

Dumela



March 2006 - 2

Amptelike nuusblad van die personeel van die UV / Official newsletter of the staff of the UFS / Phatlalatso ya Semmuso ya ba Basebetsi ba Yunivesithi ya Freistata

Die tyd is reg vir gehalteversekering

Alles aan die UV is in rep en roer vir die eksterne gehalte-oudit wat later vanjaar plaasvind. Die topbestuur van die universiteit het reeds twee jaar gelede 'n gehalte-oudit as strategiese projek van die UV geïdentifiseer. Met die eksterne gehalte-oudit verseker die universiteit dat sy gehalteversekeringsmeganismes en -prosesse wat in plek is, reg bestuur word en gehalte verseker word.

“Die proses bied aan die UV die geleentheid om weer sistematies oor sy bestaansdoel en intellektuele identiteit na te dink, debat te voer en standpunte te formuleer,” sê dr. Louis van der Westhuizen, Senior Navorsers in die Kantoor van die Registrateur: Strategiese Beplanning.

Die oudit word deur 'n nasionale liggaam, die Hoëronderwys-gehalteversekeringskomitee, wat deel is van die Raad op Hoër Onderwys, 'n statutêre liggaam, gedoen.

Die doel van die oudit is om antwoorde te formuleer op vrae rondom die toepaslikheid van die universiteit se selfverstaan, prioriteite en doelwitte. Wat sê ons oor onself, hoe sien ons onself en ons rol en wat wil ons doen? Die volgende vraag fokus op die wyse waarop die universiteit aan hierdie aansprake gestalte gee. Doen ons dit wat ons sê: het ons navorsingsprogramme en strukture om hulle te ondersteun? Dit fokus ook op getuienis. Hoe weet ons dat ons al die dinge doen wat ons sê en hoe weet ons dat ons dit goed doen? Akkreditasie van programme, evaluering van navorsers en navorsingsprogramme, en interne en eksterne eksaminering is alles getuienis van die universiteit se gehalte.

Dr. Van der Westhuizen sê: “Dit is nie net belangrik om die Raad op Hoër Onderwys tevrede

Die tyd is reg... vervolg op bl.2



Die Hoofkampus van die UV ondergaan tans baie veranderinge met die ontwikkeling van die verkeersnetwerk. Mnr. Thabo Teleka van Terreine by die Departement Fisiese Hulpbronne verf 'n padvermerk voor die Fakulteit Regsgeleerdheid. Dit is deel van die proses om die padtekens op kampus meer sigbaar te maak. Lees meer oor parkering op kampus op bl.14

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UV en Griekwaleiers ontmoet

Die UV is besig om in samewerking met die Griekwawolk aan 'n inisiatief te werk getiteld: *Van miskennening tot erkenning – die rol van die Griekwas in Suider-Afrika – 'n vennootskapsinisiatief van die Griekwawolk en die UV.*

Die Griekwa Nasionale Konferensie (GNK) het versoek dat in vennootskap met die UV navorsing gedoen word oor verskeie aspekte rakende

die Griekwataal, -kultuur, -geskiedenis, -leierskap, hul rol in die Suid-Afrikaanse samelewing (verlede en hede) en die bewaring van hul kultuur-historiese erfenisse. Navorsers aan die UV sal op verskillende maniere betrokke kan wees by die vier moontlike fokusareas, naamlik 'n dokumentêre film, die Adam Kok-huis, etno-historiese navorsing en leesmateriaal vir Griekwaleiers.



'n Historiese ontmoeting het op 8 Maart 2006 by die UV plaasgevind, waar die Opperhoof van die Griekwawolk teenwoordig was. Van links is prof. Frederick Fourie, Rektor en Visekanselier van die UV, Hoofman Cecil le Fleur, voorsitter van die Hoofmansraad van die Griekwa Nasionale Konferensie, Opperhoof Alan Andrew le Fleur I, ds. Kiepie Jaftha, Hoofdirekteur: Samelewingsdiens, en prof. Piet Erasmus, Departement Antropologie aan die UV.

Dates to diarise

25 or 26 April 2006 - Wellness talk: The role of exercise in lifestyle illnesses, Dr Marlene Opperman. Contact Arina Otto gesal.fin@mail.uovs.ac.za, x3325 or Suzelle Bester x3580. (Afrikaans session with translation to English)

17, 18 May 2006 - Kovsie Wellness days

25 May 2006 - Moshoeshoe Memorial Lecture. Interested parties can phone Tumi @ 051- 4012828

Every Tuesday 16:45 - Wellness walks

19 April 2006 - Blood donations on Qwaqwa Campus, Senate Hall. Contact Helen Pienaar at 058-7185029.

Korreksie

In die laaste uitgawe van *Dumela* was na I.P. November verwys as meneer. Hy is dr. I.P. November.

Die tyd is reg... vanaf bl.1

te stel nie, maar om die verbetering van onderrigleer, navorsing en samelewingsdiens na te streef. Ons probeer hard om 'n kultuur van gehalte by personeel te skep. Elke personeelid moet voortdurend vra: Wat doen ek? Hoekom doen ek dit? Is dit die beste manier?"

Die ouditproses werk soos volg: Eers moet personeel 'n indringende selfevaluering aan die hand van 'n aantal kriteria doen. Dan, in die week van 16-20 Oktober 2006 is daar 'n besoek van die oudit-paneel waar onderhoude gevoer word met verskillende groepe mense aan die UV, insluitende dosente, studente, bestuurslede, dekane, administratiewe personeel en ander mense wat by die universiteit belang het. Die persone wat betrokke sal wees by die onderhoude sal vooraf ingelig word oor wat van hul verwag word.

Na die ouditbesoek sal die ouditpaneel 'n verslag by die Hoëronderwysgehalteversekeringskomitee indien. In die verslag sal die paneel uiteensit dit

wat die UV goed doen in terme van gehalte en ook watter sake nog aandag moet geniet. 'n Paar maande nadat die universiteit die finale ouditverslag ontvang het, sal 'n gehalte-ontwikkelingsplan by die Hoëronderwysgehalteversekeringskomitee ingedien word waarin aangedui word hoe die sake wat deur die paneel uitgewys is, aangespreek gaan word.

"Die oudit bied dus aan die universiteit die geleentheid om eerstehandse en ingeligte menings van deskundiges van buite die universiteit te bekom en dit te gebruik in die verdere ontwikkeling van die gehalte van die universiteit," sê dr. Van der Westhuizen.

Die koördineringskomitee van die suboudit bestaan uit prof. Magda Fourie, Viserektor: Akademiese Beplanning, mnr. Willem Malherbe, Registrateur: Strategiese Beplanning, prof. Sakkie Steyn, Registrateur: Algemeen, en dr. Van der Westhuizen. Die span vergader weekliks om die proses te monitor.

Dr. Van der Westhuizen sê: "Die hele interne oudit word as 'n deelnemende proses bedryf. Ons probeer om soveel lynbestuurders as moontlik by die samestellings van die selfevalueringsportefeulje te betrek. Van Maart tot Junie vanjaar sal alle akademiese en ondersteuningspersoneel die geleentheid kry om op die selfevalueringsverslag kommentaar te lewer. Buiten dit bied ons ook werkwinkels en inligtingsessies aan wat meer personeel die geleentheid gee om in te koop in die proses. Op 18 April 2006 sal nog 'n institusionele werkwinkel op die Hoofkampus gehou word, wat op 12 Mei 2006 op die Qwaqwa-kampus herhaal sal word.

" 'n Positiewe ouditverslag hou vir elke personeelid die voordeel in dat dit in die openbaar bevestig dat ons aan 'n instelling van hoë gehalte werk. Die oudit kan verder daartoe bydra dat die UV as universiteit van topgehalte erken en respekteer word," sê dr. Van der Westhuizen.

Sien Sesotho bl.6

UFS improves the library services

The UFS Sasol Library is one of the first five university libraries in South Africa to participate in the LibQual Survey. "This survey is part of the university's 2006 strategic objective of quality and excellence," said Prof. Magda Fourie, Vice-Rector: Academic Planning during the prize-giving which was held on 21 February 2006. The other university libraries include that of the Northwest University, Stellenbosch University, the University of Pretoria, and Rhodes University.

LibQual is a trade name designed by the Library Association in the United States of America (USA) for the library survey.

"The aim of the survey was to collect information about the library users' opinions of the quality of service offered by the library," said Ms Huibré Lombard, Deputy Director at the UFS Sasol Library and Information Services.

More than 780 people participated in this competition, including students and personnel from the Main Campus in Bloemfontein, Vista Campus and Qwaqwa Campus. From participants a hundred finalists were randomly selected by a computer and Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, drew the nine winners.

Mr Clemence Namponya, Director of the Library and Information Services



Seen here with Prof. Magda Fourie, Vice-Rector: Academic Planning are the winners of the library survey competition. From the left, back: Mr Pieter Verster, Lecturer: Missiology in the Faculty of Theology, Ms Prehana Singh, B. Accounting student, Ms Suleen Joubert, B.A. General student, Ms Anna-Marie Viljoen, Van Schaik, Prof. Magda Fourie, Mr Leon Fourie, B.Com. Actuarial Science student, Ms Nikiwe Matebula, M. Language Management student, Mr Adriaan van Zwijndrecht, General Manager: Xerox; front: Mr Hanro Jordaan, LL.B. student, Ms Aobakwe Machogo, B.Com. Accounting student and Ms Lucia Motaung, also a B.Com. Accounting student.

at the UFS, said: "We thank all the people who participated in this competition and survey; your input will help us better our UFS Sasol Library services. It will also help us develop a

more comprehensive strategic document for 2006."

This competition was sponsored by XEROX, CompTech, Mast Publications, Van Schaik and Swets.



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Internationalisation now a priority

The recently approved Internationalisation Policy re-established the international profile of the university. "We are very optimistic about the professionalising of internationalisation activities. It's long been overdue," said Prof. Frans Swanepoel, Director: Research Development.

"Internationalisation is important because it strengthens research and that makes a university internationally comparable," he said. It is important to be globally positioned in terms of research.

As result the Internationalisation Policy was developed. The policy which focuses on internationalisation development at a strategic level will be integrated as one of the university's main functions.

To realise all the strategies and objectives in the policy the directorate developed an internationalisation business plan. The business plan was also developed to suggest a management model for the internationalisation office. The office will facilitate and coordinate all internationalisation activities and provide support to faculties.

Around 10% of the UFS's student corps is from other countries. Although the Department of Education prescribes that the Southern African Development Community (SADC) represents five percent of a university's student corps the university already accommodates seven percent. These students need more assistance and attention. The internationalisation office coordinates welcoming and orientation programmes for these students, liaises with faculties on behalf of the students and provides assistance with visas, accommodation, etc. The office also provides assistance to guest lecturers.

Students and staff who want to study abroad are also assisted by the internationalisation office. The office identifies existing opportunities that students can use. The UFS have long standing partnerships with a number of universities, including the New Mexico Tech, the Catholic University of Leuven and Cornell University.

The directorate adds more value to research development by mobilising funding, expanding and maintaining agreements with developed and developing countries and by promoting the UFS internationally.

Cooperation with NIHE sealed



At the signing of the agreement were, from the left, front: Prof. Magda Fourie, Vice-Rector: Academic Planning, and Dr Pearl Nkosi, Head: Academic Planning at the NIHE; back: Dr Kopano Taole, acting head of the NIHE, and Mr Vernon Collett, Registrar: Academic Student Services at the UFS.

A formal memorandum of understanding was signed between the UFS and the National Institute for Higher Education in the Northern Cape (NIHE) to give both institutions a clear understanding of the way in which collaborative programmes should be implemented.

"Although the UFS has been presenting bachelors degree courses in B.Soc.Sc. in Human and Societal Dynamics and B.Com. in General Management and the Career Preparation Programme at the NIHE since 2003, the cooperative agreement was never formalised," said Prof. Magda Fourie, Vice-Rector: Academic Planning at the UFS, at the signing ceremony.

These academic programmes, presented by facilitators living in Kimberley and lecturers from the UFS, serve 270 students and the entry requirements of the programmes are determined by the UFS.

Dr Kopano Taole, Acting Head of the NIHE, said: "The memorandum is the culmination of many years of hard work and of helping the people of the region. The continued input and guidance of the UFS is of tremendous help to us and through this we gained a greater sense of what the NIHE can grow to be."

Kovsie Alumni honours former students



Kovsie Alumni awarded its top honors during a Gala Banquet ceremony. From the left was Mr Harold Verster, president of the Free State Rugby Union who was awarded with the Cum Laude Award for the role he played in the inclusion of the Vodacom Cheetahs as Super 14 rugby team, Mr Naka Drotské, who was awarded as Kovsie Alumnus of the Year 2005 for the professional way in which he led the Cheetah Rugby Team, and Prof. Johan Henning, Dean: Faculty of Law at the UFS, who was awarded with the Kovsie Alumni National Management Award for Exceptional Service. He received this award for his role in the expansion and development of the Faculty of Law as academic, centre head, department head and, especially, as dean.

Ooreenkoms onderteken met sagteware-ontwikkelaars

Die UV het 'n ooreenkoms met Cipal, 'n Belgiese sagtewareontwikkelingsmaatskappy, onderteken om as agent vir Cipal in Suidelike Afrika op te tree.

Die UV gebruik reeds vanaf 3 Augustus 2004 die Parnassus-sagteware van Cipal onder lisensie vir die elektroniese bestuur van die vergaderings van die Dagbestuur van die Uitvoerende Bestuur van die UV. Dié sagteware word onder meer aangewend vir vergaderings, die universiteit se jaarverslag aan die Minister van Onderwys en die institutionele jaarkalender. Die gebruik van Cipal-produkte het ook al na vier van die fakulteite aan die UV uitgebrei.

Die universiteit sal ook dié produkte aan ander universiteite bemark as 'n entrepreneuriese projek om vir die universiteit derdegeldstroom-inkomste te verdien. Prof. Sakkie Steyn, Registrateur: Algemeen, sê: "Ons kon dit net nie vir ons self hou nie. Die universiteit transformeer op meer as een gebied. In dié geval is dit stelsels wat transformeer om die bestuur van die UV te optimaliseer.



By die ondertekening van 'n ooreenkoms met Cipal, 'n Belgiese sagteware-ontwikkelingsmaatskappy, is van links prof. Sakkie Steyn, Registrateur: Algemeen van die UV, prof. Frederick Fourie, Rektor en Visekanselier van die UV, mnr. Leo Stevens, voorsitter van die Cipal Raad van Bestuur en Direksie, en mnr. Arthur Phillips, Direkteur-Generaal en HUB van Cipal.

Met die gebruik van die stelsel spaar ons tyd en geld en is bestuur meer effektief. Ons bemark meer effektiewe bestuur deur e-bestuur."

Die stelsel vereenvoudig omslagtige take en stel die Bestuurskomitee in staat om beter te funksioneer. Tyd word nou meer betekenisvol aangewend.

Wysigings in belastingwetgewing raak jou so

Hoewel daar algemene belastingverligting is, is daar twee wysigings in belastingwetgewing vanaf 1 Maart 2006, wat personeel kan raak," sê mnr. Chris Liebenberg, Direkteur: Finansies.

Die volgende wysigings het plaasgevind in terme van maatskappymotors op die UV-motorskema:

- Die belasbare byvoordeel word vanaf 1,8% na 2,5% van die "vasgestelde waarde" van u voertuig verhoog.
- Die belasbare byvoordeel van 2,5% word verminder met 0,22% vir brandstof en 0,18% vir onderhoud. Hierdie vermindering het ongelukkig onveranderd gebly. Die belasbare byvoordeel van voertuie op die UV-skema sal dus nou teen 2,1% van die "vasgestelde waarde" van die voertuig bereken word.

Tot 28 Februarie 2006 was die belastingvrye gedeelte van die werkgewerbydrae vir medies beperk tot 2/3 van die totale premie. Slegs die werkgewerbydrae meer as 2/3 was belasbaar. Hierdie bepaling het nou verval en word deur die volgende vervang: Die belastingvrye gedeelte word nou beperk tot 'n bedrag per afhanklike. Hierdie bedrag word bereken as R500,00 per afhanklike (hooflid ingesluit) vir die eerste twee en R300,00 per afhanklike vir daaropvolgende afhanklikes.

Die volgende inligting sal op u betaalstaat verskyn:

In die kolom vir verdienste:

- die belasbare byvoordeel met betrekking tot u skemavoertuig.
- die belasbare byvoordeel met betrekking tot die bedrag waarmee u werkgewerbydrae tot u mediese-fondspremie die belastingvrye

gedeelte, soos hierbo bereken, oorskry.

In die kolom vir statistiese gegewens:

- Raadsbydrae tot u mediese-fondspremie.
- Totale mediese-fondspremie.
- Mediese bo-perk, dit wil sê die belastingvrye gedeelte bereken volgens die aantal afhanklikes.
- Medies (4025). Dit verteenwoordig die bedrag waarmee u belasbare inkomste verminder is in die geval waar u werkgewerbydrae minder is as die belastingvrye gedeelte soos hierbo bereken.
- Pakketwaarde. Die bedrag hierteenoor aangedui is die maandelikse waarde van u totale vergoedingspakket.

Vir navrae kan met salaris-personeel geskakel word.

Reading helps students to discover their strengths

“**S**tudents at tertiary level are required to have academic skills to make a success of their studies. The Reading Development Course allows students to discover their academic strengths and assists them in the development of important academic skills. Well-developed reading skills support studying on all educational levels, therefore a tremendous amount of reading must be completed for courses, projects, papers and assignments,” said Mrs Helen Pienaar, Student Councilor at the Qwaqwa Campus and presenter of the Reading Development Course.

The course which is presented over six weeks consists of six theoretical sessions and six practical sessions. The theoretical session consists of the theory of reading, whereas the practical session is a computer based application of the theory that was discussed in the theoretical session. The course, which is presented in English, is free of charge. Students receive a certificate after successful completion of the course.

Students are showing keen interest and are already registering for the course. The course will be presented in the recently equipped reading laboratory in the Administration Building on the Qwaqwa Campus. Eleven computers were installed during November 2005 for this purpose. Mrs Pienaar will be assisted by two student assistants, Mr Jerry Mahamotse and Mr Jackie Dhlamini, in presenting the course. Mrs Pienaar, Mr Mahamotse and Mr Dhlamini received training to enable them to present the course.

Ke nako bakeng sa tiisetso ya boleng



Kopanong ya tshebetso (workshop) ya Yunivesithi e neng e tshwaretse lekaleng la Yunivesithi ya Freistata la Qwa Qwa e bile ho tloha ho le letshehadi: Moprof. Peter Mbatl, Hlooho ya Lekalal la Yunivesithi ya Freistata la Qwa Qwa, Moprof. Magda Fourie, mohlatsa-moreketoro: Tsa Moralo wa Dithuto tse Phahameng le Ngaka Louis vander Westhuizen, Mmatlisisi ya ka Sehloohong kantorong ya tsa Boingodisi: Moralo wa Maano.

Dintho tsohle mona Yunivesithing ya Freistata di dutse di le malala-laotswe bakeng sa tlathlombo ya boleng e etsahalang hona selemong sena. Dilemong tse ka bang pedi tse fetileng botsamaisi ba yunivesithi ena bo ile ba hlwaya tlathlombo ya boleng e le leano la pele la Yunivesithi ya Freistata. Ka bohlahlobi bo tswang ka ntle ho Yunivesithi, Yunivesithi ena e fana ka tiisetso hore ditsela tsa tiisetso ya boleng le mesebetsi tse teng, di tsamaiswa hantle esitana le ho tiisetso boleng.

“Mosebetsi wona o fana ka monyetla ho Yunivesithi ya Freistata ho boela e nahana ka sepheo sa yna le tsa dithuto, ho hlhisa puisano le ho hloma dintlhakemo,” ho realo monghadi Louis van der Westhuizen, eo e leng Mmatlisisi ya ka Sehloohong Kantorong ya Boingodisetso: Moralo wa Maano.

Monghadi van der Westhuizen a re: “Ha ho bohlokwa feela ho kgotsofatsa Lekgotla ho tsa thuto e phahameng, empa ho ntlafatswe tsa ho rutwa, tsa dipatlisiso le ho hahamalla phedisanommoho. Re leka ka matla ho hlhisa mokgwa wa boleng hara

basebetsi. Setho se seng le se seng sa basebetsi se lokela ho botsa potso ena di sa tloha: “Ke etsa eng?,” Hobaneng ke tlamehile ho etsa hona”, le hore “Na ke mokgwa o nepahetseng na?”

Mosebetsi wona wa tlathlombo o lokiseditswe ketelo ya lekgotla la baahlodi ba tlathlombo ena. Pele ho ketelo ena ya lekgotla lena la bohlahlobi bona ho tshwanetse pele ho etswe boitlathlombo bo tebileng ho ya ka mekgwa e mengata e entsweng. Bekeng ya la 16-20 Mphalane 2006 ho tla tshwarwa dipuisano le batho ba dihlapha tse fapaneng Yunivesithing ya Freistata, ho kenyeletswa le barupedi, baithuti, ditho tsa botsamaisi, baetapele ba mafapha, le basebetsi ba botsamaisi esita le batho ba bang ba nang le thahasello Yunivesithing ena. Batho ba tlang ho kena mosebetsing wona wa dipuisano ba tla fahlollwa nako e sa le teng hore na ho lebeletsweng ho tswa ho bona.

Ka mora ketelo eo ya tlathlombo ena baahlodi ba bohlahlobi bona ba tla fana ka pehelo ho Komiti ya tsa Thuto e Phahameng ya Boleng. Pehelong eo baahlodi ba tla bontsha tse ntle tswao

Ke nako bakeng... tswela pele leqepheng la 7

Ke nako bakeng... tswela pele ho tloha leqepheng la 6

Yunivesithi e di etsang ha ho buuwa ka boleng esita le hore na ke mafapheng afe moo e tlamehileng ho hloma mohopolo wa yona bakeng sa ntlafatso.

“Ka hona he, bohlahlobi bona bo fana ka monyetla ho Yunivesithi bohlokwa ba pele ba barutehi ba hlahang ka ntle ho Yunivesithi le ho bo sebedisa ntshetsongpele ya boleng ba Yunivesithi ena.,” ha realo monghadi van der Westhuizen.

Komiti ya e Nyenyane ya Bohlahlobi ya Kgokahano e eme ka ditho tse na tselang: Moprof. Magda Fourie, Motlatsa moreketoro; Moralo wa tsa Thuto e Phahameng, monghadi Willem Malherbe, Lefapha la Boingodisetso: Moralo wa Maano: Moprof. Sakkie Steyn, Lefapha la Boingodisetso: Kakaretso le monghadi van der Westhuizen.

Bohlahlobi ba Yunivesithi yohle bo tsamaiswa e le morero oo bohle ba tlamehileng ho ikakgela ka setotswana. Ka ntle ho moo re bitsa dikopano tsa thuto le dikopano tsa ho fahlollana tse nehang basebetsi monyetla ho kena mosebetsing wona. Ka la 18 Mmesa 2006 ho tla boela ho tshwarwa kopano ya thuto mona Yunivesithing ena, e tlang ho boela e phetwa hape lekaleng la Qwa Qwa la Yunivesithi ena ya Freistata ka la 12 Motsheanong 2006.

Linku says his say on transformation



Linku Masithela, a third year-student on the Qwaqwa Campus, receiving a voucher from Prof. Peter Mbatlana, Campus Principal of the Qwaqwa Campus. Linku received the third prize in the Transformation Competition. The competition was organised by the university to encourage staff, students and stakeholders to have a say in the transformation plans of the UFS. “I am very happy that I have contributed in making a change in the transformation process of the UFS,” said Linku.

New staff welcomed on Qwaqwa Campus

It is a practice on the Qwaqwa Campus to officially welcome all new staff members and to provide the essential information they will need to comfortably settle into their new posts.

Ten new staff members attended the orientation session. Prof. Peter Mbatlana, Campus Principal, officially welcomed the new members and highlighted some challenges facing the campus as well as successes achieved so far. He wished them a happy and long stay at the campus.

Officials from Academic Services, Student Academic Administration, the Examination Section, Finance, Human Resources, Library and Information Services, Student Affairs, Computer Services, CHESD and Strategic Communication gave brief presentations on what they do.

New colleagues were encouraged to contact these departments when they need information and assistance on the respective services they provide.



The group of new staff members who received information and advice during an orientation session on the respective departments on the Qwaqwa Campus.

Decision made on phasing out of Vista students

The Executive Management has approved a procedure to phase out students on the Vista Campus. "According to the incorporation agreement, pipeline students would be allowed to continue attending lectures at the Vista Campus until 2008 taking into account that no students were allowed to register after incorporation in 2004," said Prof. Engela Pretorius, co-chairperson of the Joint Vista Task Team.

This year (2006) is the final year for presenting first-year courses, next year will be the final year for presenting second-year courses and 2008 will be the final year for presenting third-year courses. The following compulsory service courses – often first-year modules – could be presented until 2008: SSO553, SSO554, EUC501, CIT501,



Prof. Engela Pretorius, co-chairperson of the Joint Vista Task Team.

CIT502, CIT503 and CIT504. "Equivalents should be considered in the event of Vista students who switched to UFS programmes.

"At the end of 2006 faculties should advise all remaining students in terms of curriculum planning with a view to completing their qualifications on outstanding modules, equivalent courses and whether and how to 'migrate'. This should be done on an individual basis at faculty level. This exercise should be repeated at the end of 2007.

"In 2008 relatively few students should remain. In cases of students repeating a module, it was proposed that special measures be taken to make suitable arrangements for such students in order that they are not compromised in any way," she said.

Career exhibitions a huge accomplishment

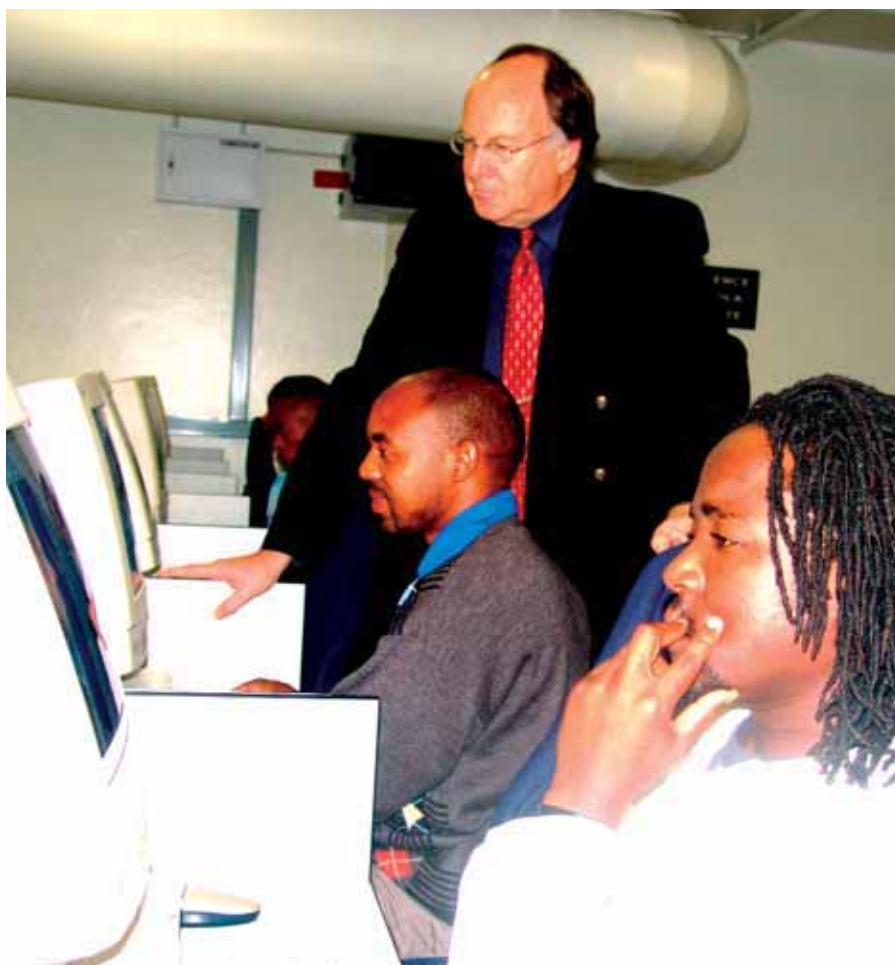
The marketing department of UFS Qwaqwa Campus in alliance with the Free State Department of Education held their annual career exhibition from 5-10 March 2006 on the Qwaqwa Campus.

Fifty schools from the Eastern Free State were invited to have a look at the variety of courses offered by exhibitors from different institutions of Higher Learning including the UFS Qwaqwa Campus.

During his welcome speech the Assistant to the Campus Principal: Academic, Dr Elias Maletle, said: "It is important to bring the local learners to the campus. The university is committed to excellence and quality learning. As part of the university's endeavor to deliver excellence, it will continue to host this event," he said.

"We are very obliged to the Department of Education and the UFS Qwaqwa Campus for this kind of event. I will use the advice I was given when I make decisions about my future career path," said Ms Nelisiwe Kubheka, a grade-12 learner from Kgolathutho.

Dean visits Qwaqwa Campus



Prof. Tienie Crous, Dean: Faculty of Economic and Management Sciences, visited students in the computer lab at the Qwaqwa Campus. He visited the campus to meet with officials in the Faculty of Economic and Management Sciences.

US Consul visits Qwaqwa Campus

Mr Steven Coffman, US Consulate General in Johannesburg, visited the UFS Qwaqwa Campus to develop a relationship with the university. He donated a collection of books to the Diphakweng Primary School as well as to the Hlajoane High School. The donation to the high school included 85 books on American History and US culture and values.

The primary school also received the African-American Collection, consisting of 135 books. These books focus on the African-American experience and selected biographies.

“Through this donation we hope to contribute to the enhancement of a reading culture,” said Mr Steven Coffman. He was accompanied by Ms Mary Jeffers, Public Affairs Officer of the Public Affairs section, Ms Selaelo Ramoleta, IRC Director and Ms Tebogoo Sepeng, Media Liaison Officer.



The Qwaqwa Campus Library received a contribution from the US Consulate General during his visit to the campus. From the left are Ms Selaelo Ramoleta, Director of the Information Resource Centre from the US Consulate General in Johannesburg, Ms Mary Jeffers, Public Affairs Officer accompanying Mr Coffman, Mr Pitso Nooe, the Office of the Premier, Mr Tebogoo Manchu, assistant to the Campus Principal (Administration and Support Services) and Deputy Director: Student Affairs, Mr Stoffel Kok, Senior Librarian at the Qwaqwa Campus, Mr Steven Coffman, US Consulate General, Mr James Kunene, Department Education and Dr Elias Malete, assistant to the Campus Principal (Academic Affairs) and Senior Lecturer in the Department African Languages on the Qwaqwa Campus.

Qwaqwa Maintenance Division plans ahead

Prof. Peter Mbatlana, Campus Principal of the Qwaqwa Campus, facilitated a planning workshop with the gardening and workshop personnel to develop a firm understanding of their core responsibilities and to collectively develop a functional strategy that will allow full participation of personnel in the execution of their work.

The vision of the division is to provide an excellent cleaning, gardening and workshop-related service to the Qwaqwa Campus community within reasonable turnaround times, and to proactively create and maintain a friendly external and internal work environment conducive to the core business of the university.

To facilitate better delivery of service, new gardening tools will be purchased to supplement those currently in store. Prof. Mbatlana also undertook to upgrade the changing rooms for the gardeners and to install cabinets where they can store their tools and other belongings.

The members of the gardening staff were enthusiastic about many of the new arrangements tabled during the workshop, which included a proposal to assign specific individual work arrangements to the various staff members and a new work schedule. It was generally



The garden in front of the Administration Building on the Qwaqwa Campus.

agreed that this would not only instill a sense of ownership of work done, but that it would encourage everybody to rise to the challenge of meeting the new vision of the division.

Prof. Mbatlana accepted a request by staff to give them some sort of

recognition when they excel in their work. The supervisor of the gardening and workshop division, Mr Moferefero Moeketsi, expressed optimism that the planning workshop would have a positive impact not only on the morale, but also on the output of his staff.

Navorsingsassistentente in Sielkunde presteer

Kerkvereniging en die herinstelling van die doodstraf is albei kontroversiële onderwerpe wat me.

Petro Jonck en me. Célia Ambrosio, beide navorsingsassistentente van prof. Anda le Roux in die Departement Sielkunde, se belangstelling geprikkel het toe hul 'n onderwerp vir hul meestersgraadstudies moes kies.

Hul passie en belangstelling in hul onderskeie ondersoekte was só groot dat beide Petro en Célia onderskeidings behaal het.

Die onderwerp wat Petro vir haar meestersgraadstudie gekies het, is *Lidmate van die NG-Kerkfamilie se houding teenoor kerkvereniging*. Sy sê: "Godsdienste en morele waardes is aktuele onderwerpe en ek hou daarvan om uit te vind hoe mense oor die kerk voel. Die kerk is die samelewing se steunpilaar. Sonder dit is daar nie veel oor nie." Haar bevinding is dat lidmate van die NG Kerk kruiskultureel positief is oor kerkvereniging. Dit beteken dat lede van die NG Kerk, die Verenigende Gereformeerde Kerk en die NG Kerk almal positief is oor die vooruitsig van een gesamentlike kerkverband.



Uitblinker-meestersgraadstudente aan die Departement Sielkunde, me. Célia Ambrosio en me. Petro Jonck.

Petro, wat haar meestersgraadstudie suksesvol voltooi het en reeds besig is met haar doktorsgraad, beplan 'n loopbaan in navorsing.

Célia wat in die algemeen geïnteresseerd is in aspekte rondom geweld, het die onderwerp *Houdings teenoor die*

doodstraf vir haar M-studie gekies. Sy het 'n kruiskulturele ondersoek in Bloemfontein uitgevoer. Haar studie het getoon dat meeste mense positief voel oor die herinstelling van die doodstraf. Die meerderheid blanke mans was ten gunste van die herinstelling van die doodstraf.

Shortage of quantity surveyors discussed at UFS

“The South African building industry is experiencing a high level of economic growth, causing a shortage of registered quantity surveyors,” said Mr Egon Wortmann, Director of the Association of South African Quantity Surveyors (ASAQS).

“This shortage is noticeable in local and national governments where unqualified and inexperienced staff is now appointed. The authorities that have adopted this approach are not in compliance with the legal and statutory requirements in South Africa,” he said.

“Universities offering programmes in quantity surveying and construction management are also negatively affected. The ability of the tertiary institutions to attract young academics, to train them and to keep them in the longer term, is almost impossible,” said Prof. Basie Verster, Head of the Department of Quantity Surveying and Construction Management at the UFS and representative of the Free State on the ASAQS.



The high level of economic growth in the building industry is causing a shortage of registered quantity surveyors. This was discussed during the recent visit of the Association of South African Quantity Surveyors to the UFS. From the left were Mr Egon Wortmann, Director: ASAQS, Prof. Basie Verster, representative of the Free State on the ASAQS and head of the Department of Quantity Surveying and Construction Management at the UFS, Mr Greyling Venter, Chairperson: Free State branch of the ASAQS, Prof. D.G. Brümmer, Vice-President: ASAQS and Mr Patrick Waterson, President: ASAQS.

time out with...



'Powers come with responsibilities'

Elizabeth Nchapi, Assistant Director: Finance, Qwaqwa Campus. The nameplate on her door could just as well have read, Elizabeth Nchapi, diligent, punctual and friendly.

Surely these qualities must have played a role when Elizabeth was appointed Assistant Director: Finance on the Qwaqwa Campus in June 2005. "This was the highlight of my career," she says.

Elizabeth started working at the university in 1994. Before that, she successfully completed first her B.Com. degree and later her B.Com. Honours at the Qwaqwa Campus, after which she worked for the government and the Free State Development Corporation.

She started her career at the university in the Finance Division on the Qwaqwa Campus where she respectively dealt with student enquiries, worked as cashier and later in the debt collection unit. In 2001 the head of the Finance Division resigned, giving only 24 hours' notice, and she was asked to act in this position. "It was not an easy task. I indicated that I needed support and someone was sent from the Finance Department at the Main Campus to assist me.

"The position as head of the Finance Department came with responsibilities and challenges. I told myself that there was someone at Main Campus who had confidence in me and that I must not disappoint that person. I needed to deliver results and to achieve," Elizabeth said.

It is also important to Elizabeth to maintain good relationships with her peers at the Main Campus. "People's



Elizabeth Nchapi, Assistant Director: Finance.

attitudes have changed since the incorporation. We started to build relationships with the personnel at the Main Campus. After three years, it is no longer a strange world to me. During the registration period the support we received from the Main Campus was excellent. One would call and they were immediately available to assist us," she said. Not only is she

passionate about her work, but the future of the Qwaqwa Campus lies close to her heart. She said: "It is encouraging; more students showed interest and registered this year. We received a 1 000 first-year applications compared to the hundred we received last year and we gave financial aid to about 800 students through the National Financial Aid Scheme."

Elizabeth, who was born and attended school in Mount Fletcher in the Eastern Cape, is married with three children, one daughter, Palesa, and two sons, Motebang and Molapo. Her husband, Ntiti, is Chief Planner at the Department of Land Affairs and Palesa studies at the Central University of Technology in Bloemfontein. In her spare time she enjoys reading motivational books written by Christian writers. She also does community work in church-based hospices.

She concluded: "After the incorporation we became a new institution with a new culture. This campus now has more power, and power comes with accountability and responsibility. The challenge now is to deal with people's mindsets."

Political Science attends opening of Free State Legislature



Staff members from the Department of Political Science were invited by Premier Beatrice Maasdorp to attend the official opening of the Free State Legislature. From the left are, back: Mr Nico Combrink, Senior Lecturer; Mr Tom Ferreira, Lecturer; Ms Angelique Harsant, Lecturer, Prof. Constanze Bauer, Associate Professor, front: Mrs Paulinah Choane, Lecturer, Mr Joseph Smiles, Lecturer, and Prof. Heidi Hudson, Acting Departmental Chairperson: Political Science. Prof. Bauer and Ms Harsant were also commissioned by the Electoral Institute of South Africa to cover the local government elections in the Northern Cape and to produce reports on the pre-election, election and post-election phases.

Wat sal jou gelukkiger maak?

Om onmiddellik plesier te kry

Om beskerming teen die onverwagte te kry

Met Sanlam Topaz kan ek jou help om voorsorg te tref teen gebeurlikhede soos 'n ongeluk of siekte. En wanneer jy die gemoedsrus het dat jou welstand beskerm is, sal jy presies weet hoe jy jouself kan bederf met dit wat jy nou wil hê. Gesels met my oor pasgemaakte risikodekking. Ons dink vooruit. En jy?

Ek bied jou ook 'n reeks pasgemaakte oplossings wat kan help dat jy 'n vervulde lewe lei:

- Beleggingsbeplanning
- Aftreebeplanning
- Beplanning vir opvoeding



Ben Opperman

Senior Onafhanklike Finansiële Adviseur

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Ons dink vooruit

5 Minute



Kragonderbrekings, car thieves and a lêkka vibe!

Dumela! Dagsê! Morning! Yes, yes, my Bra! And my Bralina! Bultjie is so bly ons bly nie in die Kaap nie! Kragonderbrekings! Hulle kan glad nie werk nie. Hul rekenaars is permanent af. Die sekretaresses bring blykbaar nou maar 'n pak kaarte werk toe om te kan Patience speel. En die manlike personeel loop nou glo tussen etenstye kafee toe vir 'n pot pinball!

Not that our Cape Town colleagues really get upset easily. However, my UCT colleague did sound a bit gatvol last week: "Please fax me the report! I got to the office at 11 o'clock. It's now almost four and still no power on my PC! I've been sitting here waiting like a duck in the Groot Karoo for ANY kind of action! Does ESKOM know what the traffic is like between 4 and 5?"

I didn't say anything. I just wondered if they have to switch off engines with every exit at a Varsity gate. Quite frustrating but apparently it works very well if it's your own car and you have the key. One of my students' cars got stolen two weeks ago and the thief didn't experience any problems at the gate. He just didn't switch off the stolen car, but waited patiently at the stop and waited until the gate and the road ahead was clear. As the security guard impatiently urged him on to drive closer, the thief just gently drove straight past him and out of the university grounds! "No problem, my Bra!" Needless to say the car is still missing. Poor child! I know the feeling. I've lost two cars in two years. But as the great Anton Rupert told his daughter: "If you only had one dress, you wouldn't nag about which dress to wear to the party!" Problem is this student is now sitting with "no dress". Gooi 'n langtoon klas toe, Sussie!

Maar allakragtie, o wragtie sowaar! As iemand darem Bultjie se selfoon agter sy rug van sy lessenaar af steel terwyl hy een meter daarvandaan sit en werk op sy rekenaar, dan besef 'n mens geleerde mense (studente?) is nog skelmer as jou gemiddelde kardief. Nou stop jy die kaart en blok die telefoon en daar sit die dief met 'n nuttelose stuk apparaat wat al jou

316 noodsaaklike kontaknummers op het en jy sit met niks nie!

As jy nou nog so deur die wind soos ek is, ken jy nie eers jou huis of kinders se nummers uit jou kop nie. Veral nie jou vrou se nommer nie. Sy is mos maar net altyd dáár as jy haar nodig het – soos jou selfoon! Sy kos jou ook geld en pla jou op ongemaklike tye. Herinner jou tot vervelens toe om nie dít of dát te vergeet nie. Maak jou wakker wanneer jy nie wil wakker word nie. Laat jou wip van die skrik met 'n luide geneul oor onnodige werklikhede. Jy weet wat nou gedoen moet word, net op die oomblik wat jy diep filosofiese gedagtes oor jou uiters

belangrike werk koester en hoe onmisbaar jy eintlik vir die "Varsity" is en dat hulle jou nog eendag gaan beloon met 'n spesiale medalje by aftrede! O, en hoe gaan hulle jou mis! Jy word mos nie waardeer nie!

Intussen pomp jou ou gesteelde tjor se enjin darem dalk nog water iewers in Zimbabwe vir 'n paar dorstige donkies. Miskien is kardiewe tog slimmer! Tsotsi het dit bewys!

Lêkka vibe van huis tot huis!

Bultjie

Translation Studies celebrates 30 years



Some of the guests who attended the symposium were, from the left, Dr Anna-Marie Beukes, chairperson of SATI and lecturer at the University of Johannesburg, Prof. Engela Pretorius, Vice-Dean: Faculty of Humanities at the UFS, Prof. Philip Nel, Director: African Studies at the UFS, and Prof. Jackie Naudé, Chairperson: Department of Afro-Asiatic Studies, Sign Language, and Language Practice at the UFS and Director: Programme for Language Practice.

Thirty years of teaching translation studies at the UFS were celebrated on the Main Campus in Bloemfontein. A symposium with the theme *One profession – multiple applications* was presented to celebrate the occasion, as well as the fiftieth anniversary of the South African

Translators' Institute (SATI). "This is a profession whose time has come. Interpreters' function has become more important, especially in handling situations arising from our becoming a new society," said Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS.

Pressing parking problems addressed

A plan to alleviate the pressing parking problems as quickly as possible was approved by the Executive Management (Exco). “More than 500 additional parking bays have been created since 2002. However, complaints are streaming in about parking on campus, mainly because of a lack of appropriate management systems,” says Ms Edma Pelzer, Director: Physical Support Services and Special Projects.

Several problems were identified in terms of parking. While both staff and students experience a shortage of open and covered parking bays, there are underutilised parking bays within walking distance of the campus core. These problems often lead to conflict between staff and students. Parking bays earmarked for staff are used illegally by students and covered parking bays allocated to staff members are used illegally by other staff members.

On campus there is not adequate provision for special needs in terms of parking. This includes allowable routes, stopping places and unloading points for busses and large delivery vehicles. Large vehicles and unscheduled busses enter the campus illegally and disrupt traffic flow and parking. This sometimes results in delivery vehicles parking on pedestrian walkways and other non-drivable paved areas. This causes damage and inconvenience to pedestrians.

Problems are also experienced regarding effective law enforcement. An easily accessible system of traffic and parking rules for staff and students does not exist. Road paint marks to indicate restrictions are not always clear and signposts are not always easily understandable.

Ms Pelzer says: “There are plans to create more parking bays annually. However, budget and space constraints in relation to the increasing demand for parking imply that we will never be able to create high-quality parking near the main areas on campus such as work-places and classes for everybody fast enough.

“Great expectations exist among users of cars on campus regarding the availability of enough parking close to all campus destinations. In earlier years, when the university was small everybody could park near their work-



Under cover parking bays at the Faculty of Health Sciences is part of the plans for the traffic network on campus.

places and lecture halls. Staff and students still expect this, in spite of the fact that there are more students. In other urban areas a greater tolerance in respect of traffic realities exists.”

To manage parking on the Main Campus, the guidelines approved by Exco will serve as a basis for further planning and policy development.

- Decisions about parking must promote the UFS's strategic objectives.
- Everybody does not automatically have the right to bring a vehicle to the campus. The university may grant/refuse permits.
- The university has no obligation to provide a formal parking bay near everyone's workplace, but will attempt to deliver quality services in terms of parking for everybody within budget limitations.
- The university has made a choice to be pedestrian-friendly. Much has already been spent on this with good results. Provision has therefore been made for people to reach campus destinations conveniently, quickly and safely on foot rather than by car.
- Conflict must be avoided as far as possible when parking areas are planned and managed. The possibility of conflict between staff, students and visitors, between car users and law

enforcers and between car users and pedestrians must be eliminated. This implies that areas reserved for a certain purpose, an individual or groups, must be closed off electronically to limit the opportunity and temptation to trespass.

- It was recommended that provision be made for car users' willingness to pay. This implies that fenced-in, guarded and paved areas may be created for students who are willing to pay more.
- The use of private cars must be discouraged and public transport systems promoted.
- An attempt must be made to create parking areas within five minutes (300m) from destinations.
- Maintain existing approved privileges that are currently enjoyed by a specific individual or group, and create acceptable alternatives if new measures influence them negatively.
- Car access and traffic in the central part of the campus must be restricted. This area will be earmarked for staff and visitors.

One of the recommendations was to tighten discipline and law-enforcement measures with regard to all vehicle users. Good systems and good facilities can only function well if people are disciplined to act within the rules.

Big developments on Main Campus in the pipeline

A plan for the development of a part of the “west campus” of the Main Campus in Bloemfontein was approved by Council. “There is great internal and external interest in the West Campus. It is one of the few large open tracts of land in this part of Bloemfontein. Enquiries and proposals by developers are received almost weekly,” said Ms Edma Pelzer, Director: Physical Support Services and Special Projects.

The plan was developed by Bannie Britz Architect and Urban Designer and The Roodt Partnership (architects and planners). It is a detail plan for a specific precinct based on the Structural Plan for the UFS which was approved in 1999.

The plan indicates how facilities for the academic, accommodation services and sport will be zoned. A concentric approach with the Library as academic core was proposed. This means that a mirror image of the current academic core, which is at the eastern side of the Library, would be created in a new horseshoe form on the western part of the campus.

The big distance between the sports grounds and the central campus will effectively be reduced by lengthening the Kampuslaan-noord pedestrian route to the west to a portal from which different sports facilities could easily be reached.



A graphical representation of planned developments on the West Campus.

This sports portal will provide facilities to serve spectators to major sport activities, maybe also for rag activities to promote interaction between students from different cultural groups during rag.

The plans also indicate the position for the new astro hockey fields and a soccer stadium and the linking of these with existing sport facilities. The plan indicates an extension of Fürstenburg Road to connect to Wynand Mouton Avenue. This will form a boundary

between academic university activities in the east and the sport activities in the west. Immediately east of Fürstenburg Road a green area, possibly a botanical garden, will be created. A small section east of Fürstenburg Road is set aside for commercialisation purposes to generate income to help finance the new developments on the west campus.

These plans will be phased in over a period of time as money becomes available.

African branch of institute elects office bearers

During the recent meeting of the Board of Directors of the International Institute for Development and Ethics (IIDE), office bearers were elected and approval was granted for its conversion into a Section 21 company.

The IIDE specialises in the studying and research of general questions of developmental theory and practices and provides services and support in education, strategic planning, policy formulation, advocacy and capacity building of development agencies. The office of the IIDE in Africa is situated on the Main Campus of the UFS in Bloemfontein. The UFS is a funder of the IIDE together with the Paul Foundation and private sponsors from the Netherlands.



The IIDE in Africa's Board of Directors are from the left: Mr Willem Ellis, newly elected executive officer of the IIDE, and Prof. Annette Combrink, Deputy Chairperson of the IIDE in Africa and Rector of the North-West University's campus in Potchefstroom; back: Prof. Lucius Botes, Director: Centre for Development Support at the UFS, Rev. Kiepie Jaftha, Chairperson of the IIDE in Africa and Chief Director: Community Service at the UFS, Prof. Sytse Stribos, IIDE Europe and affiliated to the University of Amsterdam, Dr Amon Kasambala, Director: Focus on the Family, Africa, and Rev. Tshillo Liphadzi, Reformed Church Chiawelo in Soweto.

Disaster Management learnership programme gets grant

The UFS became the first tertiary institution in the country to implement a learnership programme on Disaster Management with a grant of R2,3 million from the National Department of Science and Technology (DST).

The grant will be used by the Disaster Risk Management Training and Education Centre for Africa (DiMTEC) at the UFS over a period of three years to train 15 students in its Master's Programme in Disaster Management.

"Fifteen learnership candidates (including seven unemployed graduates and eight currently employed but without a formal masters level qualification) have been accepted into the Masters Programme," said Mr Andries Jordaan, Director of DiMTEC at the UFS.

"The programme also includes an experiential learning component wherein the learnership students will be placed at the Council for Scientific and Industrial Research (CSIR), the Department of Provincial and Local Government (DPLG) and other government departments. This will enhance the experience and employ-



The National Department of Science and Technology handed over a cheque for R2,3 million to the UFS's Faculty of Natural and Agriculture Science for a Disaster Management Learnership Programme - the first of its kind in South Africa. From the left are: Mr Jerry Madiba, Senior Manager: Human Capital Portfolio Department of Science and Technology, Dr Martie van Deventer, Project Manager: CSIR Learning, Development and Information Services, and Prof. Teuns Verschoor, Vice-Rector: Academic Operations, UFS.

ability of participating students," said Mr Jordaan.

"With this initiative the Faculty of Natural and Agricultural Sciences of the UFS once again demonstrate it's commitment

to build capacity and provide leadership where it is most needed for instance at local level," said Prof. Herman van Schalkwyk, Dean of the Faculty of Natural and Agricultural Sciences.

Community learns to build with earth bricks



About 3 200 learners and members of the community attended a play at schools in Botshabelo and Thaba 'Nchu. The play, performed to teach communities how to build houses using earth bricks, was developed by the UFS's Departments of Architecture and Urban and Regional Planning. These departments have been researching the use of earth bricks as building material for the past two years. The project is conducted in co-operation with the Technical University of Eindhoven and funded by the South African-Netherlands Research Programme on Alternatives in Development (SANPAD). The play was also performed at schools in the Northern Cape. The play, written by Mr David Brink from Stage Alive, was performed in Sesotho and Setswana by two students – Galie Malebo and Godfrey Manenye – of the UFS. Here the play is performed at the Dibeng-Sa Tsebo School.

Bedryfsielkunde-boek maak dit makliker

Mnr. Lyle Markham en me. Ronel Kleynhans, beide dosente van die Departement Bedryfsielkunde aan die UV, is mede-outeurs van die boek *Human Resource Management: Fresh Perspectives*.

Pearson Education het me. Kleynhans en mnr. Markham genader om die boek saam te stel. "Dié handboek is in 'n meer eenvoudige Engels geskryf om dit makliker te maak vir studente wat nie Engels as eerste taal het nie," sê me. Kleynhans. Mnr. Markham sê die boek is ook in 'n Suid-Afrikaanse konteks geskryf en Suid-Afrikaanse voorbeelde word gebruik. Dit maak die boek meer prakties.

Die boek, wat reeds deur eerstejaargestudente by die Universiteit van Wes-Kaap gebruik word, sal vanaf die tweede semester deur eerstejaargestudente aan die UV gebruik word.



Twee dosente aan die UV is mede-outeurs van 'n nuwe handboek in Bedryfsielkunde. Van links is mnr. Lyle Markham, dosent by Departement Bedryfsielkunde, prof. Ebben van Zyl, Departementshoof: Departement Bedryfsielkunde, en me. Ronel Kleynhans, ook 'n dosent by die Departement Bedryfsielkunde.

Legality of abortion again in the spotlight



The Department of Constitutional Law and Philosophy of Law at the UFS presented a colloquium on legal ethics. The topic was "The churches and the legality of abortion in South Africa". Some of the speakers at the colloquium were from the left, front: Cardinal Wilfrid Napier, Head: Roman Catholic Church in South Africa, Mr Jeffery Ventrella Esq, guest speaker and Deputy Director, Alliance Defense Fund, United States of America, and Mrs Miranda Pillay, representative of the Anglican Church of South Africa and from the Faculty of Theology at the University of the Western Cape; middle: Dr Michiel du Rand, General Surgeon, School of Medicine, University of Pretoria, Ms Jeanine McGill, Abortion Activist and Secretary of the ACDP, Western Cape, Prof. Etienne de Villiers, representative of the Dutch Reformed Church and from the Faculty of Theology at the University of Pretoria, and Prof. Jakobus Vorster, Dean: Faculty of Theology, University of the North West; back: Mr Shaun de Freitas, organiser of the colloquium and senior lecturer at the UFS Department of Constitutional Law and Philosophy of Law and Mr John Smyth QC, legal representative of Doctors for Life, South Africa.

Bevorderings

- Dr. J.F. van der Merwe**, na Senior Lektor, Departement Ortopediese Chirurgie
Dr. W.J. Steinberg, na Senior Lektor, Departement Huisartskunde
Dr. G. Lamacraft, na Medeprofessor, Departement Anesthesiologie en Hoof van die Pynbeheereenheid
Dr. B.B. Marivate, na Senior Lektor, Departement Psigiatrie.
Dr. S.C. Brown, na Medeprofessor, Departement Pediatrie en Kindergesondheid
Prof. F.L.E.R. Booysen, na Professor, Departement Ekonomie
Prof. E.S. van Zyl, na Professor, Departement Bedryfsielkunde

Aanstellings

Programdirekteure:

- Prof. M.J. Dednam**, LL.B-program
Prof. E. Snyman-Van Deventer, LL.M-program
Prof. J.J. Henning, LL.D-program
Prof. J.V. du Plessis, Kort- en sertifikaatkursus
Adv. W. Oosthuizen, Diplomas – Sentrum vir Finansiële Beplanningsreg
Mev. A.J. Ellis, Diplomas – Voorgraadse Programme – insluitend LL.B
Adv. J.H. de Bruin, E-degree
Dr. M. Cunningham, as Senior Lektor, Departement Dierkunde en Entomologie op die Qwaqwa-kampus.
Prof. H.J. Kroukamp, as Sekundus-dekaan van die Fakulteit Ekonomiese en Bestuurswetenskappe
Dr. L. Lues, as Senior Lektor, Departement Openbare Bestuur
Me. R. Seane, as Direkteur: Kovesievoorligting
Dr. J.F. Strydom, as Hoof/Direkteur: Studente-ontwikkeling
Dr. F.A. Gebremariam, as Senior Lektor, Departement Diagnostiese Radiologie
Dr. F.J. Burt, as Senior Lektor, Departement Mediese Mikrobiologie
Dr. J. Markram, as Senior Lektor, Departement Obstetrie en Ginekologie
Dr. M.C. Botha, as Senior Lektor, Departement Onkoterapie
Dr. Z.B. Jansen, as Senior Lektor, Departement Onkoterapie
Dr. L. Smith, as Senior Lektor, Departement Obstetrie en Ginekologie
Dr. M.E. Wessels, as Senior Lektor, Departement Obstetrie en Ginekologie
Dr. S. Otto, as Geaffilieerde Medeprofessor, Departement Chemie
Prof. P.C.N. Groenewald, Geaffilieerde Professor, Departement Statistiek/Wiskundige Statistiek

Retirements

- Prof. S.J. Wessels**, MUCPP
Mr J.H.G. Koelman, Student Academic Services
Mr J.D.U.P. Oosthuizen, Department Mathematics and Applied Mathematics
Mr H.C. Armer, Department Music
Dr S.J.E. Jansen van Vuuren, Department Sociology
Ms A.A. Sharp, Department Psychology

In Memoriam

- Prof. J. Novello**, former dean in the Faculty of Agriculture
Ms W. Ras, Department Microbial, Biochemical and Food Biotechnology

Homoseksualisme onder loep geneem



Persones wat opgetree het by die jaarlikse Teologiese Dag in Bloemfontein was van links proff. Francois Tolmie, Departement Nuwe Testament, Hermie van Zyl, Dekaan: Fakulteit Teologie, dr. Fanus Erasmus, Voorsitter: Kuratorium, N.G. Kerk, Vrystaat, prof. Ettienne de Villiers, Departement Dogmatiek en Christelike Etiek, UP, en dr. Marius Terblanche, Departement Ou Testament.

Homoseksualisme was die fokuspunt op die jaarlikse Teologiese dag van die Fakulteit Teologie aan die UV. Prof. Ettienne de Villiers van die Universiteit van Pretoria (UP) het gepraat oor *Gee die Bybel nog vandag aan ons morele leiding oor kwessies soos homoseksualiteit?* Met die besprekings is verskeie sake aange- raak soos die kwessie van 'n homoseksuele lewensverbintenis, die verantwoordelikheid van die Christen om hom deur die Bybel te laat lei in sy gedrag teenoor alle mense, en 'n waarskuwing

om nie teologiese kortpaaie te kies in die hantering van die saak nie.

Volgens prof. De Villiers staan die huwelik as 'n intieme lewenslange verbintenis tussen 'n man en vrou in die kern van die Christelike geloofstradisie. Dit is die taak van die kerk om dit te bevorder en te beskerm. Die kwessie van sogenaamde "kernhomoseksuele persone", wat nie kan verander nie, bring 'n mens egter voor 'n morele dilemma te staan. Kan so 'n persoon aangespreek word oor sy/haar lewensstyl, vra prof. De Villiers.

Tegnologie maak vergaderings makliker



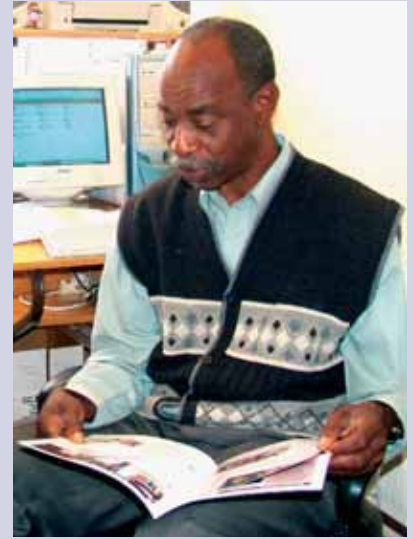
Tegnologie maak vergaderings by die Fakulteit Natuur- en Landbouwetenskappe makliker. 'n Elektroniese sakelyst word nou vir vergaderings gebruik.

UV stel nuwe SA Media bekend



SA Media, die Universiteit van die Vrystaat (UV) se koerant- en tydskrifknipseldiens, het 'n gerekenariseerde databasis in gebruik geneem. Die diens is een van die meer omvattende media-inligtingstelsels in Suid-Afrika en bestaan uit meer as 3,25 miljoen koerant- en tydskrifknipsels. Ongeveer 60 koerante en tydskrifte word daaglik deur SA Media gemonitor. Die rekenariseringsproses is befonds deur die Free State Library and Information Consortium (Frelico). Van die gaste wat die bekendstelling bygewoon het, was van links mnr. Theo Venter, Spesiale Raadgewer in die kantoor van die visekanselier, Noordwes-Universiteit, me. Hester van der Berg, Bestuurder: SA Media, mnr. Dux van der Walt, voormalige projekkoördineerder, en mnr. Herman van Dyk, Adjunkdirekteur: Biblioteek- en Inligtingsdiens aan die UV.

Staff enjoys Dumela



Mr Zed Msimanga, Lecturer in the Department English and Classical Languages on the Qwaqwa Campus is reading the Dumela. "We are impressed in the way the news from all the campuses was incorporated into the one official newsletter from the university," Mr Msimanga said.

Interne Oudit verseker beste manier

Interne Oudit aan die universiteit is ontwerp om die operasionele aktiwiteite van die UV te verbeter. "Ons volg 'n sistematiese en gedissiplineerde benadering om risikobestuur asook kontrole en bestuursprosesse op kampus te evalueer en te verbeter," sê mnr. Gert van den Berg, Direkteur: Interne Oudit.

Personeel in dié departement sal alle bestuursvlakke bystaan met inligting oor die daarstelling van beheer oor aktiwiteite in hul werksomgewing om te verseker dat dié aktiwiteite op die beste manier gedoen word.

Mnr. Van den Berg en sy span is daarvoor verantwoordelik om risiko's uit te wys in beide akademiese en steundiensdepartemente. Hulle monitor die universiteit se aktiwiteite in terme van risikobestuur en doen aanbevelings aan die Rektor om die risiko's te verminder en uit te skakel. Die Rektor doen dan via die Ouditkomitee verslag aan die Raad.

"Meeste mense dink ons monitor net finansiële aktiwiteite. Dit is egter nie die geval nie. Ons monitor ook nie-finansiële aktiwiteite soos byvoorbeeld die sekuri-

teit rondom eksamens," sê mnr. Van den Berg.

Interne Oudit het reg op onbelemmerde toegang tot alle funksies, rekords, fisiese fasiliteite en personeel. Hulle kan besluit watter tegnieke hulle gaan aanwend om die doelwitte van die oudit te bereik. Dié departement is ook bevoeg om enige personeellid in enige departement aan die universiteit se samewerking te verkry wanneer hulle 'n oudit uitvoer en hulle is by magte om rekords te konfiskeer waar 'n personeellid van die universiteit toegang daartoe weier.

Om 'n onafhanklike en objektiewe ouditverslag aan Bestuur en die Ouditkomitee voor te lê moet Interne Oudit sy werk vry en ongehinderd, sonder die inmenging van universiteitspersoneel uitvoer.

Mnr. Van den Berg sê: "Nie alle personeel besef werklik wat Interne Oudit doen nie." Meeste personeellede se ervaring is van mense wat baie dokumente aanvra en ook baie vrae vra. Hy vertel kortliks wat hulle doen: "Ons evalueer die betroubaarheid en bruik-

baarheid van finansiële en nie-finansiële inligting, die kontrolestelsels wat verseker dat beleid, planne, prosedures, wette en regulasies nagekom word asook die doeltreffendheid waarmee administratiewe prosedures uitgevoer word. Verder bepaal ons of die universiteit se bates voldoende beveilig word en ons verifieer of die bates wel bestaan."

Volgens mnr. Van den Berg is Interne Oudit ook gemagtig om spesiale en forensiese ondersoeke, uit te voer en kan ongerymdhede ook direk aan hom deurgegee word.

Wanneer daar wel 'n oudit gedoen word, versoek mnr. Van den Berg dat die bestuurder van die afdeling binne 30 dae verduidelikings sal verstrek en kommentaar sal lewer op die verslag. Die antwoord moet die spesifieke stappe wat gedoen gaan word spesifiseer en 'n tydskedule vir die voltooiing van die beplande stappe voorsien.

In die volgende uitgawe verskyn 'n paar van die voorbeelde wat Interne Oudit gevind het met van hul ondersoek en ook wenke hoe om dit te vermy.



UFS student awarded medal for best oral paper



At the conference was, from the left, Mr Garry Patterson, President of the Soil and Science Society of South Africa, Dr Cornie van Huyssteen, senior lecturer at the UFS Department of Soil, Crop and Climate Sciences and acting chair of the Awards Committee, and Ms Kimberly Jennings.

Ms Kimberly Jennings (23), B.Sc. (Hons) student in the Department of Soil, Crop and Climate Sciences at the UFS, was awarded the medal for the best oral paper by an author under 30 years old at the combined conference of the Soil and Crop Science Societies held at the Howard College Campus, University of KwaZulu-Natal.

The conference was attended by 290 national and international delegates who contributed 150 papers on a wide range of subjects. Ms Jennings' paper discussed the redox behaviour of a Kroonstad soil form in the Weatherley catchment. The research was partly funded by the Water Research Commission.

Meat industry faces challenges



The Department of Agricultural Economics at the UFS presented a Meat Imbizo to discuss the challenges facing the industry and identify possible areas of collaboration. Attending the Imbizo were, from the left, Mr Dave Ford, South African Feedlot Association, Mr Aggrey Maharjana, National Emergent Red Meat Producer Organisation, Mr Mogala Mamabolo, Department of Agriculture in Pretoria, Prof. André Jooste, Head: UFS Department of Agricultural Economics, and Mr Harry Prinsloo, National Wool Growers Association.

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Menings wat in Dumela gelug word, weerspieël nie noodwendig die van die redakteur, Afdeling: Strategiese Kommunikasie, of die UV nie.

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