



UNIVERSITY OF THE FREE STATE  
UNIVERSITEIT VAN DIE VRYSTAAT  
UNIVERSIETH Y FREISTAT

**Welcoming function: Prof Francis Petersen: Bloemfontein Campus**  
**19 May 2017, 10:00**  
**Callie Human Centre, Bloemfontein Campus**

**Presenter Angelo:** Welcome once again to the ceremony for Professor Francis Petersen, Rector and Vice-Chancellor of the UFS. We will be your hosts for the morning. This is my co-presenter, Dr Katinka from the Department of Sociology. She is also a passionate researcher and lecturer, and is fluent in French.

**Co-presenter Dr Katinka:** Thanks, Angelo, and Angelo will be my co-presenter today. He is currently the head of House Beyers Naude, and he is also a professional performing artist and a researcher. Welcome here today. If there is anyone who would like to make use of the sign language interpreter, it is the person sitting there.

**Presenter Angelo:** Without any further ado, our first item on the programme is a musical item by Maritsa Barlow, who is the coordinator for the Marimbas. Please give them a warm welcome.

**Co-presenter Dr Katinka:** Thank you, Maritsa and your team, for energising and warming us to the beat of the Marimbas. Please feel free to use your flags, because we are going to welcome the drum majorettes from Jim Fouche School now. They are going to perform an item. Use your flags to show your enthusiasm. Thank you, JF drum majorettes, that was flawless. We have included a wide variety of community participants to share in today's festivities. Thank you to everyone who is participating, the schools, the drum majorettes, and now we are going to listen to a very exciting group called the Grey College Gumboots. We are not only going to listen to them, I think we are going to watch them as well. You will see what I mean. We are waiting for you, thank you.

**Presenter Angelo:** Wow, can we give them another round of applause, ladies and gentlemen? Awesomeness. Okay, next up, we have a musical item entitled Love Changes Everything from Aspects of Love by Andrew Lloyd Webber. It is performed by Ankia Bradfield; she is one of our own from the Centre for Africa Studies, and is accompanied by Albertus Engelbrecht. Please do enjoy.

**Co-presenter Dr Katinka:** Don't you think we have wonderful talent here on campus? Albertus Engelbrecht is from the Odeon School of Music and Ankia is from the Centre for Africa Studies. We have also witnessed this at the other inauguration ceremonies; the talent that we have on other campuses are also really great. Give them another round of applause. I now call on Professor Corli Witthuhn to officially welcome everyone here today. Thanks Corli.

**Professor Corli Witthuhn:** Good morning, ladies and gentlemen. It isn't often that we get the opportunity to celebrate such a wonderful event. Of course we have celebrations every year with the graduations, but I think this takes it just a level up from our usual graduation ceremonies. Firstly, I'd like to welcome Professor Francis Petersen, the newly appointed Rector and Vice-Chancellor, as well as his lovely wife, Mrs Cheslyn Petersen. I'd like to welcome Dr Khotso Mokhele, who is the Chancellor of the University of the Free State. I'd also like to welcome the Chairperson of the UFS Council, Mr Willem Louw, and his wife Mrs Anne Louw. Then I would like to welcome Professor Nicky Morgan, who is the Vice-Rector: Operations; Professor Lis Lange, the Vice-Rector: Academic; Dr Gift Vinger, the Registrar of Governance and Policy; Dr Karen Lazenby, the Registrar: Systems and Administration; Professor Johan Grobbelaar, who is the President of the UFS Convocation; Dr Pieter du Toit, who is the Chairperson of the Kovsie Alumni Society. Then I would like to welcome the deans, the acting deans, any of the senior staff members standing in for deans at this ceremony. I'd like to welcome the President of the SRC on the Bloemfontein Campus, and I'd like to welcome the staff. Thanks so much for attending this event. I think it is important that we are all here to welcome our new Rector. I'd like to welcome the students; I hope there are many students. I see the SRC sitting behind us, and I can assure you they really enjoyed the gumboots event. I would also like to welcome all the artists participating in the programme and everybody who is contributing to make this a joyous occasion. Today, we are here to welcome Professor Peterson on board at the UFS, but I think we as staff and students have a greater responsibility than just welcoming him on board. I think it is important that we embed him in what we do at the UFS. We have to embed him in the culture, in how this university operates, and I am certainly looking forward to working with him to improve what we have done up to now. So, welcome everyone, I hope that you will have a fantastic morning with us. This is certainly a joyous and happy event. Please wave your flags in appreciation and gratitude, here we go. It really looks fantastic from up here, you don't realise it, but it looks beautiful when all of you celebrate and wave. Professor Petersen, it is fantastic to have you on campus, we are looking forward to the journey with you. Thank you very much.

**Presenter Angelo:** Thank you, Prof Witthuhn. We would also like to welcome Prof Petersen's family, his mother and the rest of his family. Can we just give them a round of applause? Thank you. Okay, next up we have another musical item. It is an African Medley arranged by Anton Esterhuysen with the Eunice Vitae Cantamus Choir. The choir director is Retha Visser, and on piano we have Elza Vosloo. Please welcome them. Thank you.

**Co-presenter Dr Katinka:** It makes me proud to say that I am an old Eunice girl. Thanks Eunice. It is a great privilege to now call on a variety of stakeholders to render their word of welcome and encouragement to Professor Petersen. It was decided to involve a wide range of both internal and external stakeholders to participate in our festivities today. The first stakeholder who will deliver his address is Mr Thabang Sepeame, who is the Deputy Chairperson of the trade union NEHAWU. Mr Sepeame, please.

**Mr Thabang Sepeame:** Thank you. Let me first thank you for the invitation to deliver a word of welcome to our new Vice-Chancellor. From the National Educational Health and Allied Workers Union, NEHAWU, it is indeed a great honour and we accept your

invitation with great pleasure. To our distinct guests, our rectorate and management, representatives of other institutions, the SRC leadership, the deans, the directors, academics, the support staff, the student representatives, and various stakeholders in the community at large, it is with great humility and appreciation that we welcome you all to this marvellous ceremony. Ladies and gentlemen, I would like to say to you, let peace and love be with you. Amandla.

To our new Vice-Chancellor, Professor Petersen, I would like to take this opportunity to welcome you to the University of the Free State. You came at the right time, when the university needs a person of your calibre in its leadership and management. The University of the Free State falls within the higher-education sector in South Africa, which is very fragmented and currently under a lot of strain. I would like to put it to you that the UFS is not an exception, as we are faced with the same challenges in addressing inequality with regard to access in higher education. Ladies and gentlemen, we cannot afford to pretend that everything is fine. The national cry for transformation cannot be ignored. There is indeed a great need to speed up the process, and we hope that Prof Petersen will steer the wheel of the process to higher altitudes, because in the past the university did not respond positively. As we are still faced with many challenges, it clearly manifest that indeed there is a huge problem with the University of the Free State. The students are not happy and the workers are also not happy. Let me reiterate, Professor Petersen, you came into office during difficult times in the higher-education sector and in our institutions throughout the country, of which the underlying issue is social inequalities and resistance to transformation. Acknowledgement of this truth has sharpened the inner and outer dimension of our lives. Our commitment as a transformative union is to redress the imbalances of the past. The fundamental question of the working class in this institution is crippling, but it is both simple in its formulation and complex in its liberations. Indeed it is a very difficult subject to discuss in any workplace. But the honest truth is that we need to talk about it. The question is, how do we radically overrule the institutional culture to promote inclusive and ethical governance? We cannot ignore the fact that the university still has very disappointing elements of racism and discrimination, and this affect our staff and the students negatively. One of our own famous veterans, Mr Thembisile Chris Hani, once said: what we need in South Africa is for egos to be suppressed in favour of peace, we need to create a new breed of South African who love their country and love everybody, irrespective of their colour. Based on that, Vice-Chancellor, I say to you the UFS needs peace, the UFS needs love, the UFS needs to accept and respond positively to change. The UFS needs to fasten its transformation plan and the UFS urgently need the culture and spirit of tolerance among each other. We do not wish to see a manifestation of segregation after so many years of democracy. We need to accept each other and live with each other harmoniously. We do not want to see the white students treated better than the black students. We do not want to see our black colleagues being subjected to unfair disciplinary processes that emanates from racial tension. We also do not want to see our black colleagues, particularly the academics, leaving the UFS because of so-called institutional culture that makes their lives miserable.

We as NEHAWU believe that the UFS has been built to use its resources to serve the community, wherever its campuses are located. Prof Petersen, our top priority is to work together to ensure substantive equality. We are also calling for a deeper commitment to the uprooting of racial segregation; the rationale behind this call is that we still have practices which do not genuinely and robustly address inclusivity and

equality. Prof Petersen, condemning racism within the University of the Free State should be one of your priorities. You need to work towards appointments in favour of black academics in this institution. We are deeply saddened that there are still departments with more than 80% white personnel, some of them 59% female personnel, with some 90% personnel. Such schools, centres, and departments should be cautioned, because it clearly shows that they are far from transforming and are not responsive to equity. The university management has in the past ignored these challenges, and we hope you will be responsive during your stay at the university. The university has a few achievements that the workers can celebrate. On the other hand, as workers we remain poor although we are coming to work every day. As we take our journey together as employer and employee, we know that it will be a difficult time with complex dilemmas. We also know that people never last, but resilient people and resilient organisations do. We just need to tolerate each other and be patient with each other. What I can reiterate, is that we as workers and the university as an organisation need to share a common goal, a common understanding, and the same vision. The workers and the society believe that the UFS management have been entrusted with the responsibility to transform in order to improve the working conditions of the workers, as well as the quality of education at this university. The workers' expectation and that of their communities is that you pass this university on better than it was when you received it. I would like to remind you that a good leader is one who listens to his people. This institution needs more than a leader or a manager. It needs transparency, openness, and the UFS needs to redress. Once again, we reaffirm our commitment to hold hands with you on the journey. On behalf of NEHAWU as a collective, we welcome you and your family as the Vice-Chancellor of the University of the Free State and wish you a most successful stay at this institution. Thank you. Amandla!

**Co-presenter Dr Katinka:** Thank you very much, Mr Sepeame. I now call on Mrs Anita Lombard, she is the Chief Executive Officer of the staff union UVPERSU. Thank you, Mrs Lombard.

**Mrs Anita Lombard:** Prof Petersen, guests of honour, colleagues, Kovies, and learners, our great leader Mr Nelson Mandela once said, "Education is the great engine of personal development. It is through education that the daughter of a peasant can become a doctor, that the son of a mine worker can become the head of the mine, that a child of farmworkers can become the president of a great nation. It is what we make of what we have, not what we are given, that separates one person from another". Prof Petersen, on behalf of our chairperson and management committee, welcome to our beautiful campuses where UVPERSU, as the majority union, motivates everybody to achieve our goals together. We strongly believe that you will play a major role in helping the UFS to provide a standard of education that will make Mr Mandela's dream come true, and thus achieve our goals to retain and develop staff and students of the highest quality. Over the years, UVPERSU has developed into a union that is well-known in the association of commonwealth universities. UVPERSU is non-political and stands for a stable workplace where equity, equality, and fair labour practices reign supreme. We marvel at the diversity on our three campuses, and we are committed to achieve together in order to maintain and continue building a transformed university of equality and excellence for future generations of Kovies. Prof Petersen, UVPERSU receives you with open arms. We embrace your innovation dreams for Kovies to be the best, and we pledge our support, and promise to hold

your arms aloft. But, I guess with your knowledge and enthusiasm, it might just as well be the other way round. We will thus support you, but we will also be diligent in representing the plight and rights of the workers, our members, and all the staff members on the three campuses. The doors of UVPERSU's offices and our beautiful venues will always be wide open to discuss ways and means to improve the workplace for all our staff members; and remember to tell everybody, be nice – I have union advice. UVPERSU is committed to help the UFS fly. We want to give wing to transformation, social justice, and equity. We listen to truly hear. We care through action, and so we add value to the work environment. We achieve together. *Ons moet luister om werklik te hoor. Ons gee om deur te doen en daardeur voeg ons waarde toe tot die werksomgewing. Ons bereik saam.* [repeat in Sesotho]. Thank you.

**Co-presenter Dr Katinka:** Kea leboha. Pastor Alistair Kingwell of the Campus Ministries Forum will address us now. Thank you.

**Pastor Alistair Kingwell:** Good morning, ladies and gentlemen, students, colleagues, and of course Prof Petersen. The last time I wore a gown like this was many years ago at my own graduation, so it is interesting to be back in this attire today. As Chairperson of the Campus Ministries Forum, I would really like to say thank you to the University of the Free State for the incredible privilege of this invitation to extend a warm welcome to Prof Petersen as the new Rector and Vice-Chancellor of this truly historic and significant university. As the saying goes, only a Kovsie knows the feeling. In John chapter 1 from verses 1 to 4, the Bible says, "In the beginning was the Word and the Word was with God, and the Word was God. He was in the beginning with God. All things were made through Him, and without Him nothing was made that was made. In Him was life, and the life was the light of men". Verse 14 goes on to say, "And the Word became flesh and dwelt among us, and we beheld His glory, the glory as of the only begotten of the Father, full of grace and truth". What a privilege for all of us to be part of this incredible university. I am sure you would agree. A university of great calibre, an institution where lives can be changed, an institution where young people make decisions that will affect the rest of their lives. You don't need to have a degree of any kind to realise the pressure that young people are under in the world today, and it doesn't seem to be getting easier. There is sexual pressure, there is financial pressure, there is family pressure, there is peer pressure, there is pressure just to get a job, and to survive in the world today. It seems like this pressure has to be released in some or other way, and we have seen it in the past couple of years on this very campus. But it is also on this very campus that lives are shaped and formed for the future, and hopefully decisions will be made here for the good of the students themselves, but also for the good of everyone else. However, we know reality says the decisions that are made are not always for the good, and don't always turn out well. But we know that every leader on this campus, including Prof Petersen himself, all of us can make a difference on this campus. All of us can play a role in ensuring that people make decisions here that will affect the rest of their lives. In fact, it will affect the future of this country. And as the Apostle John writes here, everything has been created – whether indirectly or directly – by God himself. And I truly believe that this university has been created for a purpose, specifically by God. I believe the establishment of this university is indeed a part of God's great plan through his Son Jesus Christ, who is full of grace and full of truth. May we behold and experience – as the writer writes – may we behold and experience the glory of God right here on

this campus. May we behold his presence and his glory as has never been witnessed before and may people's lives here be changed for eternity. Professor Petersen, on behalf of the Christian community on campus, I want to welcome you to this incredible university. I want to welcome him in his honourable position as Rector, and I believe that you have been called by God for a time such as this. I believe that God will use you in mighty ways, and I pray that you will flourish and that you will be planted in this place, and that your family will flourish here in the heart of central South Africa. It is indeed a great calling from the Lord and I pray that God will bless you and that we as fellow workers, together with you and all the leaders on this campus, will truly make a difference; that we will be fellow workers in the harvest field. I want to say from Campus Ministry's side, we are here to support you; we are here to pray for you; we are here to celebrate with you in the good times and in the bad times. Let us all take hands to serve the people of this campus so that we can send out men and women from this place to change the world. Thank you very much.

**Co-presenter Dr Katinka:** Thank you very much, Pastor Kingwell. Thank you to the first group of stakeholders for your wonderful words of encouragement. Our next musical item is a song called Something Inside So Strong, that will be performed by one of our own students, Delia Mومakwe. Thanks, Miss Mومakwe, looking forward to it.

**Presenter Angelo:** Well, if you didn't know, now you know. At Kovsies we are passionate, we are smart, and we are going to do it anyway. There we go. Petersen family, we would really like to welcome you once again in our space, and as you can see we are a very passionate campus, so we would like to embrace you and hope that we can walk this journey together. Ladies and gentlemen, next up we have another set of stakeholders that would like to welcome Prof Petersen, and I am going to invite them on stage. First, we have the SRC President, Mr SK, as we know him. Please join us.

**SRC President:** [Song in indigenous language.] Thank you. Free education in our lifetime. Let me start by greeting *Usitego*, the persons who are here to welcome Professor Petersen. If you will allow me to say, all protocol observed. I respect protocol; I do not want to make a mistake. I might call the first person less – you know. Those who listen to reggae music will know a gentleman called Buju Banton. There is a song that says – it is not an easy road and many may seek glamour and glitter, they think it is a bed of roses. Our primary mandate as the SRC is the interest of our students. In as far as our interests are protected, we will support you, Professor Petersen, because we understand it is not an easy road, it is not a road that you can walk alone. Let transformation of this institution not only be your role, let us also be authors of that transformation agenda. You symbolise a new context for the University of the Free State. Those who are scholars of the Book of Life will understand that there was a time when Moses led the Israelites to the promised land, but there was a need for Moses to pass on the baton, and that baton, Prof, has been passed to you. Under your leadership, we hope to see an integration of off-campus students. We hope to see the reality of a shuttle service that will ensure the safety of our students who are staying off campus. Close to 17 000 off-campus students who are not safe, have to come to campus in the evening to access the internet. Under your leadership, we hope to see the extension of Wi-Fi, so that students do not fall victim to criminal activity. Under your leadership, we hope to see a university that embraces human rights; we

hope to see a university that embraces human dignity, equality, and freedom for all persons. It is very unfortunate that from time to time we will disagree, but out of those disagreements there will be change. Whenever we engage, we must ensure that we are engaging for change, because if you look at where we are in South Africa, we are leaders of change. So, we must be able to say now that higher education is institutionalising a new social order, we must be able to say that we have also made a difference. There is nothing about the students without the students, and over the past four weeks we have been having engagements and we have been working very well together. We hope that this will continue. As the leader of NEHAWU has indicated, a leader must have the ability to listen. When you listen, it does not mean that you agree with whatever we say, but you have the ability to listen. My philosophy of leadership which I always share is that a leader must first integrate himself with the broader community, and once a leader has integrated himself with the broader community, that leader will be able to invade the space. At that point, when the leader has invaded the space, he will be able to have an influence, and at that point of influence you will be able to impact. I remind my Council almost every day of this philosophy of leadership. We have seen you integrating yourself during the past four weeks, we have seen you invading the space, we have seen you having influence in the space, and also impacting it. We hope that continues. We will support you in as far as our interests are not compromised. Fly like an eagle. You know, when an eagle spots the prey 5 km away, it focuses. We have spotted five years, focus on achieving the vision that we have all bought into, irrespective of the obstacles, but fly like an eagle. Thank you very much.

**Presenter Angelo:** We thank you, Mr President. Next up we have Dr Pieter du Toit, who is the Chairperson of the Kovsie Alumni Society. Please welcome him.

**Dr Pieter du Toit:** After that energetic performance, maybe this will be slightly boring, but anyway. Programme directors, Mr Chancellor, other dignitaries, ladies and gentlemen: "Education is a means of sharpening the mind of man both spiritually and intellectually. It is a two-edged sword that can be used either for the progress of mankind or for its destruction. That is why it has been our constant desire and endeavour to develop our education for the benefit of mankind". These words were spoken in 1963 by Emperor Haile Selassie at a university graduation address. As alumni representative and former student of the University of the Free State, it is my pleasure to welcome you, Professor Petersen, as Vice-Chancellor of this university. It has been our desire as alumni to remain not just former students, but to remain an integral part of the society of the university along with students, staff, council, and the like. Alumni Kovsies play an important role in the wellbeing of our university. We are, after all, the products of our institution. We are children of our nourishing mother, our alma mater. We are your best friends. We strive to encourage the university in its endeavours, but we are also not afraid to speak our mind when we are of the opinion that things are going off course. Alumni are the tangible measuring instruments regarding educational success obtained at our university. When you look at what our alumni achieved, where they are, what they do, and how they do that, we can benchmark our curricula and the relevance thereof. It has been said that if you look at the behaviour of children, it will tell you a lot about their parents. I would like to draw an analogy with regards to former students. Show me the alumni and I will tell you a lot about the university from which they graduated. That is also why the Alumni association aim to honour those alumni who have excelled in their fields of expertise

or in the community in general, during our annual awards event. It is therefore also important for alumni to feed back to the university and to be allowed to do so in a structured manner. Since I became the Chairperson of the Alumni Society, we have echoed the following ten goals to our alumni at most of the occasions and events where we go. Firstly, study further, do that higher diploma, do the honours, the master's or the PhD; I did, and so can you. Motivate others to study at our campuses. Give the information and spread the word. Get actively involved in research projects by identifying new opportunities to assist in the acquisition and interpretation of results, and to publish the research afterwards in journals or present it at conferences. Get involved as guest lecturers to bring the real world and academic world closer together and to ensure that the training at the UFS remains relevant. Get involved as mentors for students and assist students in identifying employment opportunities after graduation. Proclaim and enhance a positive attitude in general towards the UFS. Get involved in the departments and faculties to support specific projects financially or through your expertise. Give feedback about what is said in the community about Kovies, and also report back as employers on Kovie alumni who are your employees. Attend the reunions or the events by interest groups of Kovie Alumni and really, if you want to take the easy way out, you can get involved with the Kovie Alumni Trust by making donations. From what I have experienced from you, Professor Petersen, I am fully confident that you will echo some of these goals, if not all of them. Many of our alumni have excuses not to be involved, or feel that they do not have the expertise, or the courage, or the means to get involved. It was Theodore Roosevelt, the 26<sup>th</sup> President of the USA, who said, "Do what you can, with what you have, where you are". No contribution, whether it is in kind, time, money, or expertise, is regarded too little, as long as it builds our university and enhances its standing. A reiterative process is created when former students interact, provides feedback, and provide real-world experience that will lead to the relevance of our courses and curricula, to be tested and changed if needed. It is also the former student that will evaluate him- or herself during such interaction to realise how much he has forgotten and probably needs some refreshing of theory and ideas. It was Carl Gustav Jung, the Swiss psychiatrist, who said, "The meeting of two personalities is like the contact of two chemical substances: if there is any reaction, both are transformed". We hear a lot about transformation that needs to take place at our universities and in society at large. I would like to see the transformation that takes place as being mutual to the institution, but also to those who interact with it. Professor Petersen, may your involvement at our university be a happy and successful one. May you help us achieve greatness, and may you yourself be transformed by the process. Finally, may the words of Ralph Waldo Emerson be an inspiration: "Do not go where the path may lead, go instead where there is no path and leave a trail." Thank you.

**Presenter Angelo:** Next up we have Prof Johan Grobbelaar, who is the President of the Convocation.

**Prof Johan Grobbelaar:** Prof Petersen, it is really an honour to welcome you on behalf of the Convocation. I want to start off by telling you that I have been associated with this institution for fifty-two years. In fact, Prof Petersen, you are the 14<sup>th</sup> Rector and Vice-Chancellor. I worked with eight of them. I want to say, tongue-in-cheek, that it boils down to roughly seven years per vice-chancellor and rector. I don't want anybody here to say that I had any role to play in getting rid of some of them. As the Convocation, we recently formulated our constitution, which has been accepted by the



Convocation and also by Council. Now we have the job of putting together the executive committee and getting the whole convocation of this university working. What is perhaps interesting, is that we set out a number of goals and tasks which we think is really important for the Convocation, and right on top of this is to represent the interests of the alma mater, and also to keep them informed, to create a sense of responsibility, and very important, to ensure good governance. *Kortliks, om die universiteit te ondersteun waar nodig.* We have about 200 000 members, which is the single largest stakeholder in the university system. In fact, if you look at South Africa, there is some 2 million convocates. UNISA, for example, have 500 000. This is the single most important entity within higher education, and because of this, the convocations of the various universities have now come together to form a national committee, among others, to advise the Minister and to take up issues with the Minister, and also to represent this massive portion of people who are involved in universities and education. Prof Petersen, each member of the University of the Free State's Convocation is a proud export product of this university, which makes each convocate the most important marketing platform that this university actually has. These are the examples seen by the world outside of this university. They are, in fact, the collective memory of this university. *Prof Petersen, dit is werklik vir my 'n voorreg om u hartlik welkom te heet; u en u familie. Ek wil u verseker dat ons u gaan ondersteun, ons gaan bydra, ons gaan daar wees. Die enkel grootste doel is om hierdie universiteit 'n trappie hoër te neem. Baie, baie, baie welkom.*

**Presenter Angelo:** Last but not least, we would like to call on Mr Willem Louw, he is the Chairperson of the Council of the University of the Free State.

**Mr Willem Louw:** Programme Directors, thank you very much, in particular Mr Mockie. If you would excuse me this morning; when you commenced – I am not going to divulge my age, but my hearing might not be as good as it was – I thought when you said it is the welcoming ceremony of Francis Petersen of the UFS, you meant Francis Petersen of the Universe. And it would not have been inappropriate, because there is a universe around Bloemfontein, there is a universe in the Free State, and then comes the rest. When I – and I purposefully did not go further then – when I penned down the first note, I put three exclamation marks behind it; it spells EXPECTATIONS. Now, I have to do what I have to do, and it is not because I want to pile on more; because you have heard enough already this morning in terms of the expectations, but I then said to myself, why do I pen down expectations? In formal terms, we as Council appointed you, but in fact, we invited you. We extended an invitation. We made an offer. You accepted the offer, for which we are tremendously glad. But in terms of accepting that offer and us making the offer, we duly recognise that both sides have skin in the game. *Nou daar is nie noodwendig 'n goeie vertaling vir 'skin in the game' in Afrikaans nie. As ek praat van vel in die wedstryd, dan kan ek dalk vir jou vra om vel met 'n klein v te spel of vir jou vra om vel met 'n lang f te spel, en albei het 'n implikasie.* But if you fail, we fail. There is no way out for us. We have to make this work jointly. We have as much stake in the game together as we have individually. In my mind, it is time – and I heard some reference to it this morning, and I don't want to enter into a conversation or a debate, but there is time and place for both in the space that you are entering into in terms of management and leadership. This is not an environment where it is only the one or the other, and I am preaching to you, in particular, as the converted. But it is time in the life of this university – even in the current circumstances – we need to have more of the level-headed, the pragmatic,

the accommodating conversation and less of the emotional, reactive conversation. You are good at it. We know that. We also know that you have a significant understanding of the world of 'what ifs'. There is a number of 'what ifs' that is still going to happen in your tenure at this university. Call it, if you want, the world of scenarios; I am much more comfortable with 'what if' this happens, what are we going to do next? What are the contingency plans? I also know that you have a way with all, and that you have massive potential for unlocking value for this university – I am referring to Francis Petersen and his link to lots of other institutions and perhaps even industry – it is unlocking this university's value for the greater good of the university per se, for the province, for the country; and where necessary, focused, with the emphasis on focused, and not a one-size-fits-all, and not a everything for everybody appropriateness within the bigger universe. And lastly, there is a significant need – personal opinion, but I am convinced it is shared by others – that there is a balance needed between the Human and the Academic pillars of this university. In the words of Martin Luther King: I have a dream. And that dream consists of two words: top five in this country. You can do it. We know that. Lastly, and in conclusion, what you have seen and experienced here today is not because of one entity, it is a congregation coming together, and in terms of my own reflection and my own experience, let me leave you and Cheslyn with the phrase – and it takes me back to Andrew Lloyd Webber – this province, and this town, this city, it goes along to the end or even during the tenure, in terms of Amigos Para Siempre; loosely translated, friends for life. Thank you.

**Presenter Angelo:** Once again, thank you to the various stakeholders, the SRC, Alumni, Convocation, and Council, for your contribution to the welcoming of Prof Petersen. Now, ladies and gentlemen, we are going to have another musical item, entitled Phantom Waltz, written by Hendrik Hofmeyr and performed by the Odeon School of Music Camerata under conduction of Xavier Cloete.

**Co-producer Dr Katinka:** Thank you very much to the School of Music. Again, most of the performers are our own students, so it is our own very local talent. Thank you very much. Could I now ask Dr Karen Lazenby to join me here on stage? She is our Registrar: Systems and Administration. She is going to hand over a gift to a very important person in our new Rector's life. She is Mrs Cheslyn Petersen. We all welcome you here today, Mrs Petersen. Welcome to our campus, but also welcome to the City of Bloemfontein. We hope and trust that you will be very happy in the Free State, that you will become a Bloemfontein Celtic supporter and a Cheetah supporter, and that this period in your life will make a lasting and beautiful set of memories. If you can please come to the stage to receive your gift, Mrs Petersen?

**Producer Angelo:** Now I would like to call on stage, Prof Nicky Morgan.

**Prof Nicky Morgan:** Good morning. I think we all joined the SRC when they sang Dumela, because this was actually meant for everyone. It is a greeting, and I think they did it so well in their normal customary song. I also heard when SK spoke, people say Mkhuluma; I think the rector heard them all speak, not only what SK had to say, but what all the stakeholders had to say. Thank you very much. This is Africa month and I think we have witnessed that not only today, but also at the other celebrations and welcomes. We have seen marimbas, or heard them, gumboot dances, we heard people refer to pieces of history in the lives of workers, like 'Ukuluvane'. And for some

people who don't know what it is, the SRC will make sure that they put a piece somewhere on the university social media so that we can all understand that. But we also heard that we have somebody who must now bring in a new tomorrow. Professor Petersen, I think it has also been emphasised by the Chairperson of Council in the one word that he has lifted out for you today: expectations. You have heard from our leaders, from the unions, from the student and other stakeholders, what those expectations are. For me, therefore, it is a pleasure to introduce our new Rector, because I do believe that he is up to it. When you look or listen to his CV, and study more deeply what I present here today, you will understand why this university has chosen him in this new phase of the challenges we are facing at the institution. Of course, it is an unforgettable day for all of us; we have had three welcoming functions for our new Vice-Chancellor – on the 11<sup>th</sup> in Qwaqwa, yesterday at the South Campus, today here at the Bloemfontein Campus. It is a clear privilege for all of us to be here, but for me, a special privilege, because it is the first time that this university has held this kind of an event at all and across all three campuses. We have celebrated for a number of days in African style. I think I want to elaborate on what makes this event special. This institution is one hundred and thirteen years old, and this is the 14<sup>th</sup> Vice-Chancellor of the University of the Free State. So, it is part of the history of this country, and we believe that the university's ability to make its mark as an institution of value, as an institution that will bring out all of the best in society, and I think mainly because of the other things that you will hear in the vision of the Vice-Chancellor, makes this the right moment.

Professor Francis William Petersen was born in Oudtshoorn, matriculated in Malmesbury, and studied at the University of Stellenbosch where he obtained his bachelor's, his master's, and his PhD degrees in Engineering. He brings to the position of Rector and Vice-Chancellor, leadership and management experience from the business world as well as from the university sector. You will see that he had an opportunity to experience, interact with, and lead in various contexts nationally, internationally, and across a whole lot of sectors, and we believe this from what we have already experienced since January. He only started here officially on 1 April, but he is instrumental in the integrated transformation plan that is now part of the discussions we will hold as a university community. You have also heard the SRC speaking about the involvement of the Vice-Chancellor in difficult issues, and that we have been able to resolve quite a bit of them; again because of his experience. He also had many engagements with the deans, which is clear evidence that he is also one of the people who can lead the academic enterprise of this university. Let me then also mention the roles that he performed before he joined the University of the Free State on 1 April. Professor Petersen was Deputy Vice-Chancellor at UCT, and other positions he held was Dean of Engineering and the Built Environment at the University of Cape Town; Executive Head: Strategy at Anglo American Platinum; Executive Vice-President: Research and Development at Mintek; and Head of the Department of Chemical Engineering at Cape Technikon, now the Cape Peninsula University of Technology. I like the abbreviated one, CAPUT. His experience straddles the entire spectrum of higher education, from technikons through to universities, and also all levels within the management and leadership at these kinds of institutions and associated professional bodies. I won't be doing justice telling you exactly what all of that means, but I am sure at some stage Prof Petersen will either demonstrate it or tell you in more words or more actions what he brings to this university. Professor Petersen is a former Chairman of the Board of the Council for Scientific and Industrial Research, a former non-executive director of the Board of Royal Bafokeng Platinum,

and former member of the South African Minister of Science and Technology's National Advisory Committee on Innovation. He is a former member of the Council of the Academy of Science of South Africa, and a Board member of the National Research Foundation – that says a heck of a lot. Prof Petersen is a registered professional engineer with the Engineering Council of South Africa, he has been a member of the International Panel on Sustainability for AngloGold Ashanti and a former adviser to Anglo American Platinum's Beneficiation Fund, and he is a Fellow of both the South African Institute for Mining and Metallurgy and the South African Academy of Engineers. I think it is appropriate for me to call on Professor Petersen to address us now.

**Professor Petersen:** Good morning. Dumela. Goeiemore. It is indeed a privilege for me to stand here and just give you a little bit of background on the vision that I have for the University of the Free State. But before I do that, I would first of all just like to say welcome on my behalf to the Chancellor, Dr Khotso Mokhele, the Chair of Council, Mr Willem Louw, members of my rectorate sitting there, also the representatives of the deans, a hearty welcome to them and to all the stakeholders who have talked and gave fantastic welcoming messages this morning; also the unions, NEHAWU, UVPERSU, the Alumni, the Convocation, and the Student Representative Council. I just have to add that we have two separate Student Representative Councils, one here at Bloemfontein and the other one in Qwaqwa, but they do get together as two councils, and I would also like to say thank you to them for being here. I would also like to welcome my family that came from Cape Town and Johannesburg, and particularly my mother who is here this morning, a hearty welcome to you too.

You know, I can just say wow, this being a period of celebration, a period of festivity, and a period of outpouring of hospitality and best wishes which I have experienced across all three campuses of this university. This is fantastic. I have engaged with students, staff, and members of the community last week in Qwaqwa. I met the Paramount Queen, the chiefs of the rural communities and villages, and engaged with them. All three campuses are in fact part of one university, but each of them has their own distinct specialisation and character. What I have picked up at Qwaqwa, was the humbleness of the people. It actually brings you back to the earth. I also realised the massive responsibility that we as the University of the Free State have to play in terms of not only uplifting the society, but uplifting the region. The South Campus also has a specialisation in open and distance learning, as well as this good project of engaging with schools, specifically rural schools in the Free State. Through the Internet Broadcasting Project, they are reaching 93 schools and over 87 000 students with resource materials, not only for the learners, but also the students and teachers. They also play a fantastic role in providing a gateway into the University of the Free State's main programmes through support and equipping students to follow the main programmes. In fact, students that came through the gateway programme often perform much better than people entering the mainstream programme from scratch. I also saw a vibrant community on the South Campus, a community that is committed. In fact, if you look at them, you just see energy, and you see levels of innovation coming out of their heads and their faces, because they work with technology, they work with programmes that try to shift our thinking in terms of what we do and how we can do things better.

Since I started on 1 April, I have effectively spent most of my time at the Bloemfontein Campus, where a lot of our programmes sit. I have met various staff members; support staff, and academic staff. I have met various students, not only the SRC here at the Bloemfontein Campus, but also students from other communities. I have engaged with the unions. At the moment, I haven't formally engaged with UVPERSU, but I have engaged with NEHAWU and I have also engaged with the student societies. I have hosted the Shimla team that just missed the final, I have engaged with some of the residences, and what I picked up is a vibe, an atmosphere of saying we want to move forward, we want to excel in what we are doing and we want to work together. So those are the things that I have picked up over the last six and a half weeks since I started. But I have also engaged with the larger community of Bloemfontein. I engaged with the school principals and with the top achievers from schools across various communities in Bloemfontein. I have engaged with some of the alumni, and there is a groundswell that I have picked up of saying, how can we take hands not only as a university, but as a larger community to provide input in growing Bloemfontein as a city, the larger Mangaung region, and potentially the province. Talking about the province, the Dean of Natural and Agricultural Sciences took me to Nampo about two days ago, and I don't know whether he wanted to convert me into a farmer, but this is the largest agriculture exhibition in Africa. We had meetings there with growers from South Africa and other countries to see to what extent the University of the Free State can extend our level of expertise to other sectors of the economy. So, it is not only about the province and the region, it is about South Africa, it is about the continent, and it is about the world. During that period, I experienced closeness, I experienced hospitality, I experienced best wishes, I actually experienced a notion of belonging. The fact that I could engage with all of these stakeholders, gave me a sense that I belong here; it gave me a sense that I want to make a contribution to this institution, to this region, to this province. When I reflect on that, I realise that if I could feel that experience for one day, I don't want that experience only for one day, I don't want that experience for one week or for six weeks, or six months, I want this experience not only for me either, I want this experience for all of us. All our staff, all of our students, and through our engagement I would also like that experience for people who visit this campus – a sense of belonging, a sense of caring, a sense of hospitality, a sense of working together. That is the culture I would like to see at the University of the Free State; a culture where everyone, staff and students, feel that they belong here, that they would like to make a contribution for the betterment of this institution. I think if we can get it right – and I think you have done it so well with me, I don't think it would be a problem to do it all the time – then at least we are moving one step forward.

The second point I would like to emphasise, is an African proverb that says 'if you want to travel fast, you travel alone, but if you want to travel far, you travel together'. I think we want to travel far, and therefore we will have to travel together. And when you travel together, specifically if the President of the Convocation says that I have an average of seven years here at the university, then we will have to travel together for at least seven years – if the Chair of Council and Council agree to that, obviously. We will have to engage with one another, we will have to talk to one another. It will be different people coming from different cultures, coming from different demographics, coming from different regions. We will all have to work together to decide how we are going to reach that far destination. The President of the SRC, SK, said we will be focused and we need to be focused, but to be able to plan and execute that journey, we will have to hear the views of the different people that we travel together with. We

will have to develop the ability to listen, and to hear, and then to decide what the right direction is to go. We will have to develop the ability to unlock the diversity that we have, the richness that we have – not only to keep on the road, not only to manoeuvre through the obstacles, but also to get to our destination. That is the second point I would like to emphasise – the beauty, the richness of diversity, and how we should use that in favour of the University of the Free State to be able to reach our far destination. The third thing that I would like to emphasise is the concept of what a university is all about, and in some of my speeches I will talk a little bit more about what I think a university in our current timeline is all about and should be all about. I am not going to elaborate on that perspective this morning, but I want to converge and bring it closer to the University of the Free State. The University of the Free State is a good university, it is a good university with pockets of excellence; I want us to be great university. I would like excellence across the university. To do that, I would like that greatness to rub off on the aspects or components outside of the university. I would like us as the University of the Free State to be a leading institution of higher learning, not only in Bloemfontein, but for the province, for the country, for the continent, and for the larger globe. But to do that, we can't only depend on hard work. I think we should rise above our level of comfort, we should be able to challenge one another – and I think in doing that, we would also be able to think differently. And when we start to think differently, we need to innovate. I believe if we get that mixture right, we would be able to make this university a great university; a university that can have an impact far, far beyond what it does today. But the University of the Free State is not an island. It cannot operate alone. I think the beauty of what we have seen this morning – the different schools participating in musical items and performances – indicate that the university is only one component in an interconnected system of the economy. We cannot see our schools sitting here in isolation from our university of technology, our neighbour and sister institution. We cannot see them in isolation from the technical colleges that surround us, and we cannot see them in isolation from organised business; neither from our political structures, the municipality, the larger metro, and the province. I would like us to always remember – to be able to succeed as a university, the partnerships of all of those components of the economy is as important as what we offer as an institution internally – you must never forget that. So, I would like us to put our hands together for our schools. I will come back to our own performance now, but I think our schools have done so fantastically well in their performances this morning.

I would also like to take this opportunity to say thank you – because I don't know whether I am going to get the time to do that – for the planning that has gone into the past two weeks. The planning for the events at the Qwaqwa Campus, the South Campus, and also the performers that has performed this morning, was mainly driven from our Communications Department under the leadership of Lacea Loader. I think we should all give them a round of applause.

My final message actually goes to the staff and the students of the University of the Free State. What I have said before would not be achieved if our staff and our students are not working together to enable us to deliver on what we need. The students, through SK, talked about this being the right time for a new order, and I think we are at a point of inflection where we will have to make choices. What is quite important to me is that there is a clear direction to me and my leadership team that we should start to practice what we preach. This is to be engaged, to listen, to hear, and then to

decide. We started to do that, and over the next few years, not necessarily at the level we should, but we are going to try and see how we can improve engagement with our students. Again, I am glad that the President of the SRC has indicated that listening and hearing doesn't mean agreeing and saying that you are going to get what you ask. But at least we will create the platform and the opportunity to understand why students are asking these issues to be addressed or the demands to be looked at, and we will continue to engage and to hear, not only in a reactive mode, but in a proactive mode. I make that commitment to the SRC and to the student structures. I would also like to make a commitment that we will follow the same approach with the students that we will follow with the staff. We also need to create platforms to listen and to hear what the staff members have to say, to understand what their needs and issues are, and not only to assume we know what they need. In my early discussions with the deans and members of the rectorate, I have actually asked them what platforms we need to make sure that we get closer to the staff. We need to treat all of our stakeholders the same. I am going to make a commitment from this platform that we will engage with the staff. We will try our utmost to reduce the line of communication between yourself and the rectorate and then hear what you have to say and what your needs are. When we talk about the vision – and if you have followed the three areas that I have explained – the one is about creating an institutional climate that is welcoming to everyone, and that everyone should have a sense of belonging so that they can contribute to the best of their ability towards the betterment of the University of the Free State. That is the one. The second one that I have talked about was how we use diversity, unblock diversity, or unlock diversity to the value of the institution. The third one I talked about was excellence. How do we create an institution that is great, and we can only create this if we think about what we are doing, and if we challenge that thinking – and that is the fourth point – innovation. But we are not going to achieve those in our far defined destination if we don't take everybody with us – and that is you.

So, I am committing myself to ensure that we reach our destination together over the next five years. I hope we are not going to lose people on the way, and that we can be proud that the University of Free State, as only one component in our interconnected system of schools, other technical colleges, other universities, and the political structure, will make this not only a great university, but a university that will uplift the economy of Bloemfontein, the region, South Africa, and the continent. Thank you.

**Co-producer Dr Katinka:** Thank you very much, Professor Petersen, for your powerful and wise words. I am sure we are all looking forward to a very exciting journey to that far-off destination as you have indicated. Thank you very much. The next song that will be performed by Ms Ankia Bradfield has a very appropriate title. It is called *Die Oomblik is Nou*. Now is the time. So, Ankia, thank you very much. We are looking forward to that.

**Producer Angelo:** Thank you very much, Ankia. And now, I would like to call on Prof Witthuhn once again for the formal closing of the ceremony. Thanks.

**Prof Corli Witthuhn:** Ladies and gentlemen, in closure, I would like to extend the following thank-yous. First, to the stakeholders who delivered the encouraging messages, thank you very much. I am sure Prof Petersen feels inspired by that. I also want to thank everyone who attended the proceedings this morning, specifically the staff and students. Thank you for being here, thank you for taking the time during

a busy time in the academic year to welcome our new Rector. Thank you also to Professor Petersen's family who are here; I haven't met all of you, but I am hoping that, during the day at least, I will get to say hallo and also how we are looking forward to be working with him. I'd like to thank the artists that performed this morning. First, I would like to say thank you to the Grey College Gumboots. I serve on the Governing Body of Grey College, so you will excuse me if I say congratulations to my boytjies. You did really well, you made us proud. Then I would like to say thank you to Eunice's Marimbas. Thank you, ladies. Also to Eunice's Vitae Cantamus Choir; ladies, you looked beautiful. Thank you also to the Eunice High School Junior Choir, which you will hear later on this morning. Although I am an old girl of Oranje, I did teach at Eunice for a year, so I have been at the school. Congratulations ladies, you made your school proud. Then I would like to thank the Brebner Primary School Choir and the Willem Postma Primary School Choir, you are definitely the future of this city and of this province and of this country, and we hope that you will all end up studying at the University of the Free State. I would like to say thank you to the Jim Fouche Secondary School drum majorettes that started us off this morning, we really enjoyed your performance. I'd like to say thank you to Ankia Bradfield and Albertus Engelbrecht for the beautiful song. Then I would like to thank the University of the Free State Choir, the Odeion School of Music Camerata, and the Brass Band of the Odeion School of Music. Then, a special word of thanks to our student Delia Moumakwe; that was wow, she was brilliant, so I hope you are all proud. This is all that I have left of my flag after Delia's performance. I got a bit enthusiastic, so Dr Lange had to pick up the rest of my flag from the floor. I would like to thank Dr Jan Beukes and staff from the Odeion School of Music. I would like to thank Tonderai Chiyindiko from Student Affairs, Leona Geldenhuys for assisting the school choirs, and I would like to add to Professor Francis' thank you of Lacea Loader and her staff from the Department of Communication and Brand Management. Lacea, this was a fantastic function with finesse and thought. Thank you for all your hard work. Thank you.

**Producer Angelo:** And now, ladies and gentlemen, will you all please rise for our National Anthem.

**Co-producer Dr Katinka:** The procession is going to leave first, after which the guests will leave. Please make use of the back exits, as the performers will exit from that exit. Thank you very much for joining us today.