

# Transforma

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*Fact sheet of the UFS transformation process/  
Feiteblad van die Uv transformasieproses*

Universiteit van die Vrystaat --- University of the Free State --- Yunivesithi ya Freistata

## Transformation Plan Team receives their brief

In his opening speech Prof. Fourie announced the drafting of a Transformation Plan at the UFS. This Plan will guide the university as it embarks on a new phase of transformation.

A Transformation Plan Team was appointed to co-ordinate the whole process. At an Executive Management meeting on Monday, 14 February 2005, management outlined the following brief for the Transformation Plan Team.

### What should be done?

- Academic transformation with emphasis on increased South African and African relevance (teaching and learning modes and methods, academic programmes and curricula)

- Institutional culture and values
- Equity and diversity of staff and students
- Student activities
- Governance and management
- Names and symbols
- Advice on the necessity/desirability of changing the UFS vision

### How should it be done?

- The plan should be developed against the background of the unique transformation history and course of the UFS
- The Team should execute their task in an academic and scientific manner that benefits the nature, character and quest for quality of the UFS
- The Team should execute their task in a consultative

manner and should take along relevant stakeholder groups and individuals

- Clear rules of engagement should be agreed upon and spelt out
- Existing forums and structures should be utilised, but new structures and forums can also be established temporarily in order to attain certain objectives
- The planning process should be done in such a manner that it will support transformation goals and effect reconciliation
- Needs for support and facilitation should be taken into account
- Good planning practices should be applied.

## Transformation will take UFS into next century

Staff from all spheres on campus as well as the Student Council took the first steps in the next 100 years of the UFS when they attended the official opening on 4 February 2005. At this event the Rector and Vice-chancellor, Prof. Frederick Fourie, shared his thoughts about the UFS towards 2010 in the context of sustained change, innovation, renewal and transformation.

The UFS therefore needs to adopt a process of continual and persistent becoming. "We must become a truly South African university of excellence, equity and innovation, of high quality, equitable, non-racial, non-sexist, multi-cultural, multi-lingual and a place of scholarship for South Africa and Africa.

Essentially we must nurture a common sense of belonging which is more than "merely accommodating". We must create an entirely new institutional culture with non-dominance as norm and values which reflect the various dimensions of culture of the multitude of cultures present at an institution, creating a sense of belonging for white and black.

"The university needs to embark on a new phase of transformation which would be guided by a comprehensive Transformation Plan. He invited all staff, alumni, students, and other stakeholders to participate in an inclusive consultation process which will later result in the draft Transformation Plan. The process would be led by a Transformation Plan Team, co-ordinated by Prof. Teuns Verschoor, the

Vice-rector: Academic Operations, and Dr Ezekiel Moraka, Vice-rector: Student Affairs.

The Transformation Plan would involve academic aspects, finances, staff remuneration and working conditions, operational services, employment equity, institutional culture, the Qwaqwa and Vista incorporations, governance and student life.

"Transformation has been and will continue to be a process with many facets that seek to enhance excellence in all spheres of university life, and is more than ensuring employment equity. We have reached a historic moment in the life of the UFS where innovative thinking and bold steps yet again are necessary because failure is not an option," he said.



Staff attending the official opening of the UFS, held at the Centenary Complex on 4 February 2005.

*Participate in the transformation process and contact us with your view on these issues:*

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For more information on the rector's speech visit, [http://www.uovs.ac.za/docs/2005\\_12\\_UFS\\_open/2005\\_02\\_Rector\\_speech.pdf](http://www.uovs.ac.za/docs/2005_12_UFS_open/2005_02_Rector_speech.pdf)



Bo: Amptelike opening van die UV op 4 Februarie  
Onder: Vuurwerkevertoning met toewydinsfees op 6 Februarie.



## Transformasieplanspan ontvang opdrag

In sy openingstoespraak het prof. Fourie die opstel van 'n Transformasieplan aan die UV aangekondig. Dié plan sal die UV lei na 'n nuwe fase van transformasie.

'n Transformasieplanspan was aangestel om die hele proses te koördineer. Tydens 'n vergadering van die Uitvoerende Bestuur op Maandag, 14 Februarie 2005, het bestuur die volgende opdrag aan die Transformasieplanspan voorgelê.

### Wat moet gedoen word?

- Akademiese transformasie met die klem op groter Suid-Afrikaanse en Afrika relevansie (onderligmodusse en – metodes, akademiese programme en kurrikula en navorsingsfokusse)
- Institusionele kultuur en waardes

- Billikheid en diversiteit van personeel en studente
- Studente-aktiwiteite
- Beheer en bestuur
- Name en simbole
- Advies oor die wesenlikheid/nodigheid van verandering van die UV visie.

### Hoe moet dit gedoen word?

Die volgende is breedweg 'n aanduiding van wat van die span verwag word in die proses van planontwikkeling:

- Die plan moet ontwikkel word teen die agtergrond van die UV se unieke transformasiegeskiedenis en verloop
- Daar moet akademies-wetenskaplik te werk gegaan word om te pas by die aard, wese en kwaliteitstrewes van die UV
- Daar moet konsulerend te werk gegaan word en relevante belangegroepes en

individue moet saam-geneem word

- Duidelike gedragsreëls vir alle betrokkenes moet ooreengekom en uitgespel word
- Bestaande forums en strukture moet sover moontlik gebruik word, maar nuwe strukture en forums kan ook tydelik in die lewe geroep word ten einde sekere doelwitte te bereik
- Die beplanningsproses moet op so wyse hanteer word dat dit juis transformasiedoelwitte ondersteun en versoening bewerkstellig
- Behoeftes aan ondersteuning en fasilitering moet verrekke word
- Goeie beplanningspraktik moet gevolg word.

## Transformasie neem UV na nuwe eeu

Personeel op alle terreine op kampus asook die Studenteraad het saam die eerste treë gegee in die volgende 100 jaar van die UV toe hul die amptelike opening van die UV op 4 Februarie 2005 bygewoon het. By die geleentheid het die Rektor en Visekanselier, prof. Frederick Fourie, gepraat oor die UV teen 2010 in die konteks van volgehoue verandering, innovasie, vernuwing en transformasie.

"Ons moet 'n ware Suid-Afrikaanse universiteit van uitnemendheid, gelykheid en innovering, van hoë kwaliteit, nie-rassig, nie-seksisties, multikultureel en multitaalkundig en 'n plek van vak-kundigheid vir Suid-Afrika en Afrika wees. Dit is belangrik dat ons 'n gemeenskaplike sin van samehorigheid

aankweek wat meer is as "blote tegemoetkomingheid." Ons moet 'n heeltemal nuwe institusionele kultuur skep met niodominansie as norm en waardes wat die verskeie dimensies van kultuur van die groot aantal kulture by 'n instansie verteenwoordig, waardeur 'n gevoel van samehorigheid vir wit en swart geskep word.

"Die universiteit moet nou 'n nuwe fase van transformasie aanpak, wat gelei sal word deur 'n omvattende Transformasieplan. Die Transformasieplan sal die resultaat wees van 'n inklusiewe konsultasieproses wat personeel, alumni, studente en ander belangegroepes sal insluit. Die proses sal gelei word deur 'n Transformasieplanspan wat gekoördineer word deur Viserektor: Akademiese Bedryf, prof. Teuns

Verschoor, en Vise-rektor: Studenteaangeleenthede, dr. Ezekiel Moraka.

Die Transformasieplan sal insluit akademiese aspekte, finansies, personeelvergoeding en werksomstandighede, bedryfsdienste, billike indiensneming, institusionele kulture, Qwaqwa en Vista se inkorporering, beheer en bestuur en studentelewe.

"Transformasie sal voortgaan om 'n proses met vele fasette te wees wat streef na die bevordering van uitnemendheid op alle gebiede van universiteitslewe en is veel meer as net 'n waarborg vir gelyke indiensneming." "Ons het 'n historiese oomblik in die lewe van die UV bereik waar innoverende denke en moedige stappe weer eens nodig is, want mislukking is nie 'n opsie nie," het hy gesê.