



RE-ENGINEERING PROJECT will streamline and improve administrative processes

Launched in March 2015 by the Rectorate, this five-stage Process Re-engineering Project (PRENG) will look at all the administrative processes at the UFS that affect the life of a student from the moment he/she is a prospective student to the point of graduation and alumni status (e.g. applications, admissions, advising, curriculum management, etc.). There are 21 such processes.

"The UFS is a much bigger and diverse university than it was 20 years ago. Things have changed nationally; we are expected to perform not only on how many students we enrol, but how many we graduate, in what disciplines, with what degrees and what are our success rates at module level. All core functions of the UFS need to adapt to this," says Dr Lis Lange, Vice-Rector: Academic and chairperson of the PRENG Steering Committee.

According to Dr Lange, two major risks identified in the last year are the institution's

inability to ensure that the majority of good applications are converted into registrations and the inconsistent way of making academic and administrative decisions in relation to programmes and qualifications. "In both these issues the problem seems to be the lack of reliable administrative processes and structures to deal with the risks. A process re-engineering is necessary to manage the risks, to adapt the UFS to current pressures in the system and to support its strategic direction," she says.

The five processes are: contextualisation, analysis, optimisation, integration and implementation. The first three phases will be completed by the end of August 2015. After this, the integration and implementation of the project will commence. The implementation phase will most probably take longer due to the scale of the changes foreseen.

"Faculties through their deans, faculty managers, teaching and learning managers and selected academics will be part of the analyses. Meetings with the Student Representative Council (SRC)

have taken place and a series of workshops with students will be conducted. A series of parallel workshops are now taking place in which a large number of support staff in particular will analyse the 21 identified processes," says Dr Lange.

According to Dr Vic Coetzee, Senior Director: ICT Services and coordinator of the PRENG, an important characteristic of the process is ownership; only one person will take ownership per process and sign-off will be compulsory at all stages of the process once it is implemented. "Although there are pockets of excellence in our academic processes, there are also those that don't work because we are not doing the right things at the right time. For this reason internal control measures will be added to ensure that all processes leave an audit trail," he says.

The project aims to have a direct impact on the university's administrative processes during 2016.

-By Lacea Loader 



From the Editor

It is that time of year again when we bid our graduates farewell and wish them all the best in their future careers. It is a bittersweet moment indeed for all who worked hard to bring these aspiring young people to the end of the road and the beginning of greater things to come. Congratulations to the class of 2014.

Much has been said about the growth of our university and the impact it ought to have on staff, students and the wider community. In achieving higher standards, the university's re-engineering project is geared to improve our academic administrative processes and to manage risks. The project is composed of five processes, the first three of which will be completed by the end of August 2015.

Infrastructural development continues on all three of our campuses, with student residences coming up on South Campus as well as ICT services systems development and upgrades. Teaching and learning is arguably the life blood of a university: we are proud of the calibre of our teachers who are working tirelessly to bring high quality education to rural communities of the Free State and are achieving excellent results.

Let us celebrate the many achievements of the first quarter, including the various activities focusing on human rights issues on our campuses that have been central to the university's human project and that permeate all aspects of our community and society at large.

Mamosa Makaya ↗



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dumela is compiled by the Department of Communication and Brand Management at the University of the Free State

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All Facebook quotes are published as they appear on Facebook



“While you were away”

Twitter's “while you were away” feature is now available on Android devices. The new feature moves away from the chronological format that Twitter has long relied on. Instead of displaying the most recent tweets, “while you were away” also displays the “top” tweets since the last time you've opened the app. It is based on an analysis of tweet engagement and users' habits.



“While you were away” puts Twitter more in line with Facebook's algorithm-driven News Feed, though Twitter says it will remain more focused on real-time updates. To those who scoff at change: there isn't a way to turn the feature off.

Twitter has been making a fair share of changes to its platform this year, such as group direct messages and native video.

By: Rex Santus -mashable.com ↗

Photo: Mamosa Makaya



Access control

Visitors to the Bloemfontein Campus are required to get an access card at the Visitors Centre, which is located at the DF Malherbe Gate. If you are expecting visitors for the day or for a conference on campus, please supply the following details by email to visitorscentre@ufs.ac.za at least 24 hours before their arrival:



- Dates of arrival/duration of visit
- ID number
- Visitor's name
- Car registration

An access card and parking disc will be generated and will be ready to be issued to the visitor on arrival. The card can only be used to access the campus through the DF Malherbe Gate. This will help avoid delays and any inconveniences. For more information contact the visitors centre on (051) 401 7766 or visit www.ufs.ac.za / visitors / visitors centre / general access-to-the-bloemfontein-campus.

- By Mamosa Makaya 

Important dates April 2015 to May 2015

8 -9 May – Qwaqwa Campus graduations

9 May – Kovsie Open Day, Bloemfontein Campus

22 May – Presentation on social networking by Prof Louis Fourie (CPUT), UFS Business School

26 May – CR Swart Memorial Lecture, CR Swart Auditorium 18:00

New work and study permit application system

The Department of Home Affairs has implemented a new work and study permit application system for work and study permits in South Africa for foreign nationals. The department no longer handles applications directly and has handed over these aspects of its immigration services to VFS Global, an international company.

For further information on the new work and student permit application procedure visit VFS Global www.vfsglobal.com and http://www.vfsglobal.com/dha/southafrica/General_Work_Visa.html. The office of international affairs will hold public engagements between DHA Free State leadership and staff and students of the university in the coming weeks. Contact the International Office, internationalenquiries@ufs.ac.za.

Only online applications and appointments are accepted and visa fees are deposited directly to the bank account provided.

VFS is located at Suite 4, The Park, 14 Reid Street, Westdene, Bloemfontein.

- By Mamosa Makaya 

Photo: Anja Aucamp

We speak to Nashua Naicker

Nashua Naicker, junior lecturer and Senior Optometrist at the Department of Optometry, joined the UFS in 2005. He obtained his B Optometry qualification in 2002 at the University of Kwazulu-Natal and completed a Master's degree in Optometry in 2013 at the same university. Currently he is a programme coordinator at the Department of Optometry and Assistant Director Optometrist at Universitas Hospital. His special interest fields in optometry are Paediatric & Binocular Vision Optometry and Ocular Disease Management.

"Driving to university in the morning, I feel a sense of purpose, ambition, achievement, status and a strong spirit of growing potential. The freshness that it exudes is magnetic and alluring. These emotions encourage me to be bold enough to take on challenges and to be part of the UFS."

"I enjoy my work as I see my role as not only developing students into optometrists but into well-rounded professional young adults and the appreciation received from my students makes it worthwhile."

"In the department we have a unique calibre of students who are passionate, dedicated and committed to their education at the department. This makes my responsibilities seem less of an arduous task."

Nashua explains that currently his work is stimulating due to its dynamic nature. His tasks range from student training to coordinating the operational functions of the undergraduate programme.



Nashua Naicker

Photo: Rene-Jean Van der Berg

"My current focus is working on a team to re-design and develop a new optometric undergraduate programme to include the approved expanded scope of optometric practice that is mandated to be implemented at tertiary institutions in South Africa. Being at the right place at the right time; for me it is rewarding to not just be a spectator but to be at the forefront of changing the landscape of optometry education at the UFS and South Africa."

Nashua says his hope for the UFS is that that it evolves into an iconic establishment, "one that is identified as a beacon of success to all other institutions in South Africa for its ongoing transformation and reconciliation efforts in transforming the minds of young adults".

- By Rene-Jean Van der Berg ↗

My mid-year resolution: It's easier than I thought

Perhaps our new year's resolutions fail because we don't get enough practice. I'm testing the idea of spreading resolutions out over 12 months. You're invited to join me!

When you think about changing something in your life, do you feel the same as you do when you have to go on a diet, visit the dentist, or renew your driver's licence? You know, that feeling that comes with knowing

you can't escape this *thing* that you really, really don't want to do.

Fact is a fact: we cling to the familiar, increasingly desperate to turn back the clock, even when every piece of evidence says our efforts are doomed. Why do I keep fighting this losing battle to keep things the way they were?

That's why my mid-year resolution is: consider something different. I'm

going to avoid my usual reaction to change, and at least think about it before I sigh, complain, get on my high horse or hide. I intend finding out if different doesn't perhaps mean better, more interesting, more exciting or, at least, a way to redirect the energy I use to complain about things that I can't change. Hope you'll join me!

- By Hettie Human ↗



Hettie Human

MY MA SÊ OK SO

"Hulle sê die Jirre was vandag opgehang. Mos daar op die kruis. Nou wat ek nie verstaan nie, is hoekom het hy dan nie homself losgemaak nie. Hulle sê dan die Jirre kan alles doen."



"Dissie die Jirre nie. Dit was Djesis. Die Jirre se laaitie mos," sê die seun met die broek wat lank terug rooi was aan sy maat.

Die twee seuns sit reg langs Shoprite se hek waar die aflaaitrokke altyd staan, maar vandag is daar geen trokke nie. Vir 'n Vrydag is die middestedad besonder stil. Dit is nou juis hieroor wat die twee sit en bespiegel.

"Josef was nie verêrig Djesis se pa nie. Hulle moet ma net so gesê'it want 'n kind moet 'n pa het. Maar dit was die Jirre wat vir Djesis in Maria gesit'it," vertel die een in die denimbroek en onpaar tekkies.

'n Kar met kerkmense stop by die verkeerslig op die hoek en die twee spring op, wuif na die kar, wys na hulle monde.

Op die agtersitplek sit 'n meisiekind. Sy waai terug.

Dan lag die meisiekind en die kar trek weg.

"Jy check daai keer toe ek by tannie Rebecca se kinderhuis gebly het?"

Die rooi broek knik en die twee kry weer hul sit by die hek. Die reuk van hot cross buns hang dik in die lug.

"Nou daai tyd toe kom daar so 'n pastoor. Toe vertel hy vir ons van hoelat Djesis moet gebandiet het. Mos vir dié dat hulle hom opgehang het."

Die dag gaan stadig as die dorp so stil is. Dit is amper eenuur toe die twee net genoeg vir 'n halwe brood en blikkie gom het.

By die kassier kom vra 'n man of hulle hul vriende kan gaan roep om al die onverkoopde hot cross buns te kom haal.

Want daar het meer as twaalfdosyn oorgebly.

- Deur René-Jean van der Berg ↗

The Experts Say

The UFS trademark a valuable business asset



Photo: Sonja Small

Martie Nortje: Brand Manager

The University has completed the registration process of its trademarks which are widely used on all marketing material, both printed and electronic. A trademark can be any word, sign, symbol or graphic that you apply to your company, goods or services to distinguish them from those of your competitors; for example, a brand, product or company name or logo. The trademark serves as a badge of origin for your business and its brands and products, and can consist of words, logos, images, slogans, shapes and colours, or a combination of all of these.

Words and pictures are the most common forms of trademark, but other distinguishing signs can be registered, as long as they are capable of being represented graphically.

"Trademarks are valuable business assets, as a valid trademark right will enable its owner to prevent others from misusing the brand or company name. In cases of copying or infringement, unregistered trademarks offer limited protection, which is why it is generally recommended to register trademark rights at the relevant national or regional trademark office. A registered trademark needs to be renewed at regular periods (generally every 10 years) to keep it in force." <http://www.novagraaf.com/en/services/trademarks-are-an-important-part-of-our-daily-lives/what-is-a-trademark>

The UFS trademarks and brand are interlinked with the strategic positioning (vision, mission, values and motto) and are a very valuable and serious business asset that should be used correctly in branded marketing material, stationery and services to distinguish ourselves in daily operations.

Staff and students should live the brand personality – inspiring, vibrant, welcoming and creative – and embrace the UFS brand essence of inspiring excellence and transforming lives. The trademark applications and registrations in the name of the University of the Free State are the following:

- The name *University of the Free State, Universiteit van die Vrystaat, Yuniversithi Ya Freistata*
- Academic and marketing logos
- The university motto: *In Veritate Sapientiae Lux*
- The university essence: Inspiring Excellence. Transforming Lives. | Inspireer Uitnemendheid. Verander Lewens.
- UFS/UV
- Kovsies
- Shimla

All the above are trademarks and the symbol ® can therefore be used.

All these names, logos and signs should be used correctly according to primary elements in the Brand Identity Guidelines which can be found on the University Intranet: <http://www.ufs.ac.za/brandguide>

UNIVERSITY OF THE
FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIVESITHI YA
FREISTATA



“Staff and students should live the brand personality – inspiring, vibrant, welcoming and creative”

For more information regarding the Brand Identity Guidelines, please contact Lacea Loader, Director, Communication and Brand Management, on (051) 401 2584 (loaderl@ufs.ac.za) or Martie Nortjé, Brand Manager, on (051) 401 7147 (nortjemm@ufs.ac.za).

- By Martie Nortjé 

FACT FILE

Foto: Leatitia Pienaar
Foto: Stefan Lotter

Voedselonsekerheid raak studente op nasionale vlak



Vicky Simpson

Voedselonsekerheid onder studente is nie net 'n uitdaging vir die UV nie, maar 'n nasionale probleem. Talle hoëronderwysinstellings is besig om oplossings te probeer vind, sê Vicky Simpson, koördineerder van die UV se No Student Hungry (NSH)-program. "Ons is gelukkig om 'n Visekanselier te hê wat onmiddellik opgetree het toe hy besef het dat studente honger is terwyl hulle studeer."

Die krisis rakende voedselonsekerheid sal by die Colloquium oor Voedselonsekerheid op 14 Augustus 2015 bespreek word. Die colloquium sal saam met die UV se Kunste en Sosiale Geregtigheid-week op die Bloemfontein-kampus val.

Volgens Vicky moet 'n volhoubare oplossing gevind word. "Die aantal bydraende faktore wat voedselonsekerheid aanwakker, is aan die toeneem en plaas toenemend meer druk op universiteite. Ons moet die probleem vroeër, eerder as later aanspreek." Studente sal ook die geleentheid hê om met oplossings vorendag te kom deur 'n studente-uitdaging wat deur die colloquium gefasiliteer word.

Tussen 130 en 150 studente ontvang tans voedselbeurse in die NSH-program. Met 'n weeklikse bedrag wat op hulle studentekaarte gelaai word, kan hulle voedsel by verskeie afsetgebiede aankoop. Die kaarte is geprogrammeer om aankope wat nie voedsel insluit nie, uit te sluit. Die kaartstelsel verseker verder anonimiteit vir studente op die program.

"Die NSH se beurskriteria stel ons in staat om die regte studente te bereik," sê Vicky. Die evalueringsproses oorweeg 'n aansoeker se finansiële posisie, akademiese rekord en gemeenskapsbetrokkenheid, en fokus op studente wat besig is om vir hulle eerste graad te studeer.

Almal kan tot die NSH-program bydra. "Ons wil graag die personeel en individue bedank wat tans deur middel van debietorders bydra. Diegene wat belangstel om by ons aan te sluit om 'n verskil te maak, kan by kontak (simpsonvz@ufs.ac.za). Selfs kospakkies is welkom," sê Vicky.

- Deur Leatitia Pienaar ▶

Hetsie heads to the US on prestigious Fulbright scholarship



Hetsie Veitch

Photo: Stefan Lotter

The Unit for Students with Disabilities will soon say goodbye to one of its very best and most valued colleagues, Hetsie Veitch, who has been selected to study for a PhD under the Fulbright Foreign Student programme.

Hetsie will head to the US to begin her studies in the 2015/2016 American academic year (August/September 2015). After having undergone a very strict and competitive selection process she is ready for the challenge. "I had to write all the admission tests and complete a large number of administrative tasks for the International Institute of Education (IIE), the organisation that places students at the different universities in the USA. To earn my place on the programme, I also had to compile a presentation plan for students," she said.

In planning for her studies, she has identified five universities offering the best programmes in Disability Studies in the US and hopes to bring back to South Africa valuable best practices and to share the knowledge and experiences she will have gained. The IIE is currently negotiating for her final placement at one of the top five universities that she has selected.

The Fulbright Scholarship programme is a US government-sponsored scholarship programme that has been offered to South African students and scholars from numerous fields of study and professional disciplines for more than 60 years. The UFS has in its ranks many Fulbright alumni who have brought back invaluable knowledge and strengthened the university's research and teaching over the years. Among Fulbright alumni today are some of the most prominent heads of state, leaders in business, government and education from all over the world.

-By Stefan Lotter ▶

The UFS produces some of the finest teachers in the country

The quest to produce well-grounded, excellent teachers at the UFS is bearing fruit. A number of accolades have over the years been given to some of the QwaQwa Campus's finest graduates.

Dr Dipane Hlalele, Assistant Dean in the Faculty of Education at QwaQwa Campus, says that in the recent past the Faculty of Education at the QwaQwa Campus has experienced an increase in the enrolment figures for teacher training.

"Numbers in our initial teacher education programmes grow in leaps and bounds and we produce some of the best teachers in the country," says Dr Hlalele.

Some of the outstanding teachers are Tebello Tshabalala (English), Mthobisi Khumalo (Mathematics), Thabo Mohapi (Physical Sciences), Lehlohonolo Khanye (Accounting) and Yvonne Tsotetsi (Business Studies). They all teach at Lekgulu Senior Secondary School in QwaQwa and each produced a 100% pass rate in the 2014 matric examinations.

The Top Mathematics Educator in the Free State is Nape Motloung, whose students have produced excellent results, placing his school, Lefikeng High School, in the Top 10 best performing schools in Mathematics, winning it a prize of R100 000 from the Free State Department of Education.

The runner-up in the category Excellence in Teaching Mathematics went to Malefetsane Mokomotoane, a teacher at Sekgutlong Secondary.

The 2014 National Teacher Awards were hosted by Angie Motshekga, Minister of Basic Education.

- By Thabo Kessah



Dr Dipane Hlalele (second from right) and Dr Lekhooe Letsie (left) with some of the outstanding teachers at Lekgulu Senior Secondary School in QwaQwa.

Photo: Thabo Kessah

Out@Kovsies verseker inklusiwiteit vir LGBTI-gemeenskap



Foto: Michelle Notling

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Die UV het weereens sy onderneming wat betref die universiteit se Menseprojek bevestig – hierdie keer deur 'n Lesbiese, Gay, Biseksuele, Transgender en Interseks (LGBTI)-eenheid op die Bloemfontein-kampus tot stand te bring.

"Daar is 'n groot behoefte op ons kampus vir 'n omgewing of kantoor waar die Kovsie LGBTI-gemeenskap veilig kan voel en, om verskeie redes, om hulp kan aanklop," sê Zanele Thela, koördineerder vir die LGBTI-program. Die Menseregte-toonbank, as deel van die Instituut vir Versoening en Sosiale Geregtigheid, en die Sentrum vir Gesondheid en Welstand, het kragte saamgesnoer in 'n gedeelde visie van die kweek van 'n inklusiewe, veilige omgewing vir alle personeel en studente van die universiteit. Die resultaat van hulle samewerking is die ontstaan van Out@Kovsies.

Hierdie eenheid doen nie alleen voorspraak vir die behoeftes van die LGBTI-gemeenskap nie, maar dit strewe ook daaraan om mense op te voed omtrent die feit dat 'n mens se seksuele voorkeur nie definieer wie jy as persoon is nie. Hulle doel is om 'n gebalanseerde en LGBTI-vriendelike omgewing op die UV se kampusse te skep deur middel van kapasiteitsbou, dialoog en die programme wat regdeur die jaar aangebied gaan word.

Sedert Out@Kovsies se bekendstelling was hulle reeds die mede-aanbieder van 'n lesing deur Cris Beam – 'n besoekende navorser van Columbia University in New York. Die lesing het gefokus op die vrae rakende die transgender-beweging, die polisiëring van liggame en liggaampolitiek.

Die eenheid word ook deur die nieregeringsorganisasie, Networking Aids Community of South Africa (Nacosa) ondersteun. "Die Sentrum vir Gesondheid en Welstand en Nacosa sal ten nouste saamwerk om sosiale aangeleenthede insake LGBTI-kwessies op te los," sê Thela.

Vir meer inligting omtrent Out@Kovsies en hulle dienste, kontak vir Zanele Thela by ThelaZ@ufs.ac.za.

- Deur Michelle Notling

Hooftrekke

Die eerste kwartaal by die UV was propvol aktiwiteite waaroor daar in die media berig is. Tydens die onlangse Herfsgradeplegtigheid is ongeveer 3 000 kwalifikasies aan studente toegeken. Daar is hieroor in *Volksblad* en *The New Age* berig.

Die UV se Kantoor vir Trauma, Vergifnis en Versoeningstudies het 'n toekenning van R10 miljoen van die Andrew W. Mellon-stigting ontvang. Die toekenning is een van die grootste skenkings wat die stigting nog aan 'n universiteit toegeken het. Die toekenning word vir geesteswetenskaplike navorsing gebruik. *Volksblad*, *Bloemfontein Courant* en

The New Age het hieroor berig. Radiostasies soos OFM en LesediFm het ook hieroor berig.

Menseregteaktivis en voormalige regter van die Konstitusionele Hof, regter Albie Sachs, het 'n openbare lesing op die Bloemfontein-kampus gelewer. Die onderwerp van sy bespreking was "Sites of memory, sites of conscience". Hierdie lesing maak deel uit van 'n reeks wat fokus op die manier waarop die skeppende kunste trauma en geheue verteenwoordig – en hoe hierdie voorstellings die weg berei vir die genesing van historiese wonder. OFM en *The New Age* het hieroor berig,

'n Span navorsers van die UV het ook groot nuus gemaak toe hulle hul navorsing op die turksvy en die vele gebruikte van dié plant bekend maak. Ons navorsers het gevind dat die plant in alles van vervoeding, mensevoeding en die kosmetiese bedryf gebruik kan word. Die nuus is gebruik in *The New Age*, SABCtv-nuus en ook op die gewilde ontbytprogram, *Dagbreek*.

WORD SEARCH

Supplied by xWord (Pty) Ltd

Find the 13 words hidden in the grid below. These words can be read up, down, forward, backward or diagonally and some can overlap; which means a letter can be part of two or more words. See if you can find them all.

Admission	Faculty	Shimlas
Apply	Future	Varsity Cup
Arts	Healing	Workshop
Diploma	Register	
Equality	Science	



VOX POP Access in control at UFS

- By Hatsu Mphatsoe

Staff and students recently pledged to say no to racism and yes to equality. What does that pledge mean to you?



**Ntokozo Nkabinde – Senior Officer:
Institutional Advancement**

The act of a pledge keeps us accountable to building a better South Africa. Nation building or social cohesion are forged through such declarations: No to Racism & Yes to equality.



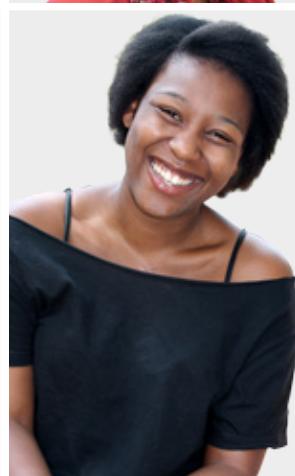
**Elma Viljoen – Office Manager:
Office of the Vice Rector: Research**

It is a privilege to work at an institution and in an environment with mutual respect and support for different cultures and backgrounds. At the UFS there is not only striving for no racism and equal opportunities but together we are also building a better future.



Waldo Staude – SRC Vice President

The pledge was very important with an institution with such a history as ours; something like it is very necessary, because people often still don't realise the effects of that history, and that it's still burdening students till this day. I think the pledge was there to acknowledge that we have a history and that as a result of that history, we are still not equal. And we will pledge to work towards and strive for equality as far as we can in our daily lives and on this campus.



Serwelo Raulinga – Student

I think it's such a great movement. What it means to me is that we should all be treated the same on campus, whether you're black, white, coloured, gay, lesbian, etc. I really liked what the speakers had to say, like Mosa Leteane and Prof Jansen, especially Prof Jansen's speech. I liked how he defined the word 'pledge', and how he explained that you have to give your body to pledge. It can't be just be a matter of words. It's a good initiative and movement. It should continue.

Who let the librarians out? An embedded librarianship at UFS

One of the newer ideas being trialled at the UFS library is "embedded librarians". This phrase was borrowed from "embedded journalists" and we will be using it to place our subject librarians right in the midst of our users. During library week we followed this to the letter and found ourselves at Thakaneng Bridge interacting with our users.

Through practising embedded librarianship we are moving towards repositioning the library from being a huge building with books to being a virtual space and a research hub contributing towards teaching and learning.

It is a strategic priority of the library to contribute towards teaching and learning through active involvement in

curriculum development, teaching research skills and interacting with our users in the classroom. What is critical here is not about librarians simply getting out of the library, but going out with the intention to build relationships so as to understand what our customers are doing and how they will use the information we provide.

With this new approach our subject librarians will have the opportunity to gain background knowledge about our clients and the work, be it research projects or curriculum rejuvenation. This change is both driven and enabled by the increasingly digital, networked and mobile society we live in.

Our director, Betsy Eister, always says it cannot be business as usual.

- By Mamosa Makaya [◀](#)

Photo: Hatsu Mphatsoe



The Library Information Services team

UFS takes a stance against discrimination

The Institute for Reconciliation and Social Justice, together with the SRC, recently launched the Yes-to-Equality /No-to-Racism Campaign both at the Bloemfontein and at the Qwaqwa Campus. Also known as the Yes/No campaign, it re-affirms the University's commitment to equality, respect, democracy, social justice, humanity, dignity, human rights, and diversity.

"Look in the mirror tonight and have a discussion with yourself," said Prof Jonathan Jansen, Vice -Chancellor and Rector. "Ask yourself; to what extent can I truly say, "I am dealing with my racism, my bigotry, my ethnicism, my homophobia, my xenophobia? Am I truly dealing with those in my life?"

At the Qwaqwa Campus the campaign's launch was preceded by several engaging seminars that focused on ethnicity, one of the challenges faced by the community, the aim being to de-ethnicise the student culture on the campus. "The complexity of ethnicity requires creative solutions and strategies

crafted in a collaborative inclusive approach," said Grey Magaiza, Sociology lecturer and researcher.

Staff and students gathered at the "Red Square" on the Bloemfontein Campus on 13 April, 2015 to pledge their commitment to end racism and inequality on campus. The campaign is

aligned to the declaration made by the University's Council in November 2014 in which it was stated that "the Council of the University of the Free State believes very strongly in the human dignity, equality, and freedom of all people". This declaration has been placed in strategic venues on all campuses.

- By Thabo Kessah [◀](#)



Students pledge their commitment to stop racism and inequality at the "Red Square"

Autumn Graduations 2015

Thank you to all our colleagues for the hard work they put into graduations. Congratulations especially to Nick Venter, Deputy Director: Academic Student Services, and his team. Nick has been involved with graduations since 1978, when he coordinated the walk-in time of the academic procession (this was done with a stop watch).

"How do I feel? Fulfilled! I was in the privileged position of supporting time and life with quite a number of students,

from the application phase up to the graduation ceremony. I believe in what Johann Wolfgang Von Goethe had to say: 'Treat people as if they were what they ought to be and you will help them become what they are capable of becoming.'

"I was blessed to make good friends from all backgrounds; among colleagues and students as well as their parents; friendships that will stay with me for the rest of my life," Nick said.

The 2015 graduations will be Nick's last, as he is due to retire soon. We wish him all the best in the future.

Congratulations to all our colleagues and their children who graduated this year. Here are a few of them:



Nick Venter was honoured by Chancellor Dr Khotso Mokhele on his long service to the university.



Thabang Sepeame, Shop Steward:
NEHAWU - Graduated with Postgraduate
Diploma in Labour Law.



Mxolisi Mgolozeli, Security Officer:
Protection Services graduated with BAdmin Honours

Elmada Kemp, Senior officer: Institutional Advancement with her daughter Johandi who graduated with a BA Fine Art. "My gratitude to the Fine Arts Department, especially Mr Botma and the senior lecturers, they have an unprecedented passion for the subject and support their students all the way, it is awe inspiring. Onto Master's now!" Says Elmada



Sandra Seitshiro, Senior officer Human Resources –Postgraduate Diploma in Gender Studies. "I would like to quote Walt Disney in saying: "All our dreams can come true...if we have the courage to pursue them."



The Intranet makes it easy ...

If you are a staff member at the University, you will find most helpful documents, such as your salary slip, the UFS branding guidelines and institutional policies, on the Intranet.

Access the Intranet by either clicking on the staff icon on the blue menu bar of the UFS website and then selecting Intranet. You can also go to the bottom of the UFS webpage. In the last column, under staff, you can select Intranet. A window will appear and you can enter your password after you have entered your username as follows, kovsies\username.

Besides a short news snippet and the calendar of events you will find other interesting information, for example:

- The official UFS calendar
- The English Style Guide
- Financial and HR policy documents
- Tenders
- The classifieds
- The campus map
- The staff directory
- The UFS guidelines
- The 24/7@Kovsies electronic newsletter with the Digest
- Circulars
- Performance management and work environment survey

You will also find a record of your Internet use – so you can see exactly which sites you have visited during the past month.

Another helpful feature of the Intranet is the self-service applications. These include

- Lab bookings
- Novell password change
- PeopleSoft Access page
- Service Desk
- Update staff page

On the Services desk you can put in a job request at Physical Resources. You can, for instance, put in a job request for Physical Resources to replace the faulty light bulb in your office. Under Service Desk you can also log calls at ICT services with regard to any requests with regard to your computer. This is also where you will change your password. To log on to the Service Desk you will need to put in your personnel number twice.

Another very useful feature is the PeopleSoft access page. Here you will have access to, among other things, your HR and Finance information. On the HR page you will have the option to print your payslip and to apply for leave

online. You will also find your IRP5 detail here for your SARS forms. The UFS Hemis Self Service page and UFS Parking page are also available here.

On the PeopleSoft Financial page you will find, among other things, the list of suppliers.

The applications mentioned here are only a little of what is available. Do yourself a favour and visit the UFS staff Intranet. The Department of Communication and Brand Management in cooperation with ICT Services are working on a new interface for the Intranet. We will keep you up to date on that!

- By Leonie Bolleurs

Photo: Leonie Bolleurs



Don't be left in the dark – here is some light on the university's plans for load shedding

University Estates has taken a number of actions to reduce the impact of load shedding on the three campuses of the university:

On the Bloemfontein Campus

Generators with spare capacity are optimally used to accommodate smaller needs on campus, including toilets at the Odeion, ANNEX at Microbiology, Stabilis ANNEX, Agricultural Building, the UFS Sasol Library and the Francois Retief Building.

Area lighting on all the campuses, including street lights and walkways, will be connected to existing generators (as soon as budget has been approved).

Procedures for how to deal with mechanical equipment such as access booms, lifts, etc. are being finalised for all the campuses.

To protect against power surges, uninterrupted power supplies will be installed on ICT equipment at all the campuses. The project kicked off in March 2015.

Staff and students are encouraged to find out what they need to do to manage load shedding in their specific areas of work and

study. It is always helpful to know who to contact.

The following are safety tips to assist you:

1. In an emergency, call Protection Services. This line will continue to operate, regardless of whether there is power or not (contact numbers are below).
2. Avoid using lifts just before planned load shedding. Some lifts have emergency power packs which will bring the lift to the nearest floor and open the doors. If you still get stuck in a lift during a power outage, use your cellphone to call Protection Services. While you're waiting, stay calm and be patient.
3. If the access control systems in your building stop working after load shedding, contact Protection Services.
4. The students and staff members who are most at risk during load shedding are those in wheelchairs or with other mobility limitations. As far as possible, plan ahead to avoid being stuck on a floor or in a room that is difficult to access when load shedding is imminent. Please contact Protection Services if you need assistance.

5. During a fire, alarms WILL go off. Alarms are not power driven but are battery driven. For assistance, contact Protection Services.

6. The main UFS Switchboard (Bloemfontein Campus) (051) 401 9111 and Qwaqwa Campus (058) 718 5000 will continue to operate during load shedding.

Contact information for Protection Services:

Bloemfontein Campus:

(051) 401 2634/2911

Qwaqwa Campus:

(058) 508 5460/5175

South Campus:

(051) 505 1217

- By Leonie Bolleurs

Communication and Brand Management will make information available on the website, Facebook page, Twitter, Blackboard and the Intranet. Get the load shedding schedule from Eskom's webpage (<http://loadshedding.eskom.co.za/>). The Bloemfontein Campus falls in group 4 and the South Campus falls in group 2 in Centlec's load-shedding schedule.

Perle finds satisfaction and enrichment at UFS



Perle du Plessis

Perle du Plessis joined the UFS in the Finance office in 2012 and has seen this university transform and grow from strength to strength. "I started at Tuition Fees where I worked with students. Now I work more closely on staff-related matters. I enjoy being part of the diverse university community, on such a beautiful campus."

Her current portfolio entails Risk Management, Commercial Debtors and managing the assets of the University. But this has not taken away all of her time, as she is currently pursuing further studies at

the Business School. "I am currently pursuing an MBA which is an enriching experience, both academically and personally. I am learning new business strategies and hopefully by the time I graduate I will be a business expert" Perle says.

Perle graduated with a BComm degree at Stellenbosch University and Hon. BCompt at UNISA. She brings us valuable knowledge and experience from PWC, where she completed her articles in 2004, Transnet, where she worked as Corporate Governance Manager and held the Management Accountant position from 2007 until 2012.

- By Stefan Lotter

13

Pynlose aankope: koffie, tee of 'n pen?

As jy 'n personeellid hier by die universiteit is, het jy van tyd tot tyd nodig om aankope te doen, hetsy koffie, tee of suiker vir die kantoor, skryfbehoeftes of dalk 'n nuwe stoel. Hoe werk die proses? Hoe gaan ek te werk, wanneer ek die nodige aankope moet doen?

Marlete Paulsen van die Departement Finansies verduidelik dat daar twee tipes prosesse is om aankope te doen. Alles wat in die UV se store is, kan deur 'n proses van e-aankope aangekoop word. Die proses is ten volle gerekenariseer en enige werknemer van die UV kan aanlyn aankope doen. Onthou net, die aankope moet deur jou lynhoof goedgekeur word.

Om voorraad uit die skryfbehoeftestoor of die kruidenierstoor te koop, gaan jy soos volg te werk:

- Teken in op die intranet
- Op die PeopleSoft-stelsel, klik op Finansies en teken dan aan met jou gebruikers-ID
- Jy registreer as gebruiker van die stelsel op Selfdiens-registrasie voordat jy enigiets kan bestel
- Nadat jy geregistreer is, kan jy op e-Procurement klik en dan die nodige stappe volg om jou aankope te doen

Let asseblief dat geen aankope by ander diensverskaffers goedgekeur sal word van 'n produk wat reeds in die stoor beskikbaar is nie. Personeel kan op die e-Procurement-stelsel gaan kyk watter items in die stoor beskikbaar is. Indien jy baie van 'n produk gebruik maak, kan jy versoek dat Bevoorrading die produk aangekoop. Jy sal egter moet motiveer dat jy wel die voorraad wat aangekoop gaan word, sal gebruik.

Dit is ook teen die finansiële riglyne om 'n produk soos byvoorbeeld 'n stoel uit jou eie sak te koop en dan later daarvoor terug te eis.

Die volgende personeel sal jou behulpsaam wees by die store: Berenesse Ruiters by die kruidenierstoor (051) 401 2888, Elsie Jacobs by die skryfbehoeftestoor (051) 401 2154 en Martin Struwig (051) 401 3033.

Indien jy 'n produk wil aankoop of van 'n diens gebruik maak wat nie in die UV se stoor is nie, sal jy 'n rekvisisie moet voltooi. Vir hulp met 'n spesifieke aankope, kontak asseblief vir Teresa Potgieter wat u na die korrekte aankoper sal verwys ((051) 401 2101).

Marlete sê dat Finansies besig is om oor te skakel na e-requisitioning, waar die proses ook volledig gerekenariseer sal word. Departemente sal in die volgende ses maande gekontak word om oor te skakel na die e-requisitioning-proses.

Tydens gradeplegtighede is die togastoor ook oop. Kontak Maggie Tsolo by (051) 401 9525 in dié verband.

Alle rekenaar- en rekenaarverwante aankope word deur IT Procurement hanteer. Kontak Jaco de Beer by (051) 401 2811 in dié verband.

- Deur Leonie Bolleurs

KNOW MORE ABOUT



Maggie Tsolo in die kruidenierstoor.

South Campus planning for new residence complex

Michelle has a Q & A with JT Erasmus from Typology Architects



Photo: Typology Architects

Michelle: What are the reasons for building a residence at South Campus?

JT: The number of students at the South Campus has grown to about 1 500 and there are currently no residences available on the campus itself. South Campus is located in a predominately industrial area of Bloemfontein where there are no housing facilities in the vicinity of the campus. The residence will make the campus more accessible for students without transport and fulfil the urgent need for accommodation on the South Campus.

Michelle: What facilities will the residence offer?

JT: The new residence will provide 250 beds within two main blocks – each consisting of three floors with the following:

Two wings with 40 beds (20 double rooms).

Separate laundry/drying and cleaners' facility (part of the central circulation/entrance of each block), shared by the two wings on that floor.

An ablution block, study room and communal lounge and kitchen.

Four separate flats with four single rooms each sharing a lounge, kitchen and bathroom (with a laundry facility separate from that of the main blocks).

The central block includes:

- Lobby/security access
- Service rooms
- Committee room
- Lounge/gazelle with kitchenette
- Service block (under one flat)
- Cleaners' office
- Cleaners' store
- Cleaners' restroom with ablutions
- Central linen store
- Manager's flat
- Refuse area
- Heat pump facility

Michelle: What security measures are planned for the residence?

JT: Similar to that of residences on other campuses a fence will be erected around the complex to close it off from the rest of the campus. There will also be a separate parking area nearby.

Michelle: What is the estimated date of completion?

JT: June 2016.

- By Michelle Nothling

Al ooit gewonder oor UV-versekering?

Die huidige versekeringsmakelaars van die Universiteit is Marsh Pty(Ltd).

Die aard van hierdie aanstelling behels die identifisering van risiko's, die mate waartoe hierdie risiko's versekerbaar is, maatreëls wat deur die UV ingestel kan word om risiko's te bestuur en die UV te ondersteun om onderskrywers te vind by wie hierdie risiko's bevredigend verseker kan word. Hierdie proses word bestuur deur die Versekeringskomitee van die UV. Die lede van die komitee is verteenwoordigend van die belangrikste rolspelers in die bestuur van versekerbare risiko's. Die komitee doen verslag aan die Oudit en Risikobestuurskomitee van die Raad.

Die versekeringsportefeuille van die UV bestaan uit die volgende belangrikste kategorieë waarin versekerbare risiko's verdeel kan word, naamlik:

- Alle risiko teen skade
- Openbare aanspreeklikheid
- Professionele aanspreeklikheid
- Direkteure- en beampieskadeloosstelling
- Persoonlike ongevalle
- Motorversekering

Hoe weet 'n personeellid of 'n student dat daar moontlik 'n gebeurtenis plaasgevind het wat vir versekeringsdoeleindes aangemeld moet word?

- 'n Personeellid word beseer aan diens en verloor 'n ledemaat
- 'n Personeellid/student is betrokke in 'n motorongeluk met 'n UV-voertuig/Bidvest-huurmotor
- Inbraak vind plaas en UV-eiendom word gesteel
- Skade word aan UV-eiendom aangerig

Wat maak ek as 'n gebeurtenis plaasgevind het wat aangemeld moet word?

- Meld die geval by die polisie aan en kry 'n saaknommer
- Neem foto's van die skade en die area
- Win alle besonderhede van betrokke persone en getuies in
- Meld die geval binne twee weke by die versekeringskantoor aan

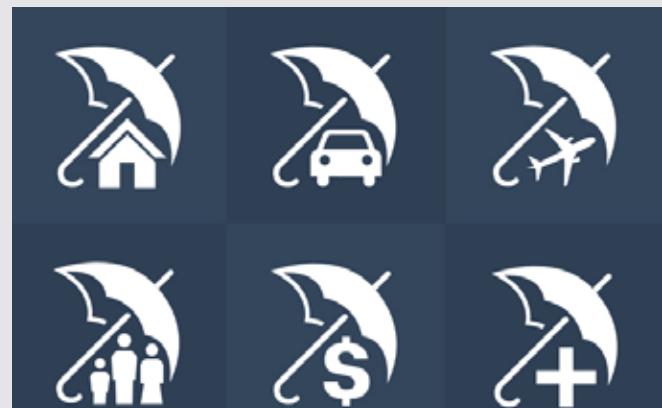
Eise kan kompleks raak. Daarom is dit altyd beter om seker te maak wat jou regte is.

Indien jou enige inligting verlang, kontak Antonie Beukes by beukesam@ufs.ac.za of (051) 401 3029.

Eise kan geregistreer word by:
khutsomc@ufs.ac.za of (051) 401 2999 – Motorversekeringseise
vanheerdenl@ufs.ac.za of (051) 401 3249 – Alle ander
versekeringseise

Alle gevalle moet binne twee weke by die versekeringskantoor van Finansies aangemeld word en alle dokumente moet binne een maand ingedien word om te verseker dat 'n versekeringseis nie op grond van laataanmelding afgewys word nie.

- Deur Stefan Lotter



A_STEP takes a leap into the next seven years

The Centre for Teaching and Learning launches Academic Student Tutorial and Excellence Programme (A_STEP).

In July 2007, the Centre for Teaching and Learning (CTL) tentatively started a tutorial programme to support students in the Faculties of Health Sciences and the Humanities on the Bloemfontein and Qwaqwa Campuses. A small group comprising only 55 tutors and two coordinators ventured into the unfamiliar field of extra tutorials driven by students' peers.

Since its birth seven years ago, the programme has experienced immense success and expansion. Now, this initiative is taking on a new name and takes A_STEP into a promising future.

During its launch, Dr Lis Lange, Vice-Rector: Academic, applauded the tutorial programme for playing an integral part "in a list of high-impact interventions to support students' success". The numbers speak volumes: at the end of 2014, more than 11 350 hours were tutored – an increase of more than 2 500 hours from 2013. The total attendance for 2014 reached 19 555 students by November. This is a staggering achievement for a tutorial programme.

Evodia Motsokobi, head of A_STEP, expanded on the programme's vision for the next seven years. "Our intention is to improve throughput and retention, as well as graduation rates," Motsokobi said. In addition to a steadfast commitment to quality and innovation in teaching and learning, the team will also focus on sharing their methods and success with the rest of the world.

- By Michelle Nothling ▶



Photo: Michelle Nothling

The A_STEP team celebrates the past and cheer the future.



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Radikale denke stel IKT-dienste in staat om toekoms vol vertroue te betree

Ten einde beter op veranderende wêreldwye tendense te reageer en voor te berei vir verwikkelinge ops in hulle vakgebied, het die Departement Inligtings- en Kommunikasie-tegnologie (IKT) stappe begin doen om in pas met dié tendense te kom. Saam met hierdie stappe bied hulle ook 'n'n reeks konferensies aan, getitel,d "ICT: Radical Re-think 2018", om die breër UV-gemeenskap oor die broodnodige veranderinge in te lig.

Dr Vic Coetzee, Senior Direkteur van die departement, sê weens die UV se stabiele IKT-platform met min risiko's, het talle inligtings- en kommunikasieontwikkelings in die wêreld nog nie die UV-stelsels bereik nie. Om dié rede het die departement 'n 'radikale denkprosescal re-think' van stapel gestuur om nuwe verwikkelinge, asook verwagte ontwikkelings oor die volgende paar jaar, te hanteer. Dit sluit tendense soos wolkrekenaardienste en sosiale media in.

Volgens die Radical Rethink-veldtog is die kerngedagte dat inligtingstegnologie nie meer 'n bate is nie, maar eerder 'n kommoditeit. Dit sou beteken dat groter vordering op sagteware-gebied plaasvind as wat in die hardware betref, met die gevolg en dat daar meer opleiding, rekenaargeletterdheid en -vaardigheid van die gebruiker vereis word.

'n Deel van die Radical Rethink-veldtog behels ook verskeie projekte, soos die inwerkingstelling van die Active Directory-stelsel, en die langtermynprojek om van Novell Groupwise na Microsoft Outlook oor te skakel.

Die IKT-span gaan die konferensie ook in Junie op die Qwaqua-kampus aanbied.

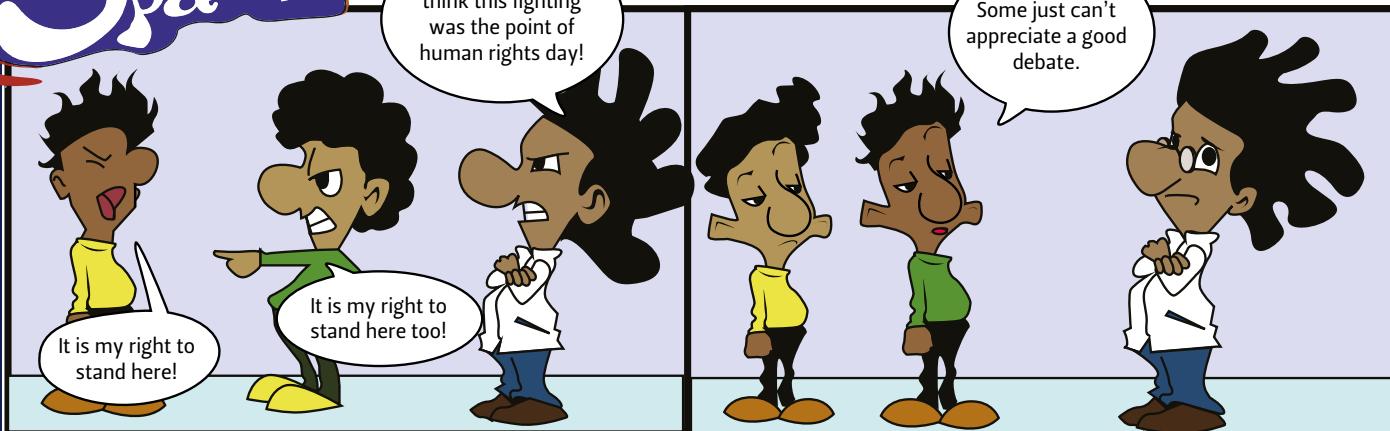
- Deur Eugene Seegers ▶

WORD SEARCH

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SOLUTION



By Lize-Marie Smit

Congratulations to the Shimlas!!!



The Shimlas have taken their place as one of the premium university rugby sides in the country

Photo: Johan Roux

The Shimlas rugby side has been more than phenomenal throughout the 2015 Varsity Rugby season. The Bloemfontein outfit has been resolute during the tournament, subsequently cementing their new place as one of the best teams ever in the history of the seven-year cup competition.

Tournament organisers have heaped praise on the Shimlas for a spectacular season, which is in contrast to previous campaigns. "A big word of congratulations has got to go to the Shimlas, they have gone unbeaten throughout the tournament," said Varsity Cup CEO Duitser Bosman.

"There is only one team that has ever done that before and that is Maties in 2010 and for a new coach (Franco Smith) to do that it is exceptional," he added.

Bosman says the tournament has been a resounding success and that it met all the tournament organiser's expectations.

"From a tournament organiser's point of view, we always say it goes down to the wire. You can't get it better than this. It was a fantastic tournament, right to the very last moment."

The Shimlas brought home the varsity Cup, making the UFS and Bloemfontein Community very proud

- By Mamello Oliphant

Why waste paint on dead people?

Kovsies are always first! At the Vryfees last year we clad the statues of Pres Steyn and Pres CR Swart in pink! I must say, they looked funny – especially Pres Swart who looked like an old man dressed in an old nightgown. The point is: the artists used the statues to create awareness on the issue that it is mostly males who are honoured by statues. The role of women and their sufferings and contributions are mostly forgotten; that is, except for the statue at the Women's Memorial of the mother looking sadly in the direction of Mazelsoort with a look on her face that clearly states, "When will our husbands come back from the braai at Mazelsoort?"

Kovsies seem to have more savvy when it comes to using statues for a purpose. We do not need to destroy them. What is the use of the statue of HF Verwoerd, who was removed directly after the election and now lies on his back in a store somewhere? His famous pointing finger now points straight up in the air as if he is saying, "When will the rain ever come?"

Bultjie is for more statues! One of our own Miss World, Roeline Strauss, right outside my window. One for everyone involved with the Shimlas who won the Varsity Cup; one of the full team plus the captain! Let's start a competition where names can be nominated for excellent academics, sports people, artists, administrative staff, service workers, etc. and at the end of the year we vote for the winner and erect a statue on the Rooi Plein!

Of hoe dink julle! Sit by, mense, sit by! Begin dink wie almal regtig 'n positiewe bydrae op hierdie kampus bemaak het. Bultjie sal persoonlik bydra vir 'n standbeeld van Prof Bonito Khotseng en vele ander wat my ondersteun het as student – veral in Engels! My Engels dosent het jare gelede vir my gesé: "Pleased to meet you, young man!" Waarop Bultjie, pas uit die diep platteland, ewe ordentlik terug geantwoord het: "Congratulations!" So: "Congratulations to our students who seem to think before they do silly things like wasting their time painting old, dead people. Forward, Kovsies!"

Bultjie