

## Gehalteversekeringsoudit om die draai

Die afgelope twee jaar het personeel van die UV baie ure ingesit om vir die eksterne gehalte-oudit wat nou om die draai lê, voor te berei en te verseker dat dit so glad as moontlik verloop. Die eksterne gehalte-oudit is 'n gehalteverbeteringsoefening wat die UV sal help om gehalteversekeringsmeganismes en -prosesse wat in plek is, te verbeter met die oog op kontinue gehalteverbetering.

Die span wat dié groot taak bestuur, is prof. Magda Fourie, Viserektor: Akademiese Beplanning, mnr. Willem Malherbe, Registrateur: Strategiese Beplanning, prof. Sakkie Steyn: Registrateur: Algemeen, en dr. Louis van der Westhuizen, Institusionele Gehalteversekeringsbestuurder in die Beplanningseenheid.

'n Baie belangrike deel van die gehalte-oudit is 'n besoek van 'n ouditpaneel, aangewys deur die Hoëronderwys-gehalteversekeringskomitee, aan die Hoofkampus sowel as die Qwaqwa-kampus. Hulle sal onderhoude voer met onder meer raadslede, topbestuur, studenteraadslede, programdirekteure, departementshoofde, navorsers, akademiese en ondersteuningspersoneel, voorgraadse en nagraadse studente, vakbonde en lede van die gemeenskap. Die paneel tree op kragtens die bevoegdheid wat deur die Wet op Hoër Onderwys aan die Hoëronderwys-gehaltekomitee as 'n permanente subkomitee van die Raad op Hoër Onderwys verleen is.

Voorafgeïdentifiseerde personeel van beide kampusse is uitgenooi om die voorbereidingsessies op onderskeidelik 13 September 2006 op die Qwaqwa-kampus en 3 tot 11 Oktober 2006 op die Hoofkampus by te woon. Elke betrokke personeel het ook 'n kopie van die UV se self-evalueringsverslag, Institutional Review 2006: Towards Excellence and Equity gekry, om hulself voor te berei vir die onderhoude.



Young "graduate" steals the show. A three-year old boy from Welkom, Kearsabetswe Mokoena, stole the show at the spring graduation ceremony of the UFS. He was dressed in an exact replica of the academic outfit worn by his father, Mr Ketselotso Mokoena, who obtained his LL.B. degree from the UFS. The outfit was made by Kearsabetswe's mother, Mrs Ennie Mokoena. Here are Kearsabetswe and Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS.

... Oudit vervolg op bl.2



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Die span wat die oudit bestuur, is van links: prof. Sakkie Steyn, Registrateur: Algemeen, dr. Louis van der Westhuizen, Institusionele Gehalteversekeringsbestuurder in die Beplanningseenheid, prof. Magda Fourie, Viserektor: Akademiese Beplanning, en mnr. Willem Malherbe, Registrateur: Strategiese Beplanning.

'n Sub-groep van die paneel het reeds op 5 Oktober 2006 die Qwaqwa-kampus besoek en met 62 persone onderhoude gevoer. "Deur dié proses vergewis die paneel homself of gehalteversekeringsaktiwiteit met betrekking tot die kernfunksies op die Qwaqwa-kampus ooreenstem met die van die Hoofkampus," sê dr. Van der Westhuizen.

Die paneel sal van 15 tot 20 Oktober 2006 met nagenoeg 500 persone op die Hoofkampus onderhoude voer tydens 62 sessies. Ongeveer agt persone word per sessie te woord gestaan. Die hoofdoel van die onderhoude is om die inligting en aansprake van die UV in die institusionele selfevalueringsverslag te verifieer. Dié verslag is vooraf aan die paneel beskikbaar gestel. "Die paneel is dus voorbereid om spesifieke vrae vir spesifieke groepe en persone te vra," sê dr. Van der Westhuizen.

Die paneel sal verskeie temas aanspreek tydens die onderhoude. Die hooftema tydens die eerste twee dae is transformasie, institusionele beplanning en bestuur. Op dag drie en vier van hul besoek verdeel die paneel in drie groepe wanneer daar op onderrig en leer, navorsing en samelewingsdiens, infrastruktuur en ondersteuningsfunksies vir hierdie kernfunksies gefokus word.

Die onderhoude word in die Eeufeeskompleks gehou. Direk na afloop van elke onderhoud sal die Beplanningseenheid personeel se ervaring van die ouditonderhoude op rekord plaas aan die hand van 'n kort vraelys. Die doel hiervan is hoofsaaklik om die onderhoude en proses te monitor en te evalueer en daaglik terugvoer aan die paneel en die UV-bestuur te gee oor die verloop van die proses asook om tendense tydens die oudit te bepaal. Laasgenoemde sal uiteindelik

vergelyk word met soortgelyke ouditevalueringe wat reeds by ander instellings soos die Universiteite van Stellenbosch en Rhodes gedoen is.

Op die laaste dag van hul besoek bied die paneel die geleentheid aan enige belanghebbende individu of groep om voorleggings aan hulle te maak tydens 'n oop sessie. Aan die einde van die besoek sal die paneel mondelings terugvoering gee aan bestuur oor hul voorlopige bevindinge en breë indrukke. Die amptelike ouditverslag sal drie maande na hul besoek, volg. In dié verslag word sterk punte en ontwikkelingsareas van die universiteit uitgelig. Hierna moet die UV 'n verbeteringsplan aan die Hoëronderrysgehalteversekeringskomitee voorlê waarin veral die ontwikkelingsareas aangespreek word. "Na drie jaar sal ons 'n opvolgverslag lewer wat die universiteit se vordering met die implementering van die verbeteringsplan aandui," sê dr. Van der Westhuizen. Die eksterne gehalte-oudit vind elke ses jaar plaas.

Prof. Magda Fourie, Viserektor: Akademiese Beplanning, sê: "Die gehalte-oudit is nie die begin en einde van gehalteversekering aan die UV nie. Ons sien die oudit as 'n belangrike intervensie in die proses om gehalte en uitnemendheid aan die UV deurentyd te verbeter. Dit bied ons die geleentheid om oor die universiteit as geheel 'n oorsig te kry van hoe ons gehalte kan verseker en bestuur verbeter. Verder gee dit ons ook die geleentheid om ons siening van ons eie gehalte te toets aan die menings van eweknieë. Ons gebruik dus hierdie proses as 'n instrument in die nastreef van ons visie om 'n universiteit van uitnemendheid, billikheid en innoovering te wees. Die volgende uitdaging is om effektiewe verbeteringsplanne op te stel en te implementeer, om ons sodoende na hoër vlakke van uitnemendheid te neem.

Sien Sotho bl.4

### Die ouditpaneel

Die ouditpaneel bestaan uit 16 lede, saamgestel uit bestuurslede van die Hoëronderrysgehalteversekeringskomitee, akademici van hoëronderrysinstellings in Suid-Afrika, en hoëronderryskundiges. Prof. Barry Kistnasamy, Dekaan van die Mediese Skool by die Universiteit van KwaZulu-Natal en Gemeenskaps-gesondheidskonsultant, is die voorsitter. Prof. Rupa Shah, Visekanselier van die S.N.D.T. Women's University in Indië, is die internasionale kundige op die paneel.

### Wenke vir die onderhoude

- Die paneel verwelkom kritiese maar konstruktiewe bydraes van persone met wie onderhoude gevoer word.
- Dit is belangrik dat u bydraes u kennis en ervaring van die bepaalde tema van die onderhoud illustreer.
- Hou antwoorde gefokus en op die punt af.
- Indien u onseker is oor 'n vraag of 'n vraag nie verstaan nie, vra vir meer duidelikheid of dat die vraag herhaal word.
- Indien die vraag nie op u betrekking het nie, sê dit vir die paneel, en stel iemand anders voor wat dalk die inligting kan verskaf.
- Haal dokumentasie, voorbeelde of bewyse aan van die perspektiewe wat u met die paneel deel.
- U is welkom om bykomende inligting wat betrekking het op die bepaalde kwessie wat bespreek word, aan die paneel te verskaf, selfs al is dit nie noodwendig deur die vrae gedek nie.



# Khoer and San call for a national policy

**M**r Cecil le Fleur, leader of the National Khoer-San Consultative Conference and member of the executive management of the National Khoer-San Council, has called for a national policy on indigenous peoples to protect the human rights and special needs of indigenous people in South Africa. He was speaking at the 38<sup>th</sup> CR Swart Memorial Lecture of the UFS.

He commended the UFS for its serious approach to the Khoer and San and for initiating initiatives such as a research project on the Griqua in which various aspects linked to language, culture, history, leadership, their role in the South African community (past and present) and the conservation of their historical cultural heritages will be covered.

With regard to the situation in South Africa for indigenous people he among others proposed an institutional framework based on set principles that would satisfy the needs and aspirations of the Griqua and other first indigenous peoples in South Africa. "The proposed framework was based on the notion of vulnerability as a result of colonialism and apartheid, which stripped us of our indigenous identity, cultural identity and pride as people. This injustice can hardly be addressed within the existing mechanisms provided by the current text of the Constitution," he said.

Mr Le Fleur also proposed that the principles of unique first-nation status, as



Mr Cecil Le Fleur.

recognised in international law, should be applied in the construction of the framework of the constitutional accommodation for the Khoer and San. He further proposed that the Khoer and San's indigenous status in constitutional terms must be separated from the constitutional acknowledgement of their status as a cultural community, as envisaged in sections 185 and 186 of the Constitution of 1996.

According to Mr Le Fleur, the suggested mechanism should make provision for structures such as:

- A statutory representative council for First Indigenous Peoples of South Africa at a national level;
- A separate Joint Standing Committee on Indigenous and Traditional Affairs, in both the National Assembly and the National Council of Provinces on which the Khoer and San can be represented;
- A representative structure for the Khoer and San in the legislature of each relevant province; and
- Ex officio membership in the relevant structures of local government.



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## Top management visits Qwaqwa Campus

**P**rof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, visited the Qwaqwa Campus on 8 September 2006. He was accompanied by Prof. Teuns Verschoor, Vice-Rector: Academic Operations, Mr Billyboy Ramahlele, Director: Diversity, and Ms Edma Pelzer, Director: Physical Planning and Special Projects.

The delegation from Bloemfontein had an opportunity to assess the progress on the renovations on the campus. They also provided positive feedback on the progress that has been made on campus by the new management. The Rector welcomed the new SRC and wished them well on their new venture.

*Mr Thabo Moloi, SRC Secretary General, Prof. Frederick Fourie, Rector and Vice-Chancellor, and Mr Vusumuzi Nyama, SRC President General.*



## Bohlahlobi ba tiisetso ya boleng bo se bo fihlile

**K**a mora nako ya dilemo tse pedi sehlopha se seholo sa basebetsi mona Yunivesithing ya Freistata ba nkile dihorahora hore tshebetso ya bohlahlobi ba etswa ho hlaha ka ntle ba boleng boo bo seng bo le haufi, bo tsamaye hantle ka mkgwa o makatsang. Ka bohlahlobi bona bo etswa ho hlaha ka ntle yunivesithi e tiisa hore ditsela le mesebetsi ya yona ya tiisetso ya boleng tseo di seng di hlophisitswe, di tsamaiswa hantle ebile ho tiisetso ya boleng.

Ngaka Louis van der Westhuizen, eo e leng ya ka sehloohong ho tsa Dipatlisiso ofising ya Mongodisi: Ba Moralo wa Maano: "Re bona tshebetso yohle e le ntlafatso ya mesebetsi ya rona e meholo, e leng ho ruta le ho ithuta, patlisiso le ho ithuta ho phedisana ha mmoho. Re tlamaha hore jwalo ka sebaka sa thuto ho hlahloba le ho itemoha hodima tsohle tseo re di etsang, hore na re di etsa hantle jwang le hore na bofokodi ba rona (dikgaello) ba rona bo robetse kae esita le hore na re ka etsa eng ho ntlafatsa seo.

Sehlopha se tsamaisang mesebetsi wona ke Moprof. Magda Fourie, motlatsa-morekoto: Moralo wa Thuto e Phahameng, monghadi Willem Malherbe, Mongodisi: Moralo wa Maano, Moprof. Sakkie Steyn: Mongodisi: Kakaretso, le Ngaka van der Westhuizen. Karolo ya

bohlokwahlokwa ya bohlahlobi ba boleng ke kopo ya sehlopha sa baahlodi, ba supilweng le ho kgethwa ke Komiti ya Tiisetso ya Boleng ya Thuto e Phahameng, mona tulong ya Yunivesithi esita le lekaleng la yona la Qwaqwa. Batla ba le dipuisano tse ngata le ditho tsa lekgotla, ba tsamaiso, ditho tsa baithuti, batsamaisi ba mananeho, baithuti ba batjha ba qalang dithuto tsa bona tsa yunivesithi le baithuti ba seng ba qetile dithuto tsa abona tsa yunivesithi, mekgatlo ya basebetsi, ditho tsa baahi le babatlisisi. Sehlopha sena sa baahlodi ba etsa mesebetsi wona ho latela Molao Thutong e Phahameng oo e leng motsamaisi e meholo ho tiisetso ya boleng thutong e phahameng ka hara Afrika Borwa.

Basebetsi ba hlailweng pele ba makala a ka ntle ba memilwe ho ba teng mesebetsing ya ditokisetso ka la 13 Lwetse 2006 lekaleng la Qwaqwa le ka la 3 ho ya ho la 11 Mphalane 2006 Yunivesithing ka ho latelana. Setho se seng le se seng sa basebetsi le sona se fumana khopi ya pehelo ya boithathobo ya Yunivesithi ya Freistata, Institutional Review 2006: Towards Excellence and Equity ho itokisetso dipuisano tsena. Sehlopha se senyenyanane sa baahlodi ba se ba kile ba etela lekala la Yunivesithi la Qwaqwa ka la 5 Mphalane 2006 mme ba

buisana le ditho tsa basebetsi tse 62. "Ka tshebetso ena baahlodi ba fana ka tiisetso hore mesebetsi lekaleng la Yunivesithi la Qwaqwa le tsamaisana le mesebetsi e yunivesithing," ho realo van der Westhuizen.

Motho e mong le e mong o botswa bonyane potso e le nngwe ho hlakisa tlhahiso-leseding pehelo ya boithathobo ya yunivesithi. Pehelo ena e ile ya bewa ka pela baahlodi bana pele. "Ka hona baahlodi ba ikemiseditse ho botsa dipotso tse ikgethileng ho batho ba ikgethileng," ho realo Ngaka van der Westhuizen.

Dipehelo tsa molomo tsa bohlahlobi di fana ka tsamaiso ka dipihlelo le maikutlo tsa bona. Pehelo ya semmuso e tla latela dikgwedi tse tharo ka mora ketelo ya bona. Pehelo ena e tla boptjwa ka dikgothaleto le diphehiso. Yunivesithi ya Freistata e tla beha ka pele ho komiti ya tiisetso ya boleng ya thuto e phahameng moralo wa ntlafatso. "Ka mora dilemo tse tharo re tla latela ka pehelo e latelang ena eo e tla fana ka tswelopele ya yunivesithi pehelong ena," ho realo Ngaka van der Westhuizen. Bohlahlobi bona ba hlahang ka ntle bo etsahala dilemo tse ding le tse ding tse tshelletseng.

## Campus Clinic now open

The Campus Clinic opened recently on the Qwaqwa Campus of the UFS. The clinic will have a great impact in terms of addressing health matters on campus.

Dr Ezekiel Moraka, Vice-Rector: Student Affairs, officially opened the clinic. Dr Elias Malete, Campus Principal, Mr Teboho Manchu, Deputy Director: Student Affairs, and Mr Paseka Mokoena, Head: Leadership Developments, were among the guests who attend the launch.

Dr Moraka thanked stakeholders for their contributions towards making this initiative a success. He said: "This clinic will benefit the community of this campus. I plea for users not to vandalise the clinic so that the next generation can also use it."

Ms Mathapelo Moloji, the professional nurse on campus emphasised that primary health care is a priority. Staff and students will receive primary health-care service on their door step, Mr Manchu said.



At the launch of the Campus Clinic were, from the left: Mr Teboho Manchu, Deputy Director: Student Affairs, Dr Ezekiel Moraka, Vice-Rector: Student Affairs, Ms Mathapelo Moloji, the professional nurse on campus, Dr Elias Malete, Campus Principal, and Mr Paseka Mokoena, Head: Leadership Developments.

## Qwaqwa Campus celebrates the day of the book

This year the Qwaqwa Campus celebrated the fourth Writers' Day. Mr Stoffel Kok, senior librarian at the library on the campus, said: "We use this event to remind users on the role libraries can play in their daily activities. We then focus on the authors. They are the persons who provide us with so many fantastic books to read, be it fiction or non-fiction, be it a story, poem or a play!"

Dr Elias Malete, Campus Principal, who has a personal interest in promoting reading and writing amongst the community and in the promotion of the Sesotho language, welcomed all who attended and participated. Grade 11 and 12 learners from the local community and some students from the English Department presented their poems. Mr Teboho Nzeku and Mr Sonny Samson-Akpan, some more established authors, both from the University of Lesotho, presented papers on respectively "Malapropism revisited" and "Teaching and learning performable creative writing".

The event was concluded with a brief discussion on all the presentations made. Copies of some of the presentations are available from the

library management. "From 2007 Writers' Day will be transferred to the Department of Languages," Mr Kok said.



At the Writer's Day were from the left, Dimakatso Majoe, Reahola High School and Mrs Motshewa Lehlojane, Library Assistant on the Qwaqwa Campus.



# Staff and students walk for health

On 1 September 2006 the wellness committee on the Qwaqwa Campus held their second successful health walk for this year. "Adequate fitness allows a person to carry out his daily activities without the interference of fatigue. Exercising is important because a healthy body hosts a healthy mind," said Rev. Hosiiah Nkoana, Chairperson of the Wellness Forum on campus.

Staff and students who participated were awarded medals. "I enjoyed this walk. It was nice to see staff and students walking together for health purposes and fun," said Mr Lehlohonolo Mosethe, a third-year B. Comm. student. Disabled children from Bopanang Stimulation Centre were also invited to participate in the event. It is part of the campus's initiative to plough back to the community. This event will be hosted annually.



Staff, students and the community participating in the Qwaqwa Campus's annual health walk. The traffic department from Maluti-a-Phofung Municipality contributed to the success of the event by helping to control the traffic.

## Prof. Jaap Steyn vereer met Supplement oor moedertaal onderrig

Die Departement Afrikaans en Nederlands, Duits en Frans het 'n uitgawe van die *Supplement* tot die tydskrif vir Geesteswetenskappe aan prof. Jaap Steyn, ereprofessor, opgedra as erkenning vir sy bydrae op die gebied van taalbeplanning. Dié supplement is met sy verjaardag formeel aan hom oorhandig. Prof. Steyn het gesê: "Dit is vir my 'n groot eer, veral omdat dié uitgawe 'n taalaktivistiese aanslag het."

Die supplement is 'n produk van die Moedertaalberaad wat in Augustus 2005 deur die Departement Afrikaans, Nederlands, Duits en Frans aangebied is. In 2005 het dié departement 'n projek gedoen oor die kwesie van moedertaalonderrig, wat onder meer uitgeloop het op die Moedertaalberaad. Voortspruitend uit die beraad is die *Supplement* uitgegee wat 'n verwerking was van die referate wat by die beraad gelewer is. Die samestellers van die *Supplement* het ook 'n populêre artikel geskryf oor die onderwerp van moedertaalonderrig, wat aangebied is vir publikasie.

## Nuwe personeel op kampus verwelkom



'n Groepie nuwe administratiewe personeellede het onlangs 'n oriënteringssessie bygewoon waartydens prof. Frederick Fourie, Rektor en Visekanselier, hulle verwelkom het by die universiteit. Hulle is ook toegesprek deur prof. Magda Fourie, Viserektor: Akademiese Beplanning. Inligting oor finansies, menslike hulpbronne, bemaking, prestasiebestuur en die welstandsprojekte op kampus is ook aan hulle oorgedra. Die oriënteringssessie is afgesluit met 'n motiveringspraatjie en 'n kampoetoer.

# ‘Employment equity too slow?’

The Employment Equity Policy of the UFS was approved in March 2005, after which the implementation strategy of a three-year plan regarding employment equity was also approved. Flowing from this plan, the employment equity function was decentralised and employment equity subcommittees for every faculty and three sub-committees for the support services were established.

Every subcommittee appointed two persons as representatives to serve on the restructured Central Employment Equity Committee (CEEC). They also compiled an employment equity plan for their specific faculty or support service groups.

The committee met again on 16 January 2006 and decided amongst others that monitoring of the process is very important. The committee also felt that it is necessary to report about the appointments made at the university each quarter. From thereon the committee was informed of statistics regarding appointments and promotions. Data from January 2006 to April 2006 was used to indicate trends in respect of new appointments and promotions according to race, gender and UFS staff categories.

During a meeting on 4 May 2006 members of the CEEC discussed the statistics regarding appointments and promotions, as well as the first consolidated draft plan of the UFS. Statistics pertaining to appointments and promotions that were made from January 2006 to May 2006 indicate that the majority of permanent appointments were white women (65%). Equal percentages of black men (13%) and black women (13%) were appointed permanently. Only 4% white men were appointed. Most contract appointments are made in the category “assistants” in academia and are mostly student assistants, which should offer an opportunity for affirmative action.

In a report the CEEC reached the conclusion that the pace at which employment equity proceeded, was too slow. In order to address some of the obstacles in respect of progress regarding employment equity, the CEEC made a number of recommendations to management.

The Executive Management approved these recommendations on 6 September 2006.

*Current recruitment procedures are insufficient for recruiting persons from the designated groups.*

- Advertisements should be aimed more directly at under representation in the staff profile.
- Entry-level posts should be brought to the attention of final-year students. Often parties invited to serve on selection committees are not present.
- Appoint additional staff in the Human Resources Department (HR) to attend selection committees and interviews and to train selection committees.

*Sometimes departments do not address the under representation of race and gender.*

- HR to empower and assist departments to recruit, select and place persons from groups that are underrepresented.
- If the appointment is not made according to the staff profile of the department, the Director: Human Resources must enquire to ensure that all mechanisms were used to appoint a person from the designated groups.
- When appointments are submitted to the EM for approval, the line manager must provide proof that they tried to appoint a candidate from the designated groups.

*A lack of sufficient proficiency in English or Afrikaans is often an obstacle when candidates from the designated groups are appointed.*

- Insufficient language proficiency in any of the two mediums of instruction/

management may not be an obstacle in the appointment of persons from designated groups, unless inherent post requirements render the appointment impossible.

*Utilising the employment equity fund. Departments do not see their way open to cover additional staff expenditure from their own Senior Lecturer Equivalent (SLE's) after a period of only two years. Consequently they do not apply for utilisation of this fund.*

- In cases where the circumstances of a division/department justify it, the two-year restriction on funding of employment equity can be extended to four years.

• The availability of these funds should also be used for succession planning and mentorships where persons are nearing retirement.

*Top Management and line management's commitment is needed to ensure the success of employment equity.*

- Line managers must serve on the CEEC themselves and ensure that plans for employment equity are communicated and implemented in their departments.

*Some support services divisions and departments show no/little progress regarding employment equity.*

- Bring these departments to the attention of the line manager concerned. Made funds for employment equity available and request them to employ staff members from categories which are not represented at all or underrepresented.

## MBA hou werkwinkel oor vrou in die werksplek



Die UV se MBA-alumni het hul jaarlikse werkwinkel met die tema “Die rol van die vrou in die werksplek”, op die Hoofkampus aangebied. Die gassprekers was me. Louisa Mojela, Hoof Uitvoerende beambte van Wiphold, en prof. Johann Coetzee, buitengewone hoogleraar aan die UV se Bestuurskool. Van links is: prof. Coetzee, me. Mojela, prof. Helena van Zyl, Direkteur: UV-Bestuurskool, en mnr. Pieter du Toit, Voorsitter: UV se MBA Alumni.



# Nierversorging beveg nierversaking

Volgens statistieke wat in Junie 2006 bekend gemaak is, is daar reeds wêreldwyd 1,1 miljoen pasiënte op niervervangingsterapie en die dialisebevolking groei steeds met 7% per jaar. "Te danke aan gevorderde tegnologie wat niervervangingsterapie soos dialise en nieroorplantings moontlik maak, behoort niemand egter dood te gaan aan nierversaking nie. Siek niere kan wel aanleiding gee tot ander siektes waaraan die mens kan sterf. Hipertensie (hoë bloeddruk) en diabetes is die oorsaak van die grootste aantal sterftes onder mense met nierprobleme," sê dr. Gerrit Rossouw, Senior Lektor, Interne Geneeskunde.

'n Normale mens het twee niere wat 0,5% van sy normale liggaamsgewig uitmaak. Dié boontjevormige organe is elk ongeveer 11cm lank, 5cm breed en weeg 150g. Al is die niere klein in gewig ontvang hulle 20% van die bloed wat deur die hart gepomp word. Met die nefrone, die gedeelte in die nier waar alles gebeur, word die bloed gesuiver. Die nodige vog en molekules word dan in die bloed teruggeplaas terwyl die afvalstowwe soos ammoniak en toksiese middels saam met die uriene uitgeskei word.

Alhoewel daar baie mense is wat net met een nier leef, vervul hierdie twee organe baie belangrike funksies in die mens se liggaam:

- Vervaardig 'n hormoon wat die produksie van rooibloedselle om bloedarmoede te voorkom, stimuleer.
- Vervaardig 'n vorm van Vitamien D wat die liggaam se kalsiumvlakke reguleer. Indien die kalsiumvlakke in die bloed te laag is, word kalsium uit die bene onttrek, wat osteoporose op die lang duur kan veroorsaak.
- Reguleer bloeddruk. Niere produseer rennin wat die rennin-angiotensien aldosteroonsisteem aktiveer. Die sisteem voorkom te hoë of lae bloeddruk.
- Reguleer die samestelling van bloed.
- Handhaaf die korrekte pH-balans in die liggaam - 7,35% is voldoende.
- Hou die volume vog in die liggaam konstant wat swelling voorkom.

Dr. Rossouw sê alhoewel pasiënte in die vroeë fase van nierskade geen of min simptome wys, die probleem opgetel kan word deur ten minste een keer per jaar 'n dokter te besoek vir 'n bloeddruk- en urientoets. Simptome van moontlike nierskade:

- Swelling en kortasem. Minder vog word uitgeskei en gevolglik word die liggaam, insluitend die longe, met vog oorlaai

- Bloed en proteïene in die uriene
- Moegheid

"Baie van die simptome kan op klinieklak geïdentifiseer word deur 'n urien-dooptokkietoets te doen," sê dr. Rossouw.

"Niersiektes word behandel afhange van die oorsaak. Pasiënte met gevorderde eindstadium-niersiekte sal gaan vir dialise of 'n nieroorplanting. Dialise is egter net 'n tydelike oplossing. Die ideaal sal wees om 'n nieroorplanting te doen

sodra die pasiënt op daardie stadium kom waar hy moet gaan vir dialise. Weens 'n tekort aan skenkers is daar nie genoeg niere nie. Om te skenk moet jy gesond wees en/of lewendigverwant (naby familie) of emosioneelverwant (getroud). Daar is ook 'n altruistiese groep skenkers wat dit doen uit die liefde vir die saak.

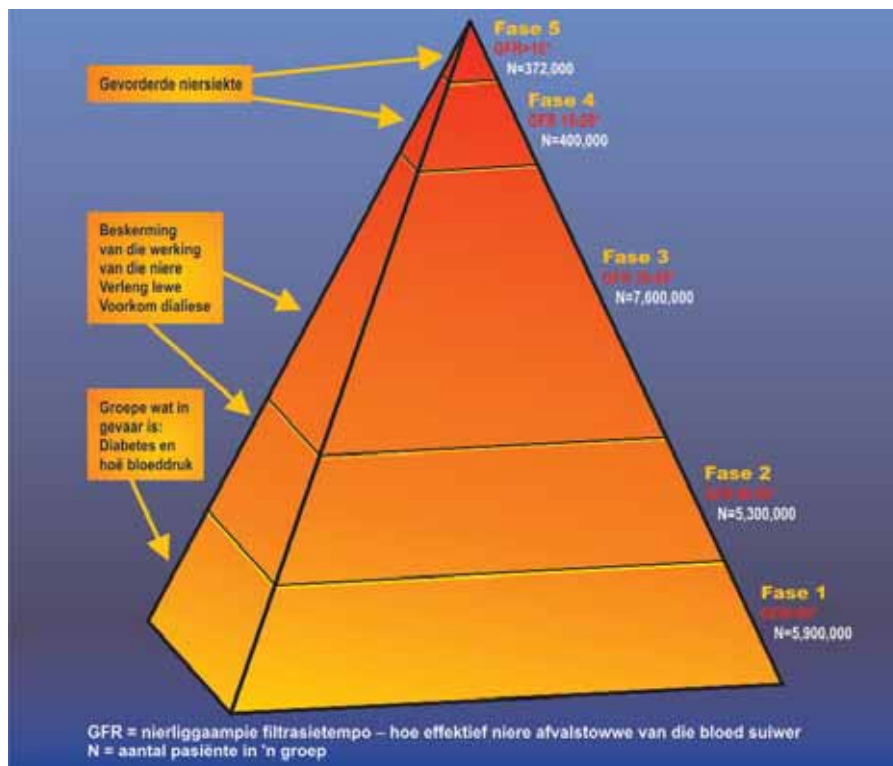
"Nieroorplantings het 'n goeie suksesyfer en kan selfs plaaslik in Bloemfontein gedoen word," sê dr. Rossouw.

Navorsing het gewys dat die grootste persentasie pasiënte in die vroeë fase van niersiekte val. Om progressie na eindstadiumniersiekte te rem word die volgende sterk aanbeveel:

- Optimale bloeddrukbeheer. Die ideale bloeddruk is minder as 130 op 80. Persone wat sukkel met hul bloeddruk kan mediese middels gebruik om 'n gesonde bloeddruk te handhaaf.
- Doen algemene lewenstylaanpassings om gesond te leef:
  - Moenie rook nie.
  - Oefen. Aërobiese oefeninge drie keer per week vir 'n halfuur elk bevorder jou kardiovaskulêre welstand. Baie nierpasiënte met

kardiovaskulêre siektes soos hoë bloeddruk en diabetes sterf as gevolg van hartaanvalle en beroertes.

- Verandering in dieet. Dié pasiënte word na 'n dieetkundige verwys. In die nuwe dieet word die pasiënt se proteïeninhoud na 0,8g per kg liggaamsmassa per dag beperk. 'n Dieet gevul met groente, vrugte en kos laag aan cholesterol is belangrik. Moenie meer as 6g natrium per dag inneem nie.
- Vermyn nefrotoksiese middels soos pynpille (bv. Brufen en Voltaren).
- Vermyn vetsug. Handhaaf 'n liggaamsmassa-indeks van minder as 25.
- Beheer jou suikerinname.



Personeel kan op Woensdag 18 Oktober 2006 gaan vir gratis bloeddruk- en urientoets by die Ampath-laboratorium in die Universitاسprivaathospitaal (Netcare). Bespreek vooraf by 051 4000700 en sê dat u vir dr. Gerrit Rossouw se bloeddruk- en urientoets kom. Sou die toets abnormaal wees, sal die laboratoriumpersoneel u na dr. Rossouw verwys.



## SAS open to everybody on campus

**F**ifty one staff members and Ph.D. students at the UFS attended the SAS Enterprise Guide training.

The whole campus has access to the software. The software will enable its users to generate reports from the data they analysed. This could be used in a Microsoft Word document. Dr Isabelle Garisch, Senior Lecturer: Statistics/Mathematical Statistics, one of the attendants of the workshop is going to apply SAS in her research. Her knowledge about SAS is also relevant to the course in data mining she plans to present.



*At the workshop were, from the left: Mr David Uchezuba, Assistant Researcher: Agricultural Economics, Mr A.J. Coetzee, Director: Business Intelligence and Training Services, Qinfo Solutions who was contracted by the SAS Institute to present the SAS training, Dr Isabelle Garisch, and Mrs Kate Smit, Deputy Director: Computer Services.*

## Personeel leer Sotho praat



*Van die personeellede wat die basiese Sotho-kursus bywoon en die einde van die jaar klaar maak.*

**M**nr. Frans Masi van die Sentrum vir Hoëronderwysstudies en Ontwikkeling bied gedurende die jaar 'n Sotho-kursus aan. Hy bied die basiese Sesotho Kommunikasie-kursus aan vir enige belangstellende personeel asook vir spesifieke groepe. Hy bied ook 'n gevorderde Sesotho-kursus aan vir

persone wat reeds die basiese kursus voltooi het.

Tans het hy vier groepe wat bestaan uit personeel van onder meer die Fakulteite Geneeskunde en Natuur- en Landbouwetenskappe, asook lede van topbestuur en 'n algemene groep. Die klasse word twee keer per week aangebied.

## Astronomy quiz stimulates interests

**L**earners from Free State schools participated in the third round of the astronomy quiz which was presented at the Boyden Observatory. This project is funded, coordinated and managed by the South African Agency for Science and Technology Advancement (SAASTA). Boyden Observatory is one of four centres in the country that launched this project.

In the previous round learners from schools such as Koffiefontein Intermediate and Brandwag Primary in Odendaalsrus together with schools such as Fichardt Park and Eunice Primary advanced to the third round that took place on 7 September 2006. In the semi-final round of the countrywide quiz, grade seven learners competed for a place in the final round which will take place on 7 October 2006.

"The quiz is of great value to stimulate a selected group of learner's interest in natural sciences and astronomy," said Dr Matie Hoffman, lecturer at the Physics Department at the UFS and also associated to the Boyden Observatory.

# ‘Help us to deliver a satisfactory service’

**D**id you know that the post office on campus operates the same as any other post office in town? Did you also know that they sometimes, without handling any cash, handle correspondence of which the postage add up to over R200 000 per month. That adds up to over 18 000 postal articles being sorted and distributed in one month. Or come to think of it, 900 in one day... A heavy load one would think.

Ms Loraine Schoeman, manager at the UFS postal division, and her team are mainly responsible for the daily collection and distribution of mail, for stamping and dispatching official outgoing mail and parcels and for sorting and distributing bulk mail such as the student accounts, campus publications and payslips of staff members. They also keep the staff directory up to date.

For Ms Schoeman, who already has 32 years of service at the university, it is important to render a satisfactory service to her clients. Staff at the university can help her to render such a service by providing the correct information on all their mail. “The name of the receiver as well as the name of the department is very important information on a postal article. It is also important to remember the return address on any outgoing mail,” Ms Schoeman said.

Although Mr Michael Tshehisi, second in command at the post office on campus, enjoys his job, he would like to do something more challenging, like learning something he does not know, he says. Mr Jim Makale is responsible for taking and collecting mail to the Brandwag Post Office, other destinations in town as well as the UFS Sasol Library. Although he



*The university postal team. Sitting is: Mr Michael Tshehisi; middle: Ms Martha Kgware, Mr Albert Foster, Mr Oupa Shapu; back: Mr Selby Moeti, Ms Lena Taole, Ms Gladys Machuisa and Ms Loraine Schoeman.*

enjoys his job he says the bags are getting heavy. “Some months I carry up to 18 000 postal articles of outgoing mail (replies to student applications),” he said.

Mr Oupa Shapu, is the oldest member of the postal team. This is the only job I had so far and I ‘laaik’ it,” he said. He is mainly responsible for sorting and registering mail. Ms Lena Taole is dedicated to her job. “What I do, I do for my children,” she said. She has two daughters, Nthabiseng (16) and Rethabile (11). “I am very proud of Nthabiseng who is writing

matric this year,” she says. Mr Albert Foster, one of the messengers on campus, has better aspirations for his life: “I would like to be a manager one day. Next year I will start with my studies to make this dream a reality,” he said.

The main objective of this team with more than 130 years of experience in the postal division is to render a satisfactory service. With a friendly word and bit of cooperation of the campus community they will surely help to succeed in making this a reality.

## Bedryfsielkunde sê meer oor nagraadse studie



*Die Departement Bedryfsielkunde aan die UV het onlangs 'n bemerkingsdag aangebied vir derdejaarsstudente wat belangstel om hul honneurs- of meestersgraad in Bedryfsielkunde te doen. By die geleentheid was, van links: prof. Lucius Botes, Direkteur: Sentrum vir Ontwikkelingsteun, Yvonne-Marie Appelgryn, Bedryfsielkunde-student (derdejaar), mev. Ronel Kleynhans, dosent aan die Departement Bedryfsielkunde, en prof. Ebben van Zyl, Departementshoof: Departement Bedryfsielkunde.*



## Time out with ...



### 'Hard work and discipline pays'

A characteristic that would best describe Mr Vincent Sithembiso Khetha is perseverance. This Residence Head of Boomplaas and Khayalami tasted many successes in his life - all because of hard work and discipline. He also shared the lessons he learned with his residents. "Hard work and discipline pays. You are not in this institution to surrender but to succeed and you are not in this institution for looks but for books," he tells them.

Mr Khetha, is the son of a pastor. His late mother also worked at the UFS, first as cleaner and later as cashier.

Already in matric Mr Khetha realised the importance of perseverance. He completed his matric in 1991. "On completion of my matric I wanted to further my studies at the university but due to financial problems I was left no other alternative but to become a taxi driver. My matric symbols did not allow me to enrol for a tertiary education and I decided to improve my symbols while driving taxis," Mr Khetha said. He registered with BloemTech, today known as Motheo College for Further Education and Training, and obtained matric with exemption. "It was tough, but I persisted because I knew that I had to make a difference in the lives of my family," he said.

In 1994 he enrolled in the bridging programme offered by the UFS. "I will recommend the bridging programme to those who think that their symbols will not qualify them to register at the university. The lives of many people could be changed dramatically if they make use of this opportunity. One year of hard work



Mr Vincent Khetha.

and determination can restore lost hope," he said.

Mr Khetha, who started his studies at age 25 completed his B.Soc.Sc. and enrolled for Honours in Anthropology, which he successfully completed. In the same year he enrolled for his first year in Masters in Governance and Political Transformation (MGPT). After having successfully completed his MGPT he applied for a position at the South African Heritage Resources Agency (SAHRA) and was appointed as Cultural Officer.

Two years later the UFS appointed him as Behavioural Scientist: Researcher and as Residence Manager for Boomplaas and Khayalami residences (part-time basis). In 2004 he enrolled for his master's in History with the UFS and during his second year he was granted per-

mission to start with his third master's degree, this time in Public Administration (MPA). Towards the end of 2005 he again applied for a position at the SAHRA where he used to work and was appointed as Provincial Manager: Free State.

Furthermore, Mr Khetha is serving in a number of committees on and off campus. In 2005 the MEC for the Department of Arts, Sport, Culture, Science and Technology appointed him as one of the Free State's Archive Council Members for a five-year term.

Mr Khetha is grateful to those who made sacrifices for him helping him to get to where he is today and keep on reminding his residents to do the same. He said: "I tell my residents to ask themselves this question: 'Are we doing justice to our parents, brothers, sisters, uncles and aunts who give their all for us to be here?' I believe the time to keep on complaining has passed."

He is married to Vanisher van Wyk and is the proud father of two beautiful daughters, Thembisile (5) who is a pre-scholar at St. Michaels, and Khanyisile (1).

Where does he get the energy, enthusiasm and perseverance for his successes? "I believe that the secret behind my achievements could easily be attributed to a simple formula: love and seek the Lord first and all other things will be added on," Mr Khetha said.

## Bourek vertel skoliere meer



Tydens die Nasionale Konstruksieweek het die Departement Bourekenkunde en Konstruksiebestuur aan die UV inligting oor dié beroepe aan skoliere gegee. Studente, skoliere en lede betrokke by die beroepe staan hier by 'n projek van Departement Openbare Werke by die Appèlhof.

## Die lewe is 'n deurlopende konflik tussen wat jy graag wil hê en wat jy eintlik nodig het. Maar ek het 'n plan.

Met Sanlam Topaz het ek 'n portefeulje van oplossings wat jou sal help om vooruit te beplan vir 'n versekerde toekoms. **Beleggings, risikodekking, opvoeding, aftrede.** En wanneer jy die gemoedsrus het dat jy voorsiening gemaak het vir die toekoms, kan jy begin dink aan presies wat jy en jou gesin vandag wil hê. As jy 'n vervulde lewe wil lei, skakel my gerus vandag nog vir 'n pasgemaakte oplossing. Ons dink vooruit. En jy?



**Ben Opperman**

Senior Onafhanklike Finansiële Adviseur

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*Ons dink vooruit*





### The Rabbit, the Fox, and the Wolf

Dumela! Dagsê! Good day!

**D**it is die maand Oktober – die mooiste, mooiste maand. Beslis nie net oor die blomme nie, dit beteken ook die September-gradeplegtigheid se lang sit is verby! Teen die tyd wat *Dumela* verskyn hopelik ook die Institusionele Oudit!

Ek hoor nou die dag 'n kollega sê akademië ly aan Afwagende Angs-sindroom. Hulle weet nooit watter papierboerdery weer op hulle gaan afkom nie. Daarom dankie vir die verhoging aan departementshoofde en programdirekteurs! Julle word raakgesien. Maar eerstens geluk aan almal wat “die hekkie oorgesteek” het met doktorsgrade in September. Wat 'n besondere groep mense met opvallende titels wat sowaar die multikulturele gees wat Ons Ou Plekkie weerspieël. Hoop die Minister het hiervan kennis geneem! Terloops praat die studieleiers en die kandidate nog met mekaar?

It's a fact that there is a sort of love/hate relationship between most candidates and their study leaders. It reminds Bultjie of the fable for Ph.D. candidates, called, The Rabbit, the Fox, and the Wolf. So, in sympathy to the poor candidates here is it again!

One sunny day a rabbit came out of her hole to hop about in the open veld. Soon a fox sneaked up and caught her. “You're my bunny-chow!” cried the fox. “Hokaai!” said the rabbit, “You can't eat me now! I must finish my Ph.D. thesis.” “Rabbit bollië!” said the fox. “Gimme the title of your thesis!” “Oh, it's ‘The superiority of rabbits over foxes and wolves.’” “Ha, ha!” cried the fox. “Everybody knows that a fox is cleverer than a rabbit.” “Nope,” said the rabbit, “not according to my research. Come,

join me in my hole and read it for yourself. If you disagree, you can chow me for lunch.” “Rabbit bollië!” said the fox and followed the rabbit into the hole. The fox never came back out.

Same story a few days later. The rabbit took a break from writing and were sitting in the sun when a wolf came out of the bushes and was ready to eat her. “Yummy, yummy, you're my lunch!” “Hokaai!” said the rabbit, “You can't eat me now! I must finish my Ph.D. thesis called ‘The superiority of rabbits over foxes and wolves.’” “Hey, rabbit!” laughed the wolf. “Are you koekoes? I'm far more clever than you!” The rabbit was ready. “No ways, mister wolf, come read my thesis and if you disagree with my research findings, you can chow me!” “Bakgat,” said the wolf and went into the rabbit's hole. He was never seen again.

So the happy day arrived when the rabbit finished writing her thesis and was hopping around in the lettuce fields, celebrating. Another rabbit joined her. “What's up, Funny Bunny? You're in a good mood!” “Yup! I just completed my Ph.D. dissertation on ‘The superiority of rabbits over foxes and wolves.’” “Really? Could you prove it?” “Come over and read it,” said the Funny Bunny. So they jumped down the hole. Inside, the friend saw the computer with the controversial dissertation and next to it a pile of fox bones, a pile of wolf bones, and in the middle a heap of lion bones.

So what's the moral of the story? The title of your dissertation doesn't matter at all. It all depends on who the promoter for your thesis was!

Cheerio!

*Bultjie*



*Kovsie Xtravaganza 2006 was a big success this year. Performers, from the top: the Sonnedou Serenade Group, the Underground Dance Group, Itumeleng Letsoara and Lize-Marié Coomans provided the audience with the best of entertainment.*

# Construction on Chemistry Building starts

The biggest construction contract in the history of the UFS to the value of R40 million has started on the Main Campus in Bloemfontein. The contractors are Ströhfeldt Construction, in a joint venture with Sikeyi Construction, a black empowerment partner. The contract comprises the extensive modernising, refurbishing and extension of the Chemistry Building. This is the highest amount the UFS has ever spent on the refurbishing of a building.

A number of initiatives have contributed to the fact that the UFS Department of Chemistry is one of the foremost chemistry departments in the country:

- Expensive equipment and apparatus to the value of almost R20 million were acquired by the department the past year;
- The basis of this is a strategic partnership with Sasol, the biggest research and development company in the country;
- The purchase of the most advanced 600MHz nuclear magnetic resonance spectro meter in Africa;
- The purchase of a single crystal X-ray diffractometer; and
- The purchase of a differential scanning calorimeter, used to test the effect of heat on chemicals. This apparatus comprises of the most advanced detectors in the world.

“Natural scientists need the necessary equipment, apparatus and laboratories to be able to exercise world-class science. Three years ago the UFS top management made a strategic decision



During the ceremonial kick-off of the biggest construction project in the history of the UFS were, from the left: Prof. Steve Basson, Head of the Department of Chemistry, Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences, and Prof. Jannie Swarts, lecturer at the Department of Chemistry.

to focus strongly on research, laboratories and lecture halls,” said Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, during the launch of the Chemistry Building’s refurbishment.

“I regard this project as a symbol of not only our investment in science and the academy but also the UFS’s contribution to the development and growth of Bloemfontein and the rest of the Free State,” said Prof. Fourie.

According to Ms Edma Pelzer, Director: Physical Planning and Special Projects at the UFS, the current building originally comprised of the Moerdyk Building built in 1949 and a newer wing built in 1966. This building became too

small and obsolete and a new part is now being added to the eastern side.

“A great deal of the project comprises the dramatic upgrading and modernising of laboratories, existing mechanical systems and the installation of new systems. The nature of the work of staff and students demands sophisticated mechanical systems such as air conditioning, fume hoods, the provision of gas, etc. and therefore these received specific attention. The research laboratories, lecture laboratories and office areas will also be separated for safety and greater efficiency,” said Ms Pelzer.

According to Ms Pelzer the renovations to the Chemistry Building will be completed in 2008.

## UFS leads 1 to 0



This is the advertisement that appeared in the Business Times of the Sunday Times after a fellow South African university acknowledged that the UFS took the lead when it acquired state of the art equipment for the Chemistry Department.



## Sielkundige by UV gee raad oor aanbiedinge



Die Afdeling Personeelontwikkeling by SHOSO het 'n werkswinkel "Hoe om met selfvertroue aan te bied", gehou. Dr. Piére Nel, sielkundige by die Sportgeneeskundekliniek, was die aanbieder. Hy het onder meer gefokus op hoe om kalm te word voor die aanbieding, spanning te beheer en op akademiese aanbiedinge met impak. By die werkswinkel was, van links: me. Nomagugu Hlongwane, dosent, Departement Handelsreg, me. Adri du Plessis, dosent, Departement Staatsreg en Regsfilosofie, en dr. Nel.

## Studente wys goeie gees op Loslitdag

Op 1 September 2006 het gestremde realiteit geword vir meer as 150 nie-gestremde studente toe hulle aan die Eenheid vir Studente met Gestremde (ESG) en Kovsgem se loslitdag-aktiwiteite deelgeneem het. Geblinddoek of in 'n rolstoel het hul met entoesiasme en ywer aan die oriëntasie- en mobiliteitswedren asook die braillekompetisie deelgeneem.

Me. Ronelle Ceronio van Kovsie-voorligting sê: "Dit was 'n bewusmakingsgeleentheid vir studente met gestremdhede. Hulle het self ook

deelgeneem en dit was ook 'n fonds-insamelingsgeleentheid.

'n Kunskompetisie waaraan koshuise kon deelneem het die dag voorafgegaan en die produkte van 'n lapverfkompetiese het deel uitgemaak van 'n Loslitdag-uitstalling in die UV-Sasolbiblioteek.

Dr. Ezekiël Moraka, Viserektor: Studentesake, het 'n trofee aan Vergeet-my-nie-koshuis oorhandig vir die beste algehele deelname aan Loslitdag-aktiwiteite. Die ESG het ook die Hoërskool Louis Botha en St. Michaelsskool vroegoggend besoek met bewusmakingsprogramme.

## UV-dosent een uit twee wat program kan aanbied



Dr. Cobus Pienaar.

Van 13-24 Oktober 2006 stuur die Sentrum vir Besigheidsdinamika en die Bestuurskool aan die UV dr. Cobus Pienaar, dosent aan die Departement Bedryfsielkunde, om 'n besoek te gaan aflê by die Arbinger-instituut in Salt Lake City, Utah in die VSA. Arbinger is 'n bestuursopleiding- en raadgewende maatskappy.

Voortspruitend uit die ooreenkoms met Arbinger sal dr. Pienaar nou een van slegs twee persone in Suid-Afrika wees wat die Arbinger-program sal kan aanbied. Met die Arbinger-program sal teenstand teen verandering, wat 'n baie groot oorsaak is van probleme in die werkplek, die gemeenskap en selfs die gesin, aangespreek word. "Sodra die individu, asook organisasie sy selfmisleiding identifiseer, sal die individu en/of organisasie hoër vlakke van werksverrigting ontdek," sê dr. Pienaar.

## Centenary book in final stages of completion



The impressive book *From Grey to Gold: The first 100 years of the University of the Free State*, will be launched later this year.

## Prof. Bauer serves on Audit Committee

Prof. Constance Bauer from the Department of Political Science has been re-appointed to serve on the Audit Committee of the Free State Department of Education for another three-year term. The Public Financial Management Act requires each public entity to have an audit committee with the overall objective being to advising the Accounting Authority on matters such as internal financial control and internal audits and effective governance.

# UDRAW establishes academic writers association

The UFS Unit for Rhetorical and Academic Writing (UDRAW) are working in close cooperation with the Academic and Non-fiction Authors' Association of South Africa (Anfasa). In September an Anfasa task team met in Bloemfontein and approved the establishment of an Anfasa branch in Bloemfontein for academics in the region.

Prof. Louis Venter, Head of UDRAW, said: "Anfasa is South Africa's first national association specially for authors of general non-fiction works, textbooks and academic books, dedicated to promoting their works and their status in society, sharing information and offering advice. It owes its existence to the Norwegian Non-fiction Authors and Translators Association (NFF) which acknowledges the need for authors all over the world to join together in associations to broaden their spheres of influence, and above all to ensure that they are properly remunerated, especially in developing countries where writers of fiction, poets and dramatists are often lauded while non-fiction authors go unrecognised.

He said: "One of Anfasa's most important objectives is to promote and protect authors' intellectual property



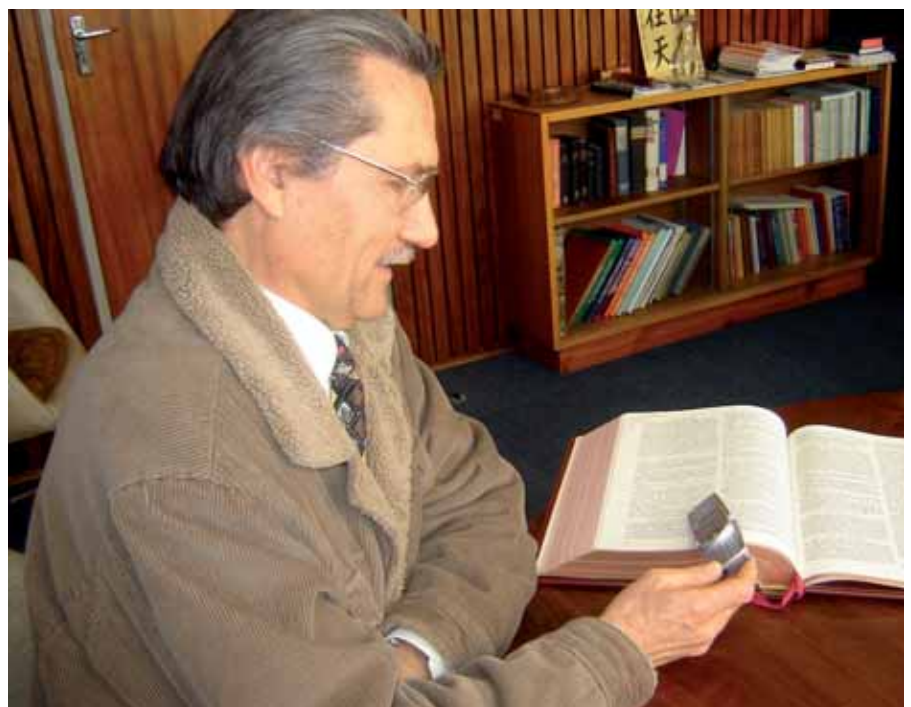
The ANFASA task team who acts as planning and advisory body are, from the left: Mr Sandile Ngidi, author, translator and literary agent, Prof. Louis Venter, Professor-consultant in academic writing and head of UDRAW at the UFS, Mrs Monica Seeber, Director, Anfasa, and Mr Winston Mohapi, author, translator and member of the Sesotho Literature Association.

rights. Anfasa also aims to promote sound professional and legal relationships between authors and publishers, encourage personal development of aspiring and emerging academic and non-fiction authors, promote the growth

and development of academic and non-fiction writing as a sustainable profession in South Africa and they promote and protect freedom of expression." Prof. Venter can be contacted at 051-401 3541 or at [venterls.rd@mail.uovs.ac.za](mailto:venterls.rd@mail.uovs.ac.za).

## Prof. Van Zyl nou streekvoorsitter van Bybelgenootskap

Prof. Hermie van Zyl, Dekaan: Fakulteit Teologie, is tot voorsitter van die streeksraad van die Bybelgenootskap verkies. Verskillende Christelike kerke in die Vrystaat en Noord-Kaap word op dié raad verteenwoordig. Prof. Van Zyl is reeds sedert 1992 betrokke by die projekte van die Bybelgenootskap. Hy het ook saamgewerk aan die Afrikaanse Verwysingsbybel en die Afrikaanse Bybel vir Dowes. Die Bybelgenootskap is voortdurend besig met nuwe projekte om nog meer Bybels te versprei. Met die interessante nuwe projek waarmee die Bybelgenootskap tans besig is, sal meer mense die Bybel kan lees – op hul selfone. Die Bybelgenootskap is besig om die volledige Bybel in Afrikaans op selfone beskikbaar te stel.



Prof. Hermie van Zyl, Dekaan van die Fakulteit Teologie, is die nuut-verkose voorsitter van die streeksraad van die Bybelgenootskap.



## Learning an ongoing process for lecturers



Some of the lecturers who received certificates were, from the left: Ms Marizanne Cloete, Dr Fanus van Tonder, programme designer, Dr Hannemarie Bezuidenhout, Prof. Constanze Bauer, Prof. Willfred Greyling, Dr Rika van Schoor and Prof. Elizabeth Snyman-Van Deventer.

The first eighteen lecturers at the UFS who completed the Short Programme on the Assessment of Learning in Higher Education, that was presented by the

Centre for Higher Education Studies and Development, received their certificates. More than 100 lecturers from the UFS are registered for faculty-specific assessment training.

## Bestuurswetenskappe kuier saam met skoolhoofde



Die Fakulteit Ekonomiese en Bestuurswetenskappe het 'n gesellige skemerklunkfunksie in hul nuutgerestoureerde lapa aangebied vir skoolhoofde van Bloemfontein. Saam met prof. Tienie Crous (agter), Dekaan van die Fakulteit Ekonomiese en Bestuurswetenskappe, is die gaste van links: mnr. Thapelo Pitso van St. Bernhard Sekondêre Skool, prof. Helena van Zyl, direkteur van die Bestuurskool, mnr. R.A. Gordon van St. Andrew's Hoërskool, en mnr. Johan Volsteedt van Grey Kollege.

## Personeellede word toegerus met rekenaarvaardighede



Die Afdeling Personeelontwikkeling by SHOSO ondersteun personeellede van die universiteit met hul opleidings- en ontwikkelingsbehoefes en bied in samewerking met die Departement Rekenaarwetenskappe rekenaaropleiding in MS Word en MS Excel vir 32 personeellede aan. Van links is mnr. Agnes Seloane, KowsieSport, en mnr. William Lesaoana, Departement Dierkunde en Entomologie.

## New SRC serves on Main Campus

Ms Loraine Kriek, third-year student in B. Consumer Sciences and member of the 2005/2006 Student Parliament, was elected as SRC President of the Main Campus of the UFS for 2006/2007.

The most students in the history of the UFS – 6 353 in total (4 846 voted in 2005) – voted in this year's election. There were only 44 spoiled votes.

"Other than last year, minor incidences of vandalism occurred on the Main Campus by students who were unhappy with the outcome," said Dr Natie Luyt, Dean: Student Affairs.

Kowsie Alliance has 1 seat, SASCO 14 seats and the FF+Kowsies have 25 seats in the Student Parliament, which consists of 40 seats.

## Prof. Hudson takes up scholarship in Sweden

**P**rof. Heidi Hudson of the Department of Political Science left for Sweden in September 2006 to take up a research scholarship of two and a half months at the Nordic Africa Institute in Uppsala, Sweden. She is one of five African guest researchers working in the Institute's African Researchers Scholarship Programme of 2006. Her research project is housed within the institute's project Liberation and Democracy in Southern Africa.

Her research on democratisation, globalisation, and South African foreign policy will take her on a lecture tour of institutions in Sweden as well as the Centre for African Studies in Copenhagen (Denmark), the Peace Research Institute in Oslo and the Norwegian Institute of International Affairs, also based in Oslo.

## Aanstellings

**Prof. P.B. Soobrayan**, as ere-professor in die Departement Openbare Bestuur.

**Dr. B. Adendorff**, as senior lektor/senior spesialis in die Departement Kriteke Sorg.

**Dr. M.J. van der Merwe**, as geaffilieerde professor in die Departement Chemie.

## In memoriam

**Ms Beatrice Bongekile Lupindo** passed away on Saturday 12 August 2006. She was working at the Human Resource Department of the Vista Campus and later moved to the Main Campus as Personnel Practitioner.

**Ms Mpho Muriel Ramabodu**, supervisor in the Maintenance Department on the Qwaqwa Campus passed away on 14 August 2006.

**Mr Bafana Moses Twala**, Senior Administrative Officer in the office of the Social Worker on the Qwaqwa Campus passed away on 23 August 2006 after a long illness.

**Ms Maipato Elizabeth Motshabi** passed away on 28 August 2006. Ms Motshabi was working at the Scaena Theatre at the UFS.

## WWW-toespraak regstreeks vanaf UV uitgesaai

**D**ie agtste jaarlikse kongres oor toepassings vir die wêreldwye web is deur ongeveer 200 afgevaardigdes van lande regoor die wêreld op die Hoofkampus van die UV in Bloemfontein bygewoon. Die kongres is deur die UV en die Sentrale Universiteit vir Tegnologie aangebied. Onderwerpe soos

e-leer, e-besigheid, webtegnologie, e-bestuur en e-gemeenskap is bespreek.

Die sleuteltoespraak, gelewer deur mnr. Stephen Downes van die Nasionale Navorsingsraad in Kanada, is regstreeks deur middel van 'n Skypecast-uitsending wêreldwyd uitgesaai.



By die regstreekse Skypecast-uitsending was van links: prof. Teuns Verschoor, Viserektor: Akademiese Bedryf, mnr. Herbert Thomas, hoof van E-leer aan die UV, en mnr. Stephen Downes van Kanada.

## Lewensvreugde 'n keuse, sê prof. Oosthuizen



Prof. Hennie Oosthuizen, Departement Strafreg en Geneeskundige Reg, was die spreker by een van die Welstandskomitee se aanbiedinge aan personeel. Sy praatjie was getitel "Lewensvreugde - 'n keuse; die see in my; om te huil met 'n glimlag". By die aanbieding was van links ds. Christo Louw, Welstandskomiteelid, prof. Annette Wilkinson, Sentrum vir Hoëronderswysstudies en Ontwikkeling, mnr. Francis Modise, skoonmaker, en voor: prof. Oosthuizen.





# Klippies in my skoen

## Can we change to another medical scheme?

### Mr Anton Fisher, Strategic Communications writes:

I am an extremely unhappy member of Discovery. My wife was pregnant and we were told that the last few consultations with the gynecologist would not be covered – we had to pay out of our own pocket. The same happened with several consultations with a GP and the medication that was prescribed.

From what I have heard from speaking to colleagues is that a number of them are equally unhappy. I would like to know under what conditions can the UFS as an institution change to another medical aid.

### Prof. Niel Viljoen, Chief Director: Operations, answers:

The cost of providing for health care for yourself and your dependants represents a significant portion of the total household's expenses. With this in mind it is important to understand the implications of your option choices. This is not only applicable to your monthly contributions but also to potential "out-of-pocket" expenses, for

example benefits not covered by the option.

Your first step is to take stock of your health status and health care needs. Consider not only your needs today but also consider your future needs, for example:

- What is your current health condition?
- What have your historical health needs and claims been?
- Does your lifestyle affect your health?
- Do you suffer from any chronic health conditions?
- Are you planning to get married or expanding your family?

These considerations will have important implications for your final selection. It may also be a good idea to jot down a couple of your expectations in the following categories:

- Hospitalisation
- Chronic cover needs
- Day-to-day care needs
- "Out-of-pocket" payments

The second step is to ensure that you choose an option that will suite your needs. The following aspects are of importance:

- Understand the benefits of the various options. In this regard the following chan-

nels to access information regarding the benefits are available:

- Ensure that you attend the year-end sessions presented by Absa Health Care Consultants (Absa HCC)
- Phone the Absa Helpdesk at 0861 100 380 or the local Absa HCC office at 051 401 0500. Absa HCC will gladly assist you with respect to seeking the most appropriate health-care option to suite your unique needs.
- You can also access information on the benefits of the various options on the website of Discovery: [www.discovery.co.za](http://www.discovery.co.za).
- Consider the premiums as well as the benefits of the various options and then choose the appropriate option for your specific needs.
- According to the rules of Discovery Health members can select a new option at the beginning of each year. It is also possible to downgrade during the course of the year.

Regarding the participation of the university on Discovery Health the medical scheme committee of the university will again, as is done on an annual basis, consider the appropriateness of Discovery Health during October this year.

## Nuwe dominee vir Godsdienskunde aangestel

*Ds. Maniraj Sukdaven, 'n deeltydse dosent aan die UV, het 'n permanente aangestelling vanaf 1 September 2006 in die Departement Bybel en Godsdienskunde in die Fakulteit Teologie aan die UV aanvaar. Hy was voorheen werksaam by die Reformed Church in Africa (RCA) in Laudium, wes van Pretoria. Ds. Sukdaven sal die eerste lid van die RCA wees wat voltyds aan 'n teologie fakulteit doseer. Ds. Sukdaven sal klasgee in Godsdienskunde en is ook aangestel om aan die behoeftes van die RCA-studente op die kampus te voorsien. Hy sal ook uithelp by Departement Sendingwetenskap, sê prof. Hermie van Zyl, Dekaan: Fakulteit Teologie.*





## Afskeid geneem van gewaardeerde kollega



Prof. Sybrand Strauss, voorheen verbonde aan die Departement Dogmatologie aan die UV, het onlangs afgetree. Kollegas van prof. Strauss in die Fakulteit Teologie het aan hul oud-kollega dank betoon en tydens 'n spesiale seremonie is die Junie 2006-uitgawe van "Acta Theologica" aan hom oorhandig. Hierdie uitgawe het gefokus op onderwerpe uit die dogmatiek en etiek, wat prof. Strauss se navorsingsveld is. Prof. Francois Tolmie, Departement Nuwe Testament (links), oorhandig 'n kopie van "Acta Theologica" aan prof. Strauss.

## Afrikaans-dosente woon Vers-indaba by



Dosente verbonde aan die Departement Afrikaans en Nederlands, Duits en Frans het in September 2006 die Vers-indaba in Stellenbosch bygewoon. Ook in Stellenbosch het die letterkundiges referate gelewer by die Afrikaanse Letterkundevereniging se kongres en 'n vertalerswerkwinkel bygewoon, terwyl die taalkundekollega 'n studiebesoek aan die Buro van die Woordeboek van die Afrikaanse taal gebring het. Van links is: Gert Hanekom, nagraadse student, me. Corlietha Swart, taalkundedosent, prof. Bernard Odendaal, dr. Anthea van Jaarsveld en prof. Hennie van Coller, al drie van die Departement Afrikaans en Nederlands aan die UV.

### Publikasiebesonderhede

Dumela word saamgestel deur die Afdeling: Strategiese Kommunikasie.

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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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**Adresplakker**