michael says the columns are at different heights to highlight the student as individual but stand together to show unity as an entire student body.

The main entrance was officially opened by Vice-Chancellor and Rector of our university, Prof. Jonathan Jansen on 8 August 2011 after construction had started earlier this year. Prof. Jansen praised Michael during the event, saying the architectural student and his children could be proud of his legacy one day. - Amanda Tongha

It's not every day that one gets to pass the main entrance of our university where you study and be able to say, "I came up with the design for the entrance."

# "Kovsies are the type of graduates one would like to employ"

Business Leaders from some of our country's top companies toured our Bloemfontein Campus in August this year to see what is happening at our university. The group, which included chief executive officers (CEOs) and other senior managers from companies, such as Intel, First National Bank and Mediclinic, spent time at faculties, some of our departments, as well as the Thakaneng Student Centre.

The purpose of the visit was to introduce them to our university and some of the projects on campus. It was also to share ideas about what role our university needs to play in preparing future leaders for the market place. Most of the business leaders were impressed with what is happening on our campus, with one saying that Kovsie students are the type of graduates business leaders want to employ.

– Amanda Tongha





# CUT academic follows his heart at UFS

ne of the busiest people at our university in recent months certainly has to be Dr Lambert Mahlekefane Makhalemele, a faculty administrator from the Central University of Technology (CUT). From meeting the senior leadership of our university to having lunch with the national swimming and boxing teams who visited our Bloemfontein Campus, the CUT employee had a busy six weeks at our campus as a Fellow of the Higher Education South Africa (HESA) leadership programme.

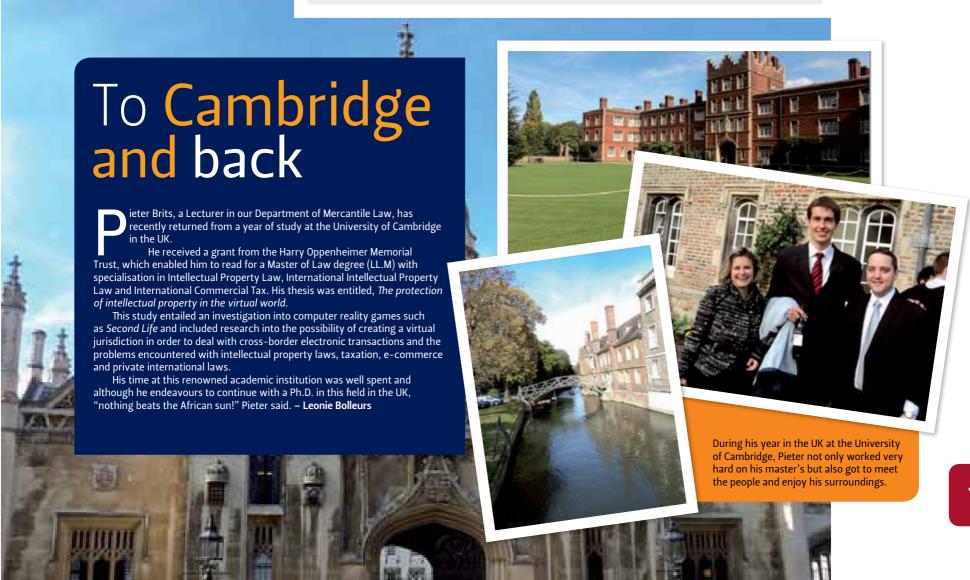
The Higher Education Leadership and Management (HELM) programme run by HESA targets senior leaders in the higher education sector who demonstrate potential to excel in an executive management or leadership position and they are placed under executive mentorship at several host institutions. Our university was selected as one of seven institutions to form part of a South African pilot version of the programme. In the past, heads of departments, executive deans of faculties, registrars, deputy vice-chancellors from South Africa were placed in an internship programme funded by the Mellon Foundation where they followed the president of a US university.

Dr Makhalemele is one of nine fellows selected for the South African pilot programme and for six weeks he had been mentored by Dr Choice Makhetha, acting Vice-Rector: External Relations at our university. During this time he also got to attend a Senate and Council meeting to observe how this level of governance functions.

The CUT employee said he learned so much about executive decisions, how executives think, operate and influence decisions. "For the first time in my life I attended a rectorate meeting and I was exposed to how it operates." Dr Makhemele who had a lot of praise for his mentor, Dr Makheta, said sitting in on these executive meetings his hands were not tied. "I was allowed to provide input, to engage in debate."

Dr Makhalemele is full of ideas to take back to CUT and see if it can be implemented there. What most impressed the CUT employee was our university's community engagement and focus on feeder schools. "I like the way it's done here and would suggest that we could go that route."

About being a Kovsie for six weeks he says, "It has been marvellous; I have been treated like a king." - Amanda Tongha



# Gesin saam op kampus

is nie aldag dat 'n ma, haar dogter en twee seuns saam by ons universiteit werk nie. Vir dr. Marianne Viljoen, Senior Lektor Navorser by die Skool vir Hoëronderwysstudies op ons Bloemfontein-kampus, is dit wel die geval. Dr. Viljoen se dogter, Debbie Honiball, en seun, Pieter Honiball, werk albei as tolke by Tolkdienste op kampus. Haar ander seun, Jan Viljoen, is 'n lektor by die Sentrum vir Rekeningkunde. Die familie werk nie net almal hier nie, maar het ook almal grade van Kovsies ontvang. Dr. Viljoen het ook grade van Unisa en die Nelson Mandela Metropolitaanse Universiteit ontvang. Die lekker deel om saam met haar kinders te werk is dat hulle af en toe saam koffie kan gaan drink, sê dr. Viljoen. – Amanda Tongha



#### U kan 'daardie trotse oupa of ouma wees wat die kinders so bederf'.

U wil in u goue jare dinge doen wat regtig belangrik is. Dalk is dit om u stokperdjie te beoefen, om te reis na lande waarvan u nog altyd gedroom het, of om eenvoudig meer tyd saam met u familie deur te bring.

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# Students say why they attend evening classes

n an effort to find out why students attend evening sessions and what their problems with attending evening sessions are, a survey was conducted by the Directorate for Institutional Research and Academic Planning (DIRAP) during the first two weeks of the second semester.

Student assistants were appointed to attend the 303 sessions scheduled between 17:10 and 21:10 to record class attendance and give students a chance to indicate why they attend evening sessions and what their problems with attending evening sessions are.

The 303 sessions identified are divided as follows: 109 Afrikaans sessions, 133 English sessions and 61 sessions presented in both languages.

Sixty two percent of the students attending the evening sessions indicated that these sessions were either compulsory or they personally preferred to attend later sessions. Students also said that they prefer to attend evening sessions because it is often the only classes scheduled for the specific module. Practical teaching and class size were also referred to as reasons for attending evening sessions.

For both the surveys, the biggest concerns students have with attending evening sessions were the safety on campus that time of night and transport. Based on the report from DIRAP, management recommended that attention should be given to these issues.

With the help of Gibb Consulting Engineers, our university investigated the after-hour use of taxis on our Bloemfontein Campus. For a period of two weeks, staff from this firm as well as from our university monitored the taxi rank from 17:00 until 21:00. According to Frikkie de Wet from Gibb Consulting Firm, they found that there was no need for transport after 20:00, as in the two weeks that they had monitored the taxi rank, nobody made use of the taxis at that time of night.

According to Frikkie, the university is investigating a transport service for students residing in the area around the Bloemfontein Campus.

The cold weather in the evenings was also a problem for students and the lack of concentration they experience during those sessions.

Students, who completed the online-survey answering the question of why they preferred not to attend evening sessions, mentioned that they use the evenings to study, do assignments and prepare for the next day's sessions. – Beate Gadinger

### UFS in Gauteng!

The University of the Free State is ... in the Free State, of course! We boast the vast landscapes, fresh air and small-town feel that come with the territory. However, for the past 17 years, a little piece of Kovsies is doing a very big job in the heart of Johannesburg.

erman van Niekerk is the Head of the Institutional Advancement Liaison Office of our university in Johannesburg. "In a nutshell," Herman explains, "we maintain existing relationships and build new ones." This explanation, however, is far too modest, considering the extent of the projects in which they play a very important part.

The four staff members in the Johannesburg office. Herman says are continuously looking for new

office, Herman says are continuously looking for new partnerships between the private sector and our university. "We keep our eyes open and our ears to the ground." And by doing so, Herman, Carol Bunn, Carla Picocawola and Jacky Ramiah keep Kovsies at the forefront of the business world.

All the partnerships that they build are to the benefit of the both parties, Herman says. "These partnerships aim to advance our university and its projects while satisfying the social investment criteria of our partners.

"We are involved in many of the Rector's Lead Projects, such as the Schools Change Project,

the First-Generation Students Project and the Undergraduate Core-Curriculum Project. These have generated interest, both locally and internationally."

Herman and his team also have a keen interest in the advancement of disabled student support at Kovsies. "We are always looking for ways and means in which we can provide them with support.

With such an eager and enthusiastic team, the University of the Free State can look forward to

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Herman and the team from the Johannesburg Office, Carol Bunn, Carla Picocawola and Jacky Ramiah.

#### Vyf van UV neem deel by Wêreldstudentespele

ovsies Thuso Mpuang en PC Beneke het goud, silwer en brons huis toe gebring van die Wêreldstudentespele in Shenzhen, China, waar hulle deelgeneem het. Ons universiteit is nie net trots op dié twee uitblinkers nie, maar ook op ons tennisspelers, Duke Munro, Willem Steenkamp en PW Holtzhausen, wat ook aan die spele deelgeneem het.

Thuso het volgens Sarina Cronjé van KovsieSport sy goeie vertoning van die Suid-Afrikaanse Studentekampioenskap in April herhaal deur die silwer medalje in die 200 m vir mans by die spele in die goeie tyd van 20.59 sekondes te wen. "Hy was ook 'n lid van die SA 4 x 100 m aflosspan wat die goue medalje op die byeenkoms verower het," sê sy.

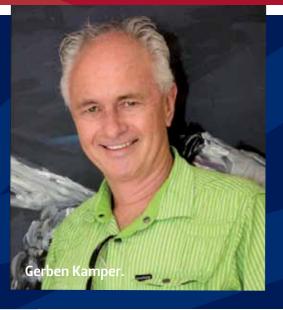
PC Beneke was 'n lid van die SA Studentespan se 4 x 400 m aflosspan wat 'n brons medalje by die studentespele verower het

Sarina sê dat sy baie trots is op dié twee atlete met hul totaal van drie medaljes by die Wêreldstudentekampioenskap.

Duke, PW en Willem het nie enige wedstryde gewen nie, maar is almal baie dankbaar vir die groot eer wat hul te beurt geval het om op dié vlak teen professionele spelers mee te ding. – Leonie Bolleurs







#### Drama-kollegas stap weg met pryse by Vryfees

wee van ons personeellede in ons Departement Drama- en Teaterkuns is met groot pryse by die afgelope Vryfees

Gerben Kamper, 'n senior dosent by die departement, het met twee pryse weggestap vir sy tweemanstuk, 'n Lewe in die teater, saam met Pieter Taljaard. Die produksie is vir die beste debuutproduksie op die fees bekroon. Gerben en Pieter het ook die prys ontvang vir die beste Vrystaatse Kunstenaars met hul produksie.

Die Renosters, 'n produksie waarvan prof. Nico Luwes, Hoof van die Departement van Dramaen Teaterkuns, die regisseur was, het die prys ontvang vir die beste Vrystaatse produksie. - Anri Bredenkamp

# tell us about it ...

On stage with Oprah, interesting research about the sunbathing tendencies of the vervet monkey and being elected as the new SRC President for 2011. Tibi, Jennifer and Richard tell more about their wow moments ...



#### Tibi Mohapi

I magine being on stage with Oprah Winfrey and you introducing the "Queen of Talk" to a capacity crowd of more than 4 000 people. "Oh, boy, was I feeling small on that stage," says Tibi Mohapi, Residence Head of Roosmaryn and Master of Ceremonies (MC) during the Oprah Winfrey graduation ceremony. "My heart pounded as the music started and the show began. I went to the bathroom four times. The MC cannot just disappear during the show."

The bubbly Tibi, who is also a Tutor Coordinator in the Faculty of Humanities, said her cellphone never stopped ringing in the build-up to the graduation ceremony. "I suddenly received calls from people in Gauteng. You know how Gautengers never call people in the Free State sommer net so (just like that). Needles to say, two weeks before the show I, had learned to switch my cellphone off and returned all missed calls."

About Oprah, Tibi has this to say, "She has a softness about her we hardly ever see. She has these beautiful big brown eyes, a firm handshake with very nice long fingers, no fake nails here." Tibi said she celebrated her moment of fame afterwards with family and a couple of friends waiting for the seven o'clock news that evening. "I just felt honoured to have been in her company and to have been asked by our Rector. This opportunity has allowed my vision for my future to sway in a different direction. Our university is really where my dream came true. Coincidence? No – blessing." – Amanda Tongha



#### Jennifer Danzy

Through a seemingly simple observation,
Jennifer Danzy, American student of Prof. Paul
Grobler from our Department of Genetics, made an
interesting and unique contribution to research:
the sunbathing tendencies of vervet monkeys.

"As part of a research team studying vervet monkeys in Africa and the Caribbean, I've become more interested in some of the differences and similarities between vervet monkeys living in different geographic regions.

In the spring of 2010, my advisor, Dr Trudy Turner, arranged for me to visit the University of the Free State where I was hosted by her longterm research colleague, Dr Paul Grobler in the Department of Genetics.

I collected behavioural data on two free-ranging monkey troops at the Soetdoring Nature Reserve just outside Bloemfontein. As autumn moved into winter, I noticed my troops were quite easy to find on very cold mornings. Very often, they were perched in trees right where I had left them the previous afternoon or evening. What struck me was that the monkeys would cluster together and very rarely moved, except to get more sunshine. As the sun rose and became warmer and brighter, many vervets would shut their eyes and open their arms and legs to the sunshine. Some of them spent time grooming one another or just peacefully sitting. These sunbathing periods sometimes lasted up until three hours after sunrise.

Sunbathing has been popularly reported among ring-tailed lemurs but not monkeys and apes, so I became more interested in documenting the social and environmental context of sunbathing.

With our short study, it's tough to say if sunbathing is a socially significant behaviour for vervets or not. Sunbathing may be a particularly important social time for males interested in romantic opportunities for females during the winter mating season. These observations have given me the opportunity to think about seasonal and geographic differences in vervet behaviour.

I think that this small project really highlights how a seemingly simple observation can really make an interesting and unique contribution to research." – Jennifer Danzy



#### **Richard Chemaly**

Richard Chemaly was elected President of our Student Representative Council after serving on the SRC for two years. But it could have been very different, hadn't he gone out that night during his final year at school. The Friday before chemistry ...

Since Grade 10, Richard was adamant that he would go to Cape Town to study PPE (philosophy, politics and economics), and nothing was going to change his mind. "Then, round the time of my birthday, we were busy with the June matric exams. And on the Friday before chemistry, we went out to celebrate. Late into the night, one of my friends came up to me and said: 'Chem, all these guys are here for you.' And it was then that I had an epiphany.

"I could go to a well-established university, get a degree and get out, which was the original plan. Or I could stick around in Bloemfontein and see what positive changes I could make – in a place which seemingly needed them – while getting my degree and thus feel good about my contribution to the world. Well, here I am."

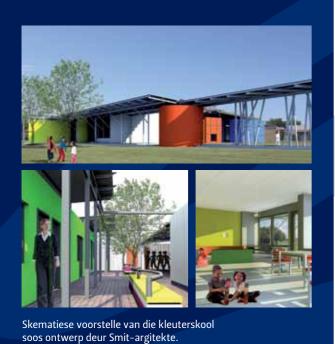
Richard jokes when saying he was born on campus – in the Universitas Hospital! He grew up in Bloemfontein and finished matric at St Andrew's in 2007. And following "the Friday before chemistry", he completed his B.Com Law in 2010 and is currently a postgraduate LL.B. student.

Being in a leadership role is nothing new to Richard, since he has chaired numerous societies and boards.

"At our university, however, I think that there is a great need for a constructive SRC, one which capacitates the creation of a space and climate where students can come together."

Friends and fans describe this bushyhaired leader wearing a T-shirt under his blazer as open-minded, free-spirited, hardworking, unconventional, atypical, easy to relate to, smart, intelligent ... and this list goes on! And to relax Richard likes to play the saxophone, read, prove the world wrong, " ... the usual things!" he laughs.

His dream for students on campus is to greet one another saying: Welcome to our university, welcome home. "Let's make this happen," he asks. - Cindé Greyling



#### Peuters en kleuters werk en leer binnekort saam met ouers op kampus

at is een van die grootste personeelbehoeftes by ons universiteit? 'n Kleuterskool by die werk wat sal omsien na jong kinders van personeel. Dis wat prof. Jonathan Jansen, ons Visekanselier en Rektor, in een van sy Maandagbulletins geïdentifiseer het. Daar is nou iets gedoen om hierdie behoefte te bevredig, met 'n kleuterskool wat na verwagting in Januarie 2012 sy deure op ons Bloemfontein-kampus gaan oopmaak.

Konstruksiewerk het reeds by die Furstunburg-ingang begin, waar die nuwe kleuterskool geleë gaan wees. Nico Janse van Rensburg, Bestuurder van Fisiese Beplanning by ons universiteit, sê dié ligging is gekies omdat dit maklike toegang verskaf, een van die vereistes vir 'n kleuterskool om kinders maklik op en af te laai.

Volgens Nico sal die kleuterskool voorsiening maak vir klasse van 0-6 jaar en gaan dit privaat bestuur word. Hy sê die kleuterskool sal onafhanklik funksioneer en gaan ook nie eksklusief net vir UV-personeel se kinders oop wees nie. Ons Fakulteit Opvoedkunde en die Departement Pediatrie gaan wel in 'n raadgewende kapasiteit betrokke wees. Die projek word befonds met geld vanaf die Departement van Hoër Onderwys en Opleiding en gaan sowat R7miljoen beloop. – Amanda Tongha



# Red Posts to stop criminal elements on Bloem Campus

By Amanda Tongha

here have been some exciting projects on campus in these recent months. Staff and students can feel a bit safer with 25 red posts installed on campus.

Student returning to our Bloemfontein Campus after the June holidays would have noticed that out of nowhere more than one red post had appeared on the main pedestrian walkways and parking areas of our Bloemfontein Campus.

For those who wondered, these red posts are fitted with panic buttons to call for help when in a situation of danger.

Nico Janse van Rensburg from Physical Resources at our university, said the university wanted to have the posts up before students came back from their June study break. The posts were installed after concerns had been raised about security on campus.

When in a situation of danger, one just has to press the panic button on the red post and cameras that have been

installed in most open areas on campus will focus on the post. Security personnel patrolling main pedestrian routes will then try to respond as quickly as they can after the panic button has been pressed. Our Protection Services department will also send out a car to assist security personnel on foot.

Thus far, twenty-five red posts have been installed in

Thus far, twenty-five red posts have been installed in the parking areas of female residences, as well as in the big parking areas of our Faculty of Health Sciences and the taxi rank. Ten more red posts have been installed, but will only be activated later. Our university is also looking at plans to extend the project to our Qwaqwa Campus. Nico says the project is part of the bigger security plan of the university and most of the money spent on the project will be for hiring extra security personnel. He estimates that costs could amount to R1 million.

# Universiteit ernstig oor groen-leef



et jy geweet deur een ton papier te herwin kan jy sewentien bome red? En as jy een glasbottel herwin, spaar jy genoeg om een 100w gloeilamp vir vier uur te laat brand. Vanjaar het ons universiteit erns gemaak met sy poging tot 'n skoon kampus en 'n volhoubare lewenswyse. Onlangse bewusmakingsaktiwiteite soos die optel van vullis en die plant van

poging tot 'n skoon kampus en 'n volhoubare lewenswyse. Onlangse bewusmakingsaktiwiteite soos die optel van vullis en die plant van die doppruimboom (*Pappea capensis*) op Nasionale Boomplantdag op ons Bloemfonteinkampus, is maar net die begin van groter dinge wat gaan volg.

Ons universiteit het vroeër vanjaar na een van prof. Jonathan Jansen, ons Visekanselier en Rektor, se Maandagbulletins 'n volhoubaarheidskomitee gestig met Martie Bitzer van ons Departement Argitektuur as voorsitter. Met hierdie groot sprong is ons nou ook deel van die wêreldwye beweging tot volhoubaarheid. Ons missie is om onder meer te werk tot 'n langtermynverbintenis tot ekonomiese, sosiale en omgewingsvolhoubaarheid. Ons gebruik ons sterkpunte in onderwys, navorsing en openbare diens om die gemeenskap se dringendste probleme aan te spreek. Idees wat op ons kampus ontstaan – gedrewe deur fakulteit, studente en personeel – transformeer die wêreld.

Met hierdie eerste tree tot 'n volhoubare kampus het prof. Jansen, wat ook gehelp het om vullis op te tel, gesê: "Deur om ons skoon te maak, betoon ons respek vir onsself asook respek vir ons kampus." – **Leonie Bolleurs** 





### **Prof. Stroebel** verkies tot SAYAS

rof. Aldo Stroebel van ons universiteit is as 'n Stigterslid van die Suid-Afrikaanse Jong Akademie vir Wetenskap (SAYAS) verkies.

Hy is tans Medeprofessor in ons Sentrum vir Volhoubare Landbou, Landelike Ontwikkeling en Uitbreiding, asook Direkteur van die Internasionale Akademiese Program in die Kantoor van ons Visekanselier.

Die Jong Akademie se doelwitte is om jong wetenskaplikes te verteenwoordig deur die regering rakende wetenskap en tegnologie beleid en hulpbronontwikkeling van raad te bedien. Verder sal hulle die SAYAS voorberei om by die Jong Wêreld-akademie (GYA) aan te sluit om sodoende by hoëvlak internasionale liggame, insluitende die Wêreld- Ekonomiese Forum, betrokke te raak. Twintig stigterslede is gekies – en jaarliks sal tien nuwe lede tot en met 'n maksimum van 50 lede verkies word.



# Let's **riot!** Dis heerlike lente!

ultjie sit en wonder oor die aard van die opstande in Engeland, by die munisipaliteit en in Augustus op die kampus. Ai, dat busse mense moet aanry om te kom rommel strooi? So onnodig! Bultjie glo dat die afbrekende opstande 'n positiewe teenreaksie ontlok. Dat ons studente die gemors optel en in asblikke gooi, wys darem dat daar 'n nuwe gees op die kampus heers van: "Los ons uit; ons wil studeer (en vry!)" Bill Cosby het mos gesê dat opvoeding oor die blommetjies en die

bytjies op skool seker nodig is, maar hy weet darem nie of daar huiswerk ook gegee moet word nie! So! Let's riot in a different way. Back to the hippie days in the 1960s when love was the main thing. Let's say "no" to all this conflict nonsense by people that have not graduated in life. Give your peers a hug, sing some David Kramer songs like "Bokkie, ek willie vir jou jokkie" and "Patta, Patta!" Invite them to dance on a new beat of joy. A student should enjoy life! Let's cultivate that feeling of "I am not afraid of tomorrow, for I have seen yesterday and I love today.'

If there should be a riot, it should be of a new kind. A riot of academic questioning and of thinking about where we want to be as proud citizens of the future. Let's be students who graduated in life with academic qualifications and respect for others. William White said: "If our colleges and universities

do not breed men who riot, who rebel, who attack life with all the youthful whim and vigour, then there is something wrong with our colleges. The more riots that come on college campuses, the better world for tomorrow." However, let's do it with our brains and good intentions. The world should move on. Support the initiatives of the Race and Reconciliation Office. If we do not move on in a positive way, the world becomes stale and stagnant and sour with decay. Let's sing that

happy new song, "Kovsies know the feeling!" Mammie sê mos juis dat mens agt-en-dertig gesigspiere gebruik om te frons en net vyftien om te glimlag. En dan voeg sy by: "En as die mens met wie jy dit goed bedoel aanhoudend vir jou negatiewe terugvoer gee en nie wil luister nie en aanmekaar hy/sy speelgoed uit die kot gooi (asblikke omkeer en die kampus bemors!), dan gebruik jy net vier armspiere en gee daai persoon 'n sn\*t-klap tot hy/sy luister!" Soms voel 'n mens

Maar nou ja! Never come down from your chariot to fight those who are throwing tomatoes. Love thy neighbour, even when he plays the trombone! You don't drown by falling into the water; you drown by staying there. Opstaan uit die gemors uit! Hier op twaalf jaar vra ek vir my wyse ou vader: "Pa, waar gaan ek eendag die régte vrou vir my kry?" Seg hy vir my: "Ou Boet! Moet jou nou nie dáároor bekommer nie.

Konsentreer jy maar net daarop om die régte man te word." So! Laat ons maar net die régte studente en mense word en die goeie sal oorwin.

Met die lente in die lug sal die studente se prioriteite ook vinnig verander. Een van die dae lê hulle weer voor die Hoofgebou in die son en studeer (en vry!) Met al die sekuriteitspaaltjies en ligte op die kampus het hulle nou wraggies nêrens anders meer om heen te gaan nie. Hulle moet tog gebalanseerde en volronde mense word, soos prof. Mouton altyd gesê het. Só loop Bultjie nou die dag 'n pragtige oudstudent uit ons jare weer raak. Ek wou haar nog *date*, maar sy's toe in haar tweede jaar weg by Kovsies. Ek vra haar nou die dag: "My aarde, Kabousie! En wat het toe van jou geword? Het jy toe êrens elders klaar geswot? Seg sy met 'n stout glimlag: "Haai nee, weet jy! Ek was Intervarsity toe, en toe ek daai Desember op die strand lê en *tan*, toe sê my ma, 'Maar Sussie! Hoe lyk jy dan vir my so volrond?'" Wel, sy's gelukkig getroud met 'n wonderlike man, ses kinders (waarvan drie al Kovsies was) en: "Baie gelukkig, dankie

Geniet die lente, maar pasop!

Bultjie.

dresplakker