

# Campus Voice



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Official newsletter of the University of the Free State Qwaqwa campus

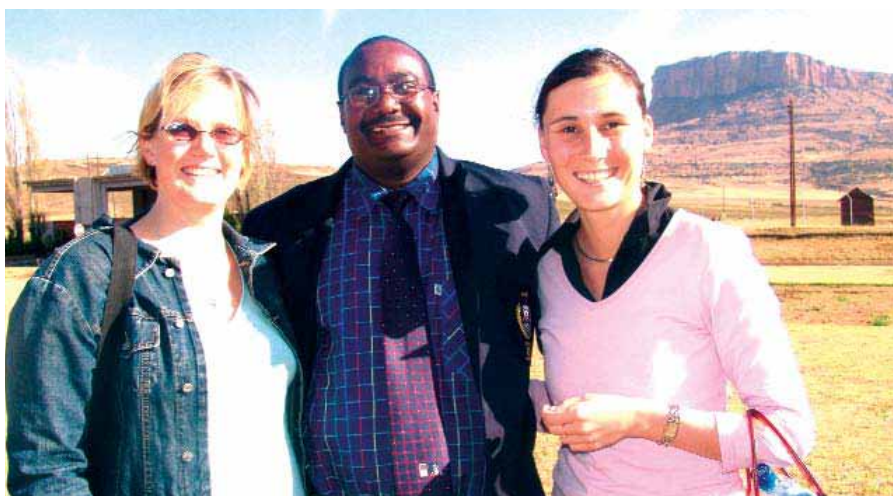
## Second phase of the tri-campus project kicks off at Qwaqwa Campus

A series of interviews are being conducted with campus representatives, community representatives, local government, Further Education and Training (FET) colleges, employers and community development organisations on how the Qwaqwa Campus can be used most effectively to meet the education, training and development needs locally and regionally.

If the campus is involved in vibrant activities that help to build economic development and carry out concomitant research, there is an increased possibility that it can become a financially sustainable learning institution," said Mrs Merridy Wilson-Strydom of Neil Butcher Associates Consultants.

Mrs Wilson-Strydom conducted an in-depth interview with the Campus Principal, Prof. Peter Mbatlana, and the Qwaqwa Management Committee at the UFS Qwaqwa Campus.

Five main interviews were scheduled on campus. Additional discussions will be held as needed to address issues emerging from these interviews:



Conducting interviews to determine how the Qwaqwa Campus can be used most effectively are from left Mrs Merridy Wilson- Strydom from Neil Butcher and Associates, Prof. Peter Mbatlana, Campus Principal and Mrs Carol Roos also from Neil Butcher and Associates.

- In-depth interview with the Campus Principal
- Focus group interview with the Management Committee
- Focus group interview with student leadership
- Interviews/discussions with the persons responsible for campus finances and
- Interviews with key stakeholders in the community.

The information collected during the interviews is part of a further phase of detailed planning, leading to strategic plans for the campus, and informing the overall strategy for the Free State Higher Education Consortium (FSHEC) Tri-Campus Project.

## Two assistant directors appointed on campus

Mrs Elizabeth Nchapi and Ms Mamokete Ratsoane have been appointed as assistant directors in Finance and Human Resources respectively with effect from 1 June 2005. Their appointment is the result of a rigorous job-grading exercise which was conducted by Ms Susan van Jaarsveld of the Human Resources Department.

Following the incorporation of the Qwaqwa Campus with the UFS in 2003,

some of the administrative positions were designated as 'co-ordinators'. However, with the need to align the terms and conditions of service of employees on the Qwaqwa Campus with those on the Main Campus, it was necessary that appropriate nomenclatures, commensurate with those used on the Main Campus, also be applied on the satellite campuses.

Mr Lourens Geyer, the Director: Human Resources said: "I am happy to



Mrs Elizabeth Nchapi and Ms Mamokete Ratsoane.

# Performance management process makes progress

A cohort of volunteers on the Qwaqwa Campus was taken through the first phase of an introductory workshop on the Performance Management System (PMS) and Performance Management Process (PMP) on 17 June 2005.

Facilitating this process was Prof. Kalie Strydom who is currently a senior researcher with the Centre for Higher Education Studies and Development (CHESD) and Acting Director of the Free State Higher Education Consortium (FSHEC).

Participants in this exercise included Prof Peter Mbatl, Campus Principal, Prof Riaan Luty, Dr Elias Malete, Dr Lekhoaa Letsie, Mr Sam Mensah, Programme Heads, Ms Mamokete Rastoane, Assistant Director: Human Resources and Mr Stoffel Kok the Senior Librarian.

According to Prof. Mbatl, the PMP and PMS process is an invaluable tool for fair, effective and efficient management of a very important resource on campus – the human resource. Among other benefits, the PMP and PMS project has the following very noble objectives:

- To offer ever-improving value to clients, e.g. students, donors and other stakeholders, etc.
- To instil and enrich a culture of PM (quality assurance) as an integral part of the day-to-day functioning of staff at the UFS.
- To establish an efficient, effective and quality PMS and PMP that will serve

the context-specific needs and interests of the UFS.

- To create an eventual PMS that recognises existing PM initiatives, is simple to understand and implement, has a restricted bureaucracy, and is sufficiently flexible and diverse to ensure its acceptance.
- To improve staff performance through mentoring, development and training of staff.
- To promote accountability through summatively oriented assessment of staff performance, compensation, rewards and corrective (punitive) measures.

Prof. Kalie Strydom is the Project Co-ordinator of the PMP Ke Nako project. He has a wealth of experience in higher education and has previously served as Chief Director: Strategic Services at the UFS. Prof. Strydom has led major research projects on human resource management and development over the last couple of years.

“The employees of the university have first and foremost to buy into this whole idea of the PMP and PMS for the project to be successful,” said Prof. Strydom.

“I am confident that with Prof. Strydom co-ordinating this project, and with the enthusiasm already exhibited by the Qwaqwa cohort group, we should be able to achieve impressive returns, especially as we concurrently explore the possibilities of building a quality campus in this part of the Eastern Free State,” concluded Prof. Mbatl.

## Payment Plan: Please make an appointment

Students are cordially reminded to contact the Social Worker or Finance Department who will assist them to make payment arrangements on outstanding fees in preparation for the 2006 registration. This is a reminder following the first notice issued by the office of the Social Worker on 27 July 2005.

Your cooperation and understanding will be highly appreciated.

Ms Elizabeth Nchapi  
Assistant Director: Finance

*Two assistant directors... from p1*

report that we have now completed the job-grading exercise for all support staff on the Qwaqwa Campus, and that this will hopefully boost the morale of our two colleagues who have been appropriately job-graded as assistant directors.”

Mr Chris Liebenberg, Director: Financial Administration, and Mr Geyer expressed confidence that the two ladies would be successful in their new roles. They pointed out that the appointment of Mrs Nchapi and Ms Rastoane was testimony of the confidence management had in them.

Prof. Peter Mbatl, Campus Principal, congratulated the two assistant directors and reminded them of their responsibility to ensure quality service delivery in their respective important departments in the operational management of the campus. He also welcomed them on board as members of his Management Advisory Team.

## Editor's view

This edition of *Campus Voice* is filled with interesting and newsworthy articles from our hard-working editorial committee.

We have launched a number of new columns in this edition for your convenience. This is your voice, the *Campus Voice*. This is the platform for you to be heard and to hear others. So please make use of the Faculty News Providers to submit your articles. Their names and email addresses are available in every edition of *Campus Voice*.

The editorial committee would like to convey its condolences to Prof. Peter Mbatl, the Campus Principal, on the death of his son, Mark, who passed away on 22 July 2005 and was laid to rest on 27 July 2005. The campus also suffered another loss when Ms Gloria Phathela, a member of our security department, passed away on 9 August. May their souls rest in eternal peace.

Kind regards  
JABU

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**"Notice to contributors"**  
**The editor has the right not to publish.**

# Have your say about the future UFS

“The consultation process has begun and we want to encourage staff, students and other stakeholders to make an input into a Transformation Plan for the University of the Free State.”

This was the message from Dr Ezekiel Moraka, Vice-rector Student Affairs, and the co-chairperson of the Transformation Plan Team along with Prof. Teuns Verschoor.

According to Dr Moraka, the Transformation Plan Team is now ready to hear the views and suggestions of stakeholders about the key issues that must be tackled at the university to ensure that it is a truly South African university.

“These key issues together with ways of tackling them must come from staff, students and other interested parties. We will then put them into a Transformation Plan for the University of the Free State. The plan cannot be finalised without the inputs of the university community. This is not the task team’s plan but the university’s,” said Dr Moraka.

The Transformation Plan Team was established earlier this year to focus on specific issues around transformation such as the language policy, institutional culture and values, equity and diversity (of staff and

students), student affairs, governance and management, and academic transformation, among others.

Dr Moraka says: “It will not be possible to consult with each person individually or with each and every academic department or support service of the UFS on all three campuses. We therefore invite staff and students to forward their inputs to the Transformation Plan Team co-ordinators, Prof. Teuns Verschoor, Vice-rector: Academic Operations, and myself, via a special e-mail address that we have set up.” The special e-mail address is: [transform@uovs.ac.za](mailto:transform@uovs.ac.za)

“However, we will definitely communicate with the academic leadership, with the unions, student formations and other structures, Dr Moraka said.

“Once a transformation plan has been drafted, it will be discussed and scrutinised by the university’s governing structures. That includes the Council, the Senate, the Executive Management etc. After their approval the plan will be distributed to the university community and other stakeholders.”

Mr Teboho Manchu, Deputy Director: Student Affairs serves in the Transformation Plan Team on the Qwaqwa Campus.

## Competition

A special competition has been arranged for staff and students to encourage them to participate in the transformation of the UFS. Prizes to the value of respectively R500, R300 and R200 could be won. For more details visit [http://www.uovs.ac.za/documents/support\\_services/stratkom/digest/entry.doc](http://www.uovs.ac.za/documents/support_services/stratkom/digest/entry.doc) or for an Afrikaans version [http://www.uovs.ac.za/documents/support\\_services/stratkom/digest/inskryf.doc](http://www.uovs.ac.za/documents/support_services/stratkom/digest/inskryf.doc)

Lig u mening oor die transformasieproses en stuur u kommentaar na die adres [transform@uovs.ac.za](mailto:transform@uovs.ac.za). ‘n Kompetisie is ook geloods vir personeel en studente. Pryse ter waarde van onderskeidelik R500, R300 en R200 kan gewen word. Meer besonderhede is beskikbaar by [http://www.uovs.ac.za/documents/support\\_services/stratkom/digest/inskryf.doc](http://www.uovs.ac.za/documents/support_services/stratkom/digest/inskryf.doc) of vir ‘n Engelse weergawe besoek [http://www.uovs.ac.za/documents/support\\_services/stratkom/digest/entry.doc](http://www.uovs.ac.za/documents/support_services/stratkom/digest/entry.doc)

## Communication links Qwaqwa and Main campuses

The Computer and Information Technology (CIT) Department at the UFS Qwaqwa Campus, has introduced video conferencing facilities on campus. Mr Jos van Zadelhoff, Assistant Director: IT said, “The new facilities will assist in bridging the distance between the Main Campus and the Qwaqwa Campus.

“Staff members on both campuses can now be part of important meetings without the need to travel for long hours. I would like to plead with our colleagues from both campuses to make use of these facilities. Prof. Peter Mbatlana, Campus Principal had an opportunity to test this equipment during a meeting with the rector.

Prof. Mbatlana has expressed delight at the fact that the video conferencing facility is now going to be operational between the Main Campus and the Qwaqwa Campus and foresees a lot of benefits in using this technology. He hopes that this facility will encourage better attendance of departmental and faculty board meetings at both campuses. He expressed concern at the frequency of absence by Qwaqwa staff from



Mr Jos van Zadelhoff, Deputy Director: IT, demonstrating the new video conferencing facility to Mr Zed Msimanga, English Lecturer.

departmental and faculty board meetings on the Main Campus. While accepting that it is logistically impossible for Qwaqwa staff to close shop, get into a bus and attend meetings in Bloemfontein, the converse is also true – that if Qwaqwa staff do not attend these meetings, their campus specific issues will not be attended to and the feeling of alienation will be perpetuated.

Prof. Mbatlana is also optimistic that communication through video conferencing will increase the level of camaraderie and trust between the two campuses as members of staff are able to see each other as they talk. He hopes that this facility will increase the turn around time for quality delivery of service for the two campuses. “This is an expensive investment, and I hope that we can get good value for it,” he said.

# Physical Resources put plans into action

“Following a fruitful meeting with Prof. Peter Mbatlana, the Campus Principal, in which emphasis was laid on moving from word to action, it is with pleasure and great inspiration that I report the following arrangements I made as a first of moving up the ladder of success,” said Mr Moferefero Moeketsi in the Physical Resources: Maintenance Department.

The training of staff in a workshop was prioritised in an attempt to inform the team on what is expected of them to function as a unit. In an attempt to create an environment for productive work, we focused on conflict resolution, human relations at the workplace, team and capacity building and HIV and AIDS: the importance of counseling before a test, dealing with the results and avoidance of contracting the virus.

This workshop was conducted by Mr Jack Vezi of the Student Development Office, Mrs Pinky Rabotapi, Social Worker and Mrs Letty Tsotetsi, Health Promoter. The workshop was a stepping stone aimed at more informed future workshops aimed at delivery and bringing changes.

“I appreciate the support that I received from the Maintenance Office and the Human Resource Department and facilitation by the Prof. Mbatlana in making this a success. It is this kind of team-building that will capacitate future successes in my work at the campus. Without the assistance and little appreciation of my work in my section, such successes would not be realised in an attempt to make our campus a growing and glowing academic star of its size structured towards greater future achievements.

“I am pleased with the training and motivational workshops Prof. Mbatlana hold with us from time to time. These training sessions keep us focused, knowing where we are and where we are headed. Without this, much of my work would not be successful.

“The support I also receive from Mr Eugene Malebo, Head of the Physical Resources: Maintenance Department, and fellow workers from my team is a pleasure to behold. This, and only this, will lead us in the right direction in an attempt to turn Word into Action as Prof. Mbatlana often puts it. To realise our broad, short and long term



Mrs Pinky Rabotapi.

objectives, we need to get our hands dirty, but when we look at the them, actually see cleanliness reflected in the beauty of our growing campus. To those herein acknowledged and the campus community, I will remain forever indebted,” said Mr Moeketsi.

## Claims processed here

Kindly be informed that Ms Mara Fourie over and above her function as a buyer is now responsible for processing travel and subsistence claims and petty cash payments. She also oversees functions in the finance and provisioning environment namely, stores and transport section, said Ms Elizabeth Nchapi, Assistant Director: Finance.

In an effort to seek solutions to improve service delivery within our department, claims will be processed on this campus in the near future and Ms Fourie has already received training in this regard. However, we still need to address a few logistical problems before implementation takes place.

We are excited and looking forward to serve the campus community better.

## SRC elections on Qwaqwa Campus reach a milestone



The new SRC on the Qwaqwa Campus are front from the left: Mr Ngaka Motlokoa, Treasurer General, Miss Motshewa Motaung, Media and Publicity, Mr Lehlonolo Morapeli, President General, Miss Neli Mokoena, Secretary General and Mr Sibusiso Magubane, Deputy Secretary. Back: Mr Khobijane Maduna, Residence, Catering, Environment and Social Welfare, Mr His Majesty Maqhubu, Politics and Transformation, Mr Motheri Motloung, Religious Affairs, Mr Bhekumuzi Maseko, Academic Affairs, Mr Thato Ramoubane, first Deputy President, Mr Dimaketsi Motlohoneng, Sports, Recreation, Arts and Culture and Mr Visi Nyama, second Deputy President.

Although there were fewer votes cast on the UFS Qwaqwa Campus than last year, the elections were a resounding success, according to Mr Teboho Manchu, Deputy Director: Student Affairs. “There were no cases of violence and misconduct,” he said. A total of 758 votes were cast. The number of spoilt papers came to 16.

The students of the Qwaqwa Campus were given an opportunity to cast their votes on 26 August. The process was free and fair. Students were given up to 29 August at 12:00 to register objections regarding the voting process.

Mr Lehlonolo Morapeli, a postgraduate student in Education was elected as the president of the Qwaqwa SRC for 2005/2006. He is responsible for Legal and Constitutional Affairs in the Central SRC.

The Pan African Student’s Movement of Azania (PASMA) won the elections with 416 votes, the South African Student Congress (SASCO) and African National Congress Youth League (ANCYL) had 234 votes, the South African Democratic Students Movement (SADESMO) 58 votes and the Socialist Azanian Students Organisation (SASO) 34 votes respectively.