

Transforma

17 March 2005, Volume 1, Issue 2

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

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

Transformasieplanspan goedgekeur

Die Uitvoerende Bestuur het die lede van die Transformasieplanspan wat verantwoordelik sal wees vir die opstelling van 'n UV-plan vir transformasie, in oorleg met alle belanghebbendes, goedgekeur.

Volgens die Viserektor: Akademiese Bedryf, prof. Teuns Verschoor, 'n koördineerder van die span saam met die Viserektor: Studente-aangeleenthede, dr. Ezekiel Moraka, sal die proses van die opstelling van die plan geleentheid skep vir die grootste moontlike deelname en insette van die personeel, studente, alumni, personeelverenigings en vakbonde, asook organisasies wat nie op kampus is nie.

Prof. Verschoor het

aangedui dat die individue wat deur die bestuur goedgekeur is, nie die verskillende fakultete of belangegroepes verteenwoordig nie, aangesien hierdie groeperinge direk met die Transformasieplanspan in interaksie sal tree soos wat die plan opgestel word.

"Terwyl die spanlede nie belangegroepes of fakultete verteenwoordig nie, weerspieël dit wel die diversiteit van die UV wat betref die drie kampusse, ras en geslag. Dit weerspieël ook die jonger generasie van personeel wat steeds hier sal wees oor 10 en 20 jaar van nou af."

Hy het bygevoeg dat die span beslis met die senior akademici wil beraadslaag

om die idees en voorstelle te toets wat uit die werk van die Transformasieplanspan voortspruit, ten einde te verseker dat die finale plan goed is en in die beste belang van die UV.

Volgens dr. Moraka sal die proses van die opstelling van die UV-transformasieplan 'n oop proses wees en sal dit nie net die idees van die span weerspieël nie.

"Daar bestaan verskeie moontlikhede wat betref hoe die proses sal ontvou, insluitende subgroepes en ander aktiwiteite waar kampusgroepes en ander partye wat geraak word waardevolle bydraes kan maak en ons van hul insigte kan voorsien," het dr. Moraka gesê.



Dr Ezekiel Moraka



Prof. Teuns Verschoor

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

| | |
|------------------|------|
| Leonie Bolleurs | 2707 |
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Beleid op Gelyke Indiensneming goedgekeur

Die UV het 'n belangrike mylpaal bereik toe die UV-raad die Beleid op Gelyke-Indiensneming op 11 Maart 2005 goedgekeur het. Dit is een deel van die UV se transformasieproses om sleutelbeleide verwant aan diversiteit en gelykheid,

saam met ander belangrike beleide soos die taalbeleid, te ontwikkel.

Die Beleid op Gelyke-Indiensneming poog om 'n ferm fondasie en grondslag vir die implementering van gelyke indienseeneming te voorsien op 'n manier wat

aan die wet voldoen, maar ook die regte van personelede en beginsels soos regverdigheid respekteer.

Dit voorsien die basis vir die ontwikkeling van gelyke indienseenemingsplanne in fakultete en departemente.

Transformation Plan Team approved

Executive Management has approved the members of the Transformation Plan Team that will be responsible for drafting a UFS Transformation Plan in consultation with stakeholders.

According to the Vice-rector: Academic Operations, Prof. Teuns Verschoor, a co-ordinator of the team and the Vice-rector: Student Affairs, Dr Ezekiel Moraka, the process of drafting the plan will allow for the widest possible participation and input from staff, students, alumni, staff associations and trade unions as well as off-campus organisations.

Prof. Verschoor said the individuals that were approved by the management do not represent constituencies or interest groups as these groupings will interact directly with the Transformation Plan Team as the plan is being drafted.

"While the team members do not represent constituencies or faculties, they do reflect the diversity of the UFS in terms of the three campuses, race and gender. They reflect the younger generation of staff who is the ones who will still be here in 10-20 years time."

He added that the team would definitely want to consult with senior academics to test the ideas and proposals that would emerge from the work of the Transformation Plan Team so as to ensure that the final plan is a sound one that is in the best interests of the UFS. According to Dr Moraka, the process of drafting the UFS Transformation Plan will be an open process and will not just reflect the ideas of the team.

"There are various possibilities in terms of how the process will unfold, including sub-groups and other activities where campus constituencies and other affected parties can make valuable contributions and give us their insights," Dr Moraka said.

Voorgestelde transformasiespan/ Proposed transformation team

| Name/names | Alternatiewe name/ Alternative names | Manlik/vroulik Male/female | Swart/wit Black/white | Akademies/academics & Steundienste/support services |
|----------------------------|--|----------------------------|-----------------------|--|
| Dr Liezl van As | Prof. Rita Niemann/Prof. Maryke Labuschagne | Vroulik/Female | Wit/White | Akademies/Academics |
| Dr Pumla Gqola | Prof. T.A. Rasengane | Vroulik/Female | Swart/Black | Akademies/Academics |
| Prof. Neil Heideman | | Manlik/Male | Swart/Black | Akademies/Academics |
| Prof. Lucius Botes | Mnr./ Mr Danie Jacobs | Manlik/Male | Wit/White | Akademies/Academics |
| Dr Choice Makhetha | | Vroulik/Female | Swart/Black | Steundienste/Support services |
| Prof. Piet Strauss | Prof. Hennie van Coller/Prof. Andre Wessels | Manlik/Male | Wit/White | Akademies/Academics |
| Dr Mabel Erasmus | Me/Ms Hester du Plessis/ Me/Ms Estha Knoetze | Vroulik/Female | Wit/White | Steundienste/Support services |
| Prof. Phillipe Burger | Mnr./Mr Aldo Stroebel | Manlik/Male | Wit/White | Akademies/Academics Steundienste/Support services |
| Mnr./ Mr Teboho Manchu | | Manlik/Male | Swart/Black | Steundienste/Support services |
| Mnr./ Mr Olehile Moeng | | Manlik/Male | Swart/Black | Steundienste/Support services |
| Adv. Mariëtte Reynecke | Prof. Engela Pretorius | Vroulik/Female | Wit/White | Akademies/Academics |
| Mnr./ Mr Zane Koeberg | Sekretaris/ Secretary | Manlik/Male | Swart/Black | Steundienste/Support services |
| Mnr./ Mr Paseka Mokoena | Prof. Thomas Acho | Manlik/Male | Swart/Black | Steundienste/Support services Akademies/Academics |
| Dr Ezekiel Moraka | Mede-koördineerder/co-coordinator | Manlik/Male | Swart/Black | Bestuur/Manager |
| Prof. Teuns Verschoor | Mede-koördineerder/co-coordinator | Manlik/Male | Wit/White | Bestuur/Manager |
| Prof. Magda Fourie | | Vroulik/Female | Wit/White | Bestuur/Manager |
| Mnr./Mr Billyboy Ramahlele | | Manlik/Male | Swart/Black | Bestuur/Manager |

Employment Equity Policy approved

The UFS reached an important milestone when the UFS Council approved the Employment Equity Policy on 11 March 2005. It is one part of the UFS's transformation process to develop key policies relating to diversity and

equity, alongside other important policies like the language policy.

The Employment Equity Policy will provide a firm foundation for the implementation of employment equity in ways which complies with the law but

also respects the rights of all staff members, and cherishes principles like fairness. It provides the basis for the development of employment equity plans in faculties and support-service departments.