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

Panel identifies achievements and challenges at UFS

The audit panel of the Higher Education Quality Committee (HEQC) has completed a weeklong quality assurance review at the UFS and has singled out several quality achievements at the UFS.

In a well-balanced verbal feedback session on Friday 20 October 2006, the audit panel said it was struck by the openness of the management, staff and students and by the confidence placed in the audit panel that allowed for a trouble-free audit.

Spelling out some preliminary observations, the chairperson of the audit panel, Prof. Barry Kistnasamy, noted that there were a number of quality achievements at the UFS, such as the number of NRF-rated researchers, areas of strength in clinical medicine and plant biology, the increase in the number of grantholders in the Thuthuka programme of the NRF, as well as the investment in attracting top-quality staff.

The panel specifically singled out the enthusiasm and commitment of staff to the academic effort and congratulated the UFS for achieving consensus about the need to focus and deepen academic work through the cluster approach.

The panel also noted the various transformation phases of the UFS, and



The Transformation Task Team officially handed the completed Transformation Plan to the Executive Management of the UFS for approval. "This plan is part of an important process to take the university forward," said Dr Ezekiel Moraka, co-chairperson of the Transformation Task Team. Transformation Task Team members were present when the completed plan was handed to management.

congratulated the UFS for its parallel-medium language policy which opened up access for black students to a historically Afrikaans university, as well as the commitment to the development of Sesotho.

However, the panel did identify certain areas of concern, risks and

unintended consequences that need to be addressed in order to ensure that academic excellence and quality objectives are not undermined. Some of these concerns and risks relate to aspects of:

- Governance and management, specifically the role of student

Panel identifies... continue on p.2

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By 'n vigsopleidingswerkswinkel vir die arbeiderpersoneel aan die UV het dr. Johannes Cronjé die oorsprong, lewensiklus, oordrag, siekteverloop en behandeling van MIV/vigs bespreek asook die voorkoming daarvan deur risiko-vermindering en risiko-eliminasie. Dr. Cronjé is 'n kinderarts by 3 Militêre Hospitaal in Bloemfontein. By die werkswinkel was, van links: me. Elizabeth Ramohtoeli, diensbestuurder by Roosmaryn, mnr. Sam de Jager, Verblyfdienste: JMB en Armentum, dr. Cronjé en me. Annette Prins, koördineerder van die werkswinkel van die Sentrum vir Hoëonderwysstudies en Ontwikkeling. Mnr. W.P. Wahl, Hoofbeampte: Verblyfdienste, het die hele afdeling toestemming gegee het om dit by te woon.

English Department attends conference in Sweden



Staff from the English Department attended a conference in Göteborg, Sweden. The conference was a joint venture between the Swedish Foreign Language Teachers' Association and the World Federation of Modern Language Associations (FIPLV). At the conference were, from the left: Prof. Willfred Greyling, Dr Susan Brokensha, Mr Terry Lamb, new FIPLV President, Dr Arlys van Wyk, Mr David Crystal, keynote speaker and author of *Language Death*, and Mr Denis Cunningham, outgoing FIPLV President.

Panel identifies... from p.1

structures, Senate and Council.

- The parallel-medium language policy, student residences and institutional culture.
- The rapid growth in student numbers.
- The management of research across faculties.
- Inconsistencies in implementing community service learning across the faculties.

Many of these echo the gaps and risks identified by the UFS itself in its audit review document, submitted to the panel, but other observations of the panel do add fresh insights.

"What is important, though, is that on the whole, it would seem that the panel did not identify acute quality deficiencies or risks at the UFS. However, the university would have to await the formal written report of the panel to get a complete picture of the findings of the panel, and to formulate its response," Prof. Frederick Fourie Rector and Vice-Chancellor said.

There was no discussion of the verbal feedback. The panel will now finalise a more comprehensive written report in the next few months. However, before the report is finalised, the UFS will get an opportunity to make an input in terms of matters of fact and omissions. Eventually the UFS must submit an improvement plan where necessary.

The panel also visited the Qwaqwa Campus and will include its findings regarding the Qwaqwa Campus in the final report.

The Rector and Vice-Chancellor, Prof. Frederick Fourie, thanked the panel for the professional way in which the audit had been conducted.

Prof. Fourie said the panel showed that it had taken the time and effort to get into the issues and this was reflected in the balanced way it presented its initial feedback.

Artists paint new landscape for schools

A partnership between the Department of Fine Arts at the UFS and the Oliewenhuis Art Museum has led to a change in the landscape of Arts and Culture Education in the Free State. The partnership started off with voluntary arts and culture workshops in townships and informal settlements and later developed into a more structured community entity which resulted in a registered art teacher's qualification, the first of its kind in South Africa.

Also born from this partnership was The Artists in Schools Project: Free State Province (AIS FS). "Although the AIS FS Project is based on the artists-in-schools concept that has been implemented in various first world countries, it has been uniquely adapted and re-invented to suit the needs of an impoverished, multicultural and mostly rural Free State community," said Mr Ben Botma, Head of the Department of Fine Arts at the UFS.

Artists and crafts people act as artist-educators in a workshop rotation system, where they share their knowledge and experience with facilitators and learners. The UFS/ AIS FS Project designed the rotation system so that it can regularly host a range of artist educators at a single school. The rotation system is structured so that it can be adapted and personalised by each



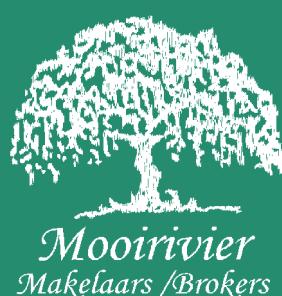
Learners from the Kgopjane School in Qwaqwa were involved in a wood-block printing project.

participating school if their unique environment requires it.

The facilitators play an important role since they are in a reciprocal teaching relationship with the artist-educators. The facilitators without an art and culture background learn from the artists and are expected to then present the arts and culture lessons.

The project has a multi-functional outcome structure of which employment empowerment, outcome based art education, skills transfer and sustainability are the most important.

The AIS FS Project workshops are presented in the Lejweleputswa, Motheo, Thabo Mofutsanyane and Xhariep districts.



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Unlikely that plastic water bottles will pose health risk

Are plastic bottles carcinogenic after being used a number of times? Is it dangerous to heat food in plastic containers in a microwave oven? Dumela asked Prof. Riaan Luyt from the Chemistry Department on the Qwaqwa Campus to distinguish fact from fiction on this matter.

Prof. Luyt said: "There are rumours going around, and claims in the media, that the re-use of plastic mineral-water bottles and microwave heating of food in plastic containers

cause the release of potentially carcinogenic (cancer-forming) substances. Although such a possibility cannot be ruled out completely, it is highly unlikely that enough (if any) carcinogenic substances will be released to cause a real health hazard.

"Plastic mineral water and cooldrink bottles are made from polyethylene terephthalate (PET). PET in itself cannot be broken down into carcinogenic substances as a result of degradation, which may follow on continuous re-use. The only health hazard here is if the bottles are not properly cleaned before re-filling them. However, PET normally contains a very small amount of diethyl hydroxylamine (DEHA) used to plasticise (make it softer and easier to process) most plastics for commercial use. DEHA is, however, neither regulated nor classified as a human carcinogen, and has been cleared for food contact applications. It would not pose any health risk, especially at the very low concentrations that may diffuse out of the plastic as a result of the limited degradation that may occur during re-use of such bottles.

"The same reasoning is valid for microwave heating of food in plastic containers. The microwaves cannot degrade the plastic, but the heat generated by the vibration of a combination of oxygen and hydrogen

containing groups (which is the mechanism according to which food heats up in a microwave environment) may cause accelerated degradation of the plastic. Again the plastic degradation products in itself are not carcinogenic. Neither is the plasticiser exposure that may happen when eating certain foods wrapped in plastics, especially fatty foods. The levels of the plasticiser that might be consumed as a result of this, are well below the levels showing no toxic effect in animal studies. The worst that can happen is that some plastic containers may melt or warp in a microwave oven. It is, however, recommended that only plastic containers designed and approved for microwave use be used for heating of food in a microwave oven," he said.

What about the number in the triangle above the PET symbol at the bottom of a plastic bottle? The number ranges from one to five. We know now that the bottles do not contain carcinogenic substances after being re-used. So what is the meaning of these numbers? Prof. Luyt, after conferring with a friend in the plastic bottle manufacturing industry, said: "The number is not an indication of how many times we can re-use the bottle, but how many times the bottle could be recycled. The smaller the number the more times the bottle could be recycled."

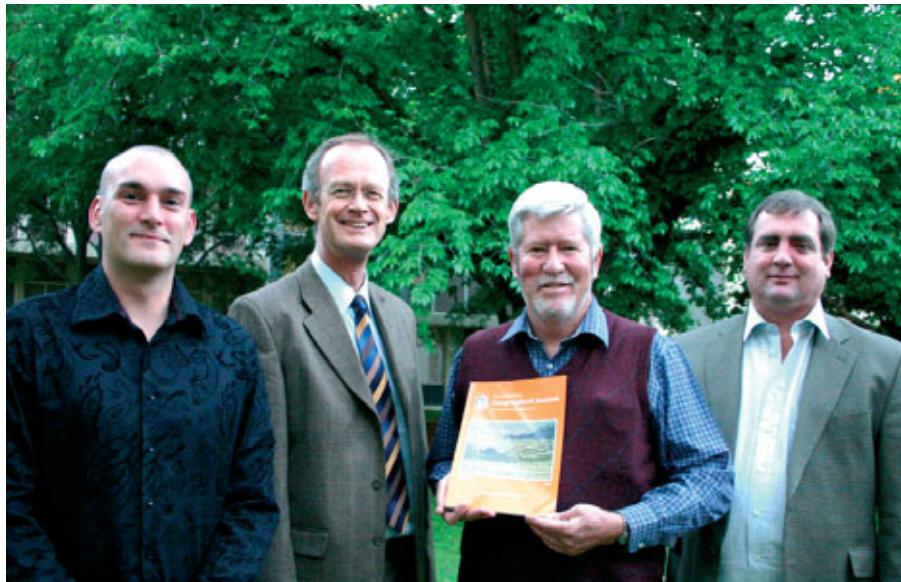


After the media reported on a graduate student from a University of Idaho's master's thesis on the re-use of plastic water bottles, many people started to question the safety of their drinking water.

The e-mail that is doing the rounds on the re-use of plastic water bottles states: "Many are unaware of poisoning caused by re-using plastic bottles. Some of you may be in the habit of using and re-using your disposable mineral water bottles (e.g. Aqua, Vita, etc), keeping them in your car or at work. Not a good idea. In a nutshell, the plastic (called polyethylene terephthalate or PET) used in these bottles contains a

potentially carcinogenic element (something called diethyl hydroxylamine or DEHA). The bottles are safe for one-time use only; if you must keep them longer, it should be for no more than a few days, a week max, and keep them away from heat as well. Repeated washing and rinsing can cause the plastic to break down and the carcinogens (cancer-causing chemical agents) can leach into the water that YOU are drinking. Better to invest in water bottles that are really meant for multiple uses. This is not something we should be scrimping on. Those of you with family — to please advise them, especially children."

UFS launches special issue of South African Geographical Journal



At the launch were from the left Prof. Gustav Visser, lecturer in the Department Geography and co-editor of the journal, Prof. Teuns Verschoor, Vice-Rector: Academic Operations, Prof. Peter Holmes, and Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences.

The Department of Geography recently launched a special issue of the South African Geographical Journal. This journal was co-authored not only with other departments within the UFS but also with the Universities of the Witwatersrand and Rhodes. According to Prof. Peter Holmes,

Departmental Head of the Department of Geography and also co-editor of the journal, this is the first time in the history of the Society of South African Geographers that a special issue of the journal, devoted to the geography of a single province (Free State) has been published.

Rector speaks about community engagement

Prof. Frederick Fourie, Rector and Vice-Chancellor, was a keynote speaker and addressed delegates on *In pursuit of a South Africa scholarship of engagement* at the Community Engagement in Higher Education Conference that was held in Cape Town. During the workshop on community engagement through teaching and learning, Prof. Magda Fourie, Vice-Rector: Academic Planning, acted as chair person and Ms Luzelle Naudé, Lecturer in the Department Psychology, was a speaker.

Rev. Kiepie Jaftha, Chief Director: Community Service, and Dr Mabel Erasmus, Senior Lecturer from the Chief Directorate: Community Service, also participated as facilitator and resource person respectively. The conference was hosted by the Higher Education Quality Committee of the Council on Higher Education and the Community Higher Education Services Partnership (CHESP) initiative of the Joint Education Trust (JET).

Scientists share knowledge with researchers abroad

Prof. Johan Greyling, Head of the Department of Animal, Wildlife and Grassland Sciences, Dr Luis Schwalbach and Ms Khoboso Lehloenya, also from the Animal Physiology section of the Department of Animal, Wildlife and Grassland Sciences, attended and presented papers at the seventh International Symposium on Ruminant Reproduction in Wellington, New Zealand. The latest advances in assisted reproductive technologies were presented and debated.

Attending the International Symposium on Ruminant Reproduction were, from the left: Prof. Johan Greyling, Dr Luis Schwalbach, Mr Ken McNatty, chairman of the local organizing committee as well as chairperson of the local branch of the New Zealand Society of Animal Science, and Ms Khoboso Lehloenya.



Personnel moet kennis dra oor misdrywe soos korruksie en bedrog

Mnr. Gert van den Berg, Direkteur Interne Oudit aan die UV, sê dit is belangrik dat personeel weet wat korruksie, bedrog en ander misdrywe behels, veral nodat die bedrog noodlyn (0800205038) sedert 1 September 2006 in werking is en aanmeldings anoniem gedoen kan word. Die noodlyn word deur KPMG bedryf.

Mnr. Van den Berg sê: "Misdrywe belemmer enige organisasie se vermoë om te presteer. Dit vermors die skaars fondse en hulpbronne; dit raak die reputasie van 'n organisasie; en dit raak die reputasie van almal wat vir die organisasie werk. Die universiteit het 'n verpligting teenoor die gemeenskap om te verseker dat sy bedryf vry van hierdie misdrywe is."

Enige vorm van 'n misdryf, of dit werklik gepleeg is en of daar slegs 'n vermoede bestaan dat 'n misdryf gepleeg word, moet aangemeld word. Sekere eksterne wette skryf voor dat enigiemand wat weet of redelikerwys behoort te geweet of vermoed het dat enige vorm van misdryf (soos korrumptie, diefstal, bedrog, afpersing, vervalsing of uitgifte van 'n vervalste dokument) gepleeg is/word, dit moet rapporteer. Enige vorm van 'n misdryf kan ook enige tyd by die Departement:

Interne Oudit by mnr. Van den Berg by
x2649 aangemeld word.

Mnr. Van den Berg sê: "Dit is belangrik dat personeel deeglik kennis neem van korupsie en korrupte bedrywighede en bedrog. Die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede het 'n sekere impak op die universiteit waarvan deeglik kennis geneem moet word en wat hieronder uitgelig word.

Korrupsie is in wese die magsmisbruik vir persoonlike gewin – regstreeks of onregstreeks. Voorbeelde is die aanvaarding of aanbieding van beloning vir eie gewin (omkoopgeld), ongeoorloofde politieke bydraes, onwettige uitbetalings, bedrog, stemkopyery, magsmisbruik en troubreuk, wanbesteding van belastingbetaalers se geld en botsende belangte.

Nog oortredings wat 'n ondersteunende rol speel omdat dit wanprakteke en die verwerwing van onwettige opbrengste vergemaklik of neerkom op die toesmeerdery van 'n aanvanklike misdaad, is die instandhouding en gebruik van geheime fondse, hulp en bystand rondom misdadige prakteke, sameswering, rekeningkundige oortredings, die vervalsing van dokumentasie en geldwassery. Volgende keer nog meer hieroor!

Wat betekent beloning, bedrog?

Mnr. Van den Berg sê dit is belangrik om te verstaan wat met beloning en bedrog bedoel word.

Beloning: Volgens die wet kan dit insluit geld, 'n skenking, geskenk, lening, loon, vergoeding, eiendom of belang in eiendom van enige aard, hetsy roerend of onroerend. Dit sluit ook in die vermyding van 'n verlies, aanspreeklikheid, boete, verbeuring, straf of ander voordeel; 'n amp, status, eerbewys, werk, diens- of dienstekontrak, 'n ooreenkoms om werk te verskaf of dienste te lever in enige hoedanigheid en woon- of vakansie-akkommodasie; of 'n geldwaardige teenprestasie of voordeel van enige aard, met inbegrip van enige diskonto, kommissie, rabat, bonus, aftrekking of persentasie.

Bedrog: Bedrog is die weder-regtelike en opsetlike maak van 'n wanvoorstelling wat werklike benadering tot gevolg het, of wat potensiële nadeel vir 'n ander inhoud. Bedrog is voltooi as die wanvoorstelling onder die aandag van die persoon aan wie dit gerig is, gekom het.

UFS buys scanning electron microscope



The Centre for Confocal and Electron Microscopy at the UFS recently acquired a scanning electron microscope to the value of R1,8 million. The microscope is used to do magnifying surface studies of any material and can also analyse the different elements in material with the help of X-rays. Researchers and students at the UFS attended a workshop during which the functions of the microscope were illustrated. One of the groups who attended the workshop were, from the left: Ms Chantel Swart, M.Sc. student, Prof. Pieter van Wyk, head of the Centre for Confocal and Electron Microscopy, Ms Annegret Lombard, M.Sc. student and junior lecturer at the Department of Geology, Ms Monique Goldblatt, M.Sc. student, and Ms Beanérlí Janecke, Centre for Confocal and Electron Microscopy.

CEO of Rand Merchant addresses students



Mr Michael Pfaff, Chief Executive Officer of Rand Merchant Bank (RMB) delivered a guest lecture to the MBA students of the UFS's School of Management. At the lecture were, from the left, front: Prof. Helena van Zyl, Director: UFS School of Management, Mr Relebohile Liphoto, MBA student, and Mr Pfaff; back: Mr Werner Landman, MBA student, and Mr Limpho Tau, MBA student.

UV steek kers op by Universiteit van Singapoer



Die besoek aan Singapoer is meegemaak deur mnr. LIM Koh Seng, Nasionale Universiteit van Singapoer (NUS), dr. Renalde Huysamen, Hoof: Prestasiebestuur en Personeelontwikkeling, Universiteit van die Vrystaat (UV), mnr. Lourens Geyer, Direkteur: Menslike Hulpbronne, UV, me. NG-KUEK Hue Boey, NUS, me. Dalene van Niekerk, Assistentdirekteur: Menslike Hulpbronne, UV, en mnr. Dave Van Eeden, Universiteit van Kaapstad.

Personeel van die Universiteite van die Vrystaat (UV) en Kaapstad (UK) het tydens 'n besoek aan die Nasionale Universiteit van Singapoer (NUS) idees uitgeruil aangaande Menslike Hulpbronbestuur in hoër onderwys. Van die onderwerpe

wat bespreek is, is onder meer vergoedingstrukture, prestasiebestuur, personeelontwikkeling en kwaliteitsbeheer. Die NUS het sy ontstaan in 1905 gehad as 'n mediese skool en het intussen uitgebrei na 13 fakulteite en 94 navorsinginstansies.

Projek van Landboubestuur kry nuwe woema

Die Sentrum vir Landboubestuur in die Departement Landbou-ekonomiese aan die UV se groentetuinopleidingsprojek het nuwe woema gekry, sê me. Dora du Plessis van die sentrum.

Hande is gevat met Kindersorg Childline Free State, Mosamaria Aids Ministry en die Andrew Murray-gemeente in Bloemfontein om te help met opleiding vir groentetuinprojekte wat reeds in die gemeenskap van Mangaung begin is.

Sy sê: "Die Mangaung-university Community Partnership Project (MUCPP) se gesondheidssentrum in Mangaung beskik reeds oor 'n groep flukse mans van die Tshwaranang-projek wat groente in die vleuels buite die gebou begin plant het. Hulle voorsien reeds groente aan die sopkombuis by die gesondheidssentrum."

Die Sentrum vir Landboubestuur het besluit om hul groente-opleidingsprojek uit te brei en die winste wat uit die verkoop van die opleidingsmateriaal verkry is, terug te ploeg in die Tshwaranang-projek. 'n Terrein aan die noordekant van die gesondheidssentrum is gekies om as praktiese opleidingsentrum te gebruik te word. Omdat die terrein soveel bourommel bevat en die grond dus nie baie diep omgespit kan word nie, is beddings gebou en grond ingery. Altesaam 25 van hierdie beddings is aangebring. Dit werk op dieselfde beginsel as dié van komposlootbeddings wat reeds oral in Suid-Afrika gebruik word. Die bedding word eers opgevul met enige materiaal wat vir kompos gebruik kan word en dan met goeie bogrond bedek.

Die kursus is bygewoon deur ses mense van die Tshwaranang-projek, vyf van die Mosamaria-project en ses van die Andrew Murray-gemeente se projek in Freedom Square. Mej. Lolly Tlhomola, M.Agric.-student in Landboubestuur, en werksaam by Samelewingsdiens aan die UV, het as kursusfasiliteerder opgetree.

UFS shines in MBA survey

According to a recent survey published in the *Financial Mail*, the MBA programme presented by the School of Management at the UFS was rated jointly second best in the country by its graduates in terms of quality and standard. The UFS MBA Programme was also rated fourth best by its graduates in terms of relevance to their business. The subject Strategy offered at the UFS School of Management was rated second in the country while the subject Economics also received the same rating.

"I am overwhelmed and very proud that the School of Management, although we are a young school and have only been in existence for seven years, has been rated so high by our graduandi," said Prof. Helena van Zyl, Director of the UFS School of Management.

"In general, we do not compromise on quality – as stated by our slogan: *Be worth more*. Given the quality of the programme, our MBA is very affordable," said Prof. van Zyl.

"The School of Management is the flagship of the Faculty of Economic and Management Sciences. It gives the UFS and this faculty a standing in corporate South Africa. This is largely due to Prof. Helena van Zyl's strategy to position the school and making it visible on a national level," said Prof. Tienie Crous, Dean: Faculty of Economic and Management Sciences at the UFS.



According to a recent survey published in the *Financial Mail*, the MBA programme presented by the School of Management at the UFS was rated second best in the country in terms of quality and standard and fourth best in terms of relevance to their business. Very proud of this big achievement are from the left: Prof. Helena van Zyl, Director of the School of Management, and Tienie Crous, Dean: Economic and Management Sciences.

Department of Geography establishes Malawian links

Prof. Peter Holmes of the Department of Geography recently visited the Mzuzu University in northern Malawi to study sites one of his Ph.D. students, and to establish links between the UFS Department of Geography and the Mzuzu University. Prof. Holmes met with Prof. Peter Mwanza, Vice-Chancellor of the university, and with academics from its Department of Geography. The fieldwork component entailed a visit to remote areas in northern Malawi where Malawian Ph.D. student Mr Golden Msilimba is investigating the distribution and causes of landslides. Landslides are a threat to both life and property in this rugged terrain. Mr Golden Msilimba, Malawian Ph.D. student in the UFS Department of Geography, stands on a landslide scar in the remote ChenaChena area in northern Malawi.



Koppie koffie met ...



'Omring jouself met mense slimmer as jy'



Prof. Nico Luwes

Prof. Nico Luwes, Departementshoof by die Departement Drama en Toneelkunde, is al van 1980 verbonde aan die UV. Die feit dat hy die kassie vir die klaskamer verruil het, bedoel beslis nie dat hy moet terugstaan vir enige iemand in die bedryf nie. Van die meer as twintig bekende toneelstukke wat hy geskryf en gepubliseer het en wat professioneel opgevoer is by die UV, kunsteefeeste en deur streeksrade, is byvoorbeeld *Waaihoek*, *Die buite-egtelike ouma*, *My liewe Meneer Malan*, *Aku vang 'n ster*, *'n Lam vir die Pase*, *Limerieke Sonder Brieke en Zollie*. Met *Zollie* het hy in 2005 die Sanlamprys vir nuwe Afrikaanse teater ontvang.

Of dit nou is in die vorm van skryf, regiebehartiging, of akteur speel, is drama in sy bloed. Alhoewel hy nie die kassie sy loopbaan gemaak het nie, het hy al werk op 'n ad hoc-basis in die bedryf gedoen. Hy is gereeld regisseur en speler by nasionale kunsteefeeste en het ook al stemwerk vir radio gedoen.

Die universiteit bly egter sy droomwerk. "Buiten dat die UV die kunste ongelooflik goedgesind is, bied dit 'n stabiele lewe vir 'n gesinsman," sê hy. 'n Lojale span dosente en uitstekende fasiliteite soos die Scaena, die Wynand Mouton-teater en die repetisielokaal is verdere faktore wat dit vir hom lekker maak om by die universiteit te werk. Buiten dié fasiliteite het die Departement Drama- en Toneelkunde ook 'n dramamaatskappy, Facts, gestig wat binne die departement gesetel is. Dit gee studente die geleentheid om produksies aanmekaar te sit en toneel te speel op 'n professionele vlak.

Prof. Luwes is trots op baie bekende akteurs wat hul verhoogtande gesny het op die planke van die Departement Drama en Toneelkunde by die UV. Hannes van Wyk (Krynauw) van Egoli-faam en Antoinette Louw (Inge) en Sekoati Tsubane (Kabelo) van 7de Laan is maar 'n paar van die akteurs wat by Kovsky gestudeer het. Theresa Benade is ook 'n top uitvoerproduksie wat by die departement studeer het. Die departement het ook akteurs en aktrises opgelewer, soos Michelle Burman en Ellis Grobler, wat nou oorsee werk. Ander bekendes, wat ook by Kovsky se Dramadepartement studeer het, is skrywers soos Frans Kalp, hoofskrywer van Egoli, en Henry Mylne, regisseur van 7de Laan. Van die oud-studente het ook in kinderteater en industriële teater beland en ander het weer hul vaardighede in gemeenskapsdiens en reklame toegepas.

Volgens prof. Luwes het die feit dat kuns en kultuur vandag 'n skoolvak is, baie bygedra tot die groei van die departement. Verder het die departement ook 'n unieke kwaliteit in sy multikulturaliteit en die bevordering van tale soos Afrikaans, Engels en Sesotho in produksies. "Die departement doen ook baie werk in die gemeenskap en kan baie meer deur ander departemente aan die UV gebruik word in hierdie verband," sê prof. Luwes.

Hy en sy departement maak ook hulle bydrae om die UV nasionaal sowel as internasionaal 'n leier te maak. Verlede jaar het hy vaardighede gedeel met die Russiese Pawladar in Kazakstan toe hy regisseur was van *Romeo en Juliet* in Russies in die

Tsjekof Staatsteater. Prof. Luwes glo internasionale skakeling op alle kunsterreine is baie belangrik. Hy het geskakel met personeel van die ambassade daar en gevolglik werk die regering nou aan 'n kulturele uitruilprogram tussen die twee lande. In November vertrek hy weer na Kazakstan as regisseur van sy eie stuk, *The Illegitimate Granny* in Russies. Hy sê: "Dit is 'n geleentheid om Suid-Afrikaanse kultuur na die buitenland toe uit te voer. Die *Buite-egtelike ouma* is tipies Suid-Afrikaanse kultuur."

Met so 'n passie vir drama en die teater is dit moeilik om te glo dat prof. Luwes ander belangstellings het. "Ek hou van die goed waarvan kunstenaars nie mag hou nie," sê hy. Hy is 'n vurige Cheetah- en Shimlah-ondersteuner, hou van jag en visvang, musiek en moordstories. Hy stel ook belang in Russiese literatuur en is tans besig om 'n boek daaroor te skryf. Skrywers soos André P. Brink, Dana Snyman, Paul Slabolepzy en die Franse skrywer Molière is van sy gunstelinge.

Alhoewel hy al baie sukses behaal het in sy loopbaan het prof. Luwes steeds groot agting vir die werk van ander kunstenaars in die bedryf. Sy motto – omring jouself met mense slimmer as jyself, en vertrou hulle – dit kan dalk iets beteken in die bedryf...

Staff learns about customer care

"Service employees need training that allows them to provide courteous, caring, responsive, and empathetic service," said Dr Renalde Huysamen, Head: Staff Development. In September 40 support staff attended a two-day Customer-care workshop that was presented by Mr Henry Coetzer of Congruence Training in Johannesburg. The programme is accredited in terms of the National Qualifications Framework and employees are formally assessed after completion of the initial two-day workshop.

Spring graduation on Qwaqwa Campus a milestone

Leadership is the capacity and will to rally men and women to a common purpose and the character which inspires confidence.” Dr Ezekiel Moraka: Vice-Rector Student Affairs at the UFS, was quoting Bernard Montgomery at the opening of the spring graduation on the Qwaqwa Campus.

Dr Moraka said: “It would mean that as leaders, we have to make things happen, we have to be able to initiate and steer projects and processes in the best interest of our country, and we have to positively influence people around us for the right course. Thus we have to be exemplary, involved and committed.”

Dr Elias Malete, Campus Principal, also addressed the graduandi, their friends and family and staff members. He said: “It is always important for me on special days like these to pay tribute to our guardians and parents and our lecturers and support staff for all your



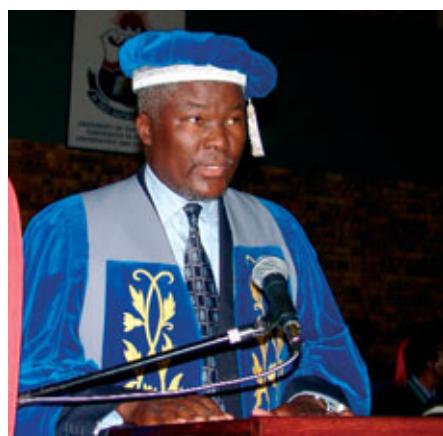
Dr Khazamula Milondzo Senior Lecturer in the School of Education and supervisor, and Ms Anna Mashinini, part-time learning facilitator, receiving her master's in Education Management and Leadership.



Prof. Willie van Zyl from the Department of Geography was the supervisor of Ms Phumzile Nkalanga, who obtained the MA: Tourism Development. With them are Mrs Mirriam Maphanga and the young Siphesihle Nkalanga.

dedication and hard work, to ensure that these graduates successfully complete their studies.”

A total of 9 master's degrees, 7 honours degrees, 16 bachelors' degrees and 41 diplomas were awarded at the spring graduation on the Qwaqwa Campus.



Dr Ezekiel Moraka, Vice-Rector: Student Affairs.

Accounting assists small businesses

The Centre for Accounting on the Qwaqwa Campus has successfully trained the first group for the course "Functional Bookkeeping and Accounts for small-scale entrepreneurs". This training project was offered by REK 204-students as part of their Community Service Learning in collaboration with the Free State Development Corporation (FDC), with whom a memorandum of understanding was signed.

Twenty small-scale entrepreneurs successfully completed this course. The aim of the course is to equip the small-scale entrepreneurs in and around Qwaqwa with skills and knowledge for effective financial management and to help them improve and expand their businesses to create more employment opportunities in the community.

A ceremony was held on 13 October where the 20 successful entrepreneurs were awarded certificates by Prof. Andries Venter, Programme Head: Faculty of Economic and Management Sciences.

In her opening and welcoming speech Ms Mpho Moremi, student facilitator, said: "Through this project we have come to realise that being a leader is not about ability, but is about responsibility. We do not want to remain insignificant; we want to be useful to the community around us."

On behalf of FDC Mr Mandla Tshainca expressed his gratitude towards the Centre for Accounting for the knowledge they are imparting to small entrepreneurs. He added that the UFS is a partner that FDC can be proud of.

According to Mr Andrew Mohan, the Project Leader, the Centre for Accounting is planning to have three sessions of this training programme in 2007, with 25 entrepreneurs in each session, commencing in February."

Dr November speaks in Malta



Dr Ivan November.

Dr Ivan November from the Department of Philosophy and Policy studies in Education attended and delivered a paper, *Engendering citizenship for a deep democracy* at the International Conference for Philosophers of Education in Malta. In the paper he focused on government's attempt to engender citizens for a democratic society, after the 1994 elections, through outcomes-based education.

Dr November was also part of a review panel of the Higher Education Quality Committee that reviewed the Postgraduate Certificate in Education and the Advanced Certificate in Education programmes at the University of the Witwatersrand in July 2006.

According to Dr November the attendance of such conferences should be seen as an integral part of the life of an academic. "Attendance enables the participant to remain at the cutting edge of research in his field, nationally and internationally. Attendance also opens up possibilities of co-operation, not only among colleagues in the field of Philosophy of Education, but also co-operation between universities in terms of research and other projects," he said.

New bus makes road shorter for students



The Qwaqwa Campus of the University of the Free recently received a new bus to transport students who are residing at Tshiya. Dr Elias Malete, the Campus Principal, was exhilarated about this and said it would help us to alleviate the transport problem of the campus. At the new bus were, from the left: Mr Koneko Mofokeng, senior driver, Dr Malete, Mr Teboho Manchu, Deputy Director: Student Affairs, and Prof. Willie van Zyl, Acting Assistant to the Campus Principal: Academic.

Yunivesithi ya Freistata e amohela leano le letjha la tshebeletso ya baahi (setjhaba)



Bengadi Sibusiso Mtshali le Andrew Mohan.

Ka mora ntho e ka etsang dik-gwedi tse leshome le metso e robedi (18) tsa mosebetsi o matla o entsweng ke Botsamaisi bo ka sehloohong: Ba ditshebeletso tsa baahi esita le ba yona ba amehang le ba Yunivesithi ya Freistata ba tla thakgola semmuso Leano le Letjha la Tshebeletso ya Baahi ka la 21 Pudungwana 2006.

Moruti Kiepie Jaftha, e leng Motsamaisi ya ka Sehloohong: Ba Tshebeletso ya Baahi ba re: "Botsaqmiasi bo ka Sehloohong: Ba Tshebeletso ya Baahi ba nkile qeto ya ho tadima hape leano ka mora dilemo tse tharo.

Haesale ho amohelwa leano la pele la tshebeletso ya baahi ho bile teng kgolo dibakeng tsa tshebeletso ya baahi le thuto ya tshebeletso ya baahi Yunivesithing ya Freistata esitana le lefapheng la thuto e phahameng ka bophara Afrika Borwa. Phetoho ya ditikolohi tsa mmuso, tsa thuto le tsa kahisano ho la Afrika Borwa esitana le yona kgolo ho tsa mahlale a tsa dithuto tse phahameng le mekgwa e bakileng hore ho tadingwe hape leano lena. Leano lena le letjha le tla thusa ho tiisa tlhodisano ya boemo ba botjhaha ba Yunivesithi ya Freistata bo seng bo ntse bo bonahala ho ya ka boithuto ba tshebeletso ya

baahi esita le ho latela tsa dipatlisiso. Hape, ka ho hlaka ho tla kgwathatsa kgothaletso e boletseng ya Yunivesithi ya Freistata ho tsa boithuti bo phahameng ho ba Yunivesithi e ikakgetseng ka setotsvana tshebetsong."

O re: "Ho thakgola mosebetsi wona wa tlhathobisiso ya leano lena ho ile ha tshwarwa kopano ya boithuto e matla ya tshebeletso ya baahi ka Motsheanong 2005. Ba amehang, basebetsi esita le ditsebi tse ding ba ile ba tadima botjha leano lena la kgale. Mosebetsi wona o ne o tsamaiswa ke Mor. Jaftha, Ngaka Mabel Erasmus, Morupedi ya ka Sehloohong: Ba Boithuto ba Tshebeletso ya Baahi (hlabollo le ho kenngwa tshebetsong), le Monghadi Willem Ellis, motho ya hlhang ka ka ntle.

Ho ya ka Ngaka Erasmus, leano lena le letjha le na le maqhaama a matla haholo ho ena le ho maano a mang Yunivesithi ya Freistata mme ditokomane tse jwalo ka Leano la Thuto, Leano la Tiisetso ya Boleng le Leano la Tlhathobo. Leano lena le sa boetse le na le maqhaama a matla le ho feta le tjhebelongpele le sepheong tsa Yunivesithi esita le meralo ya sehlooho e kang phetoho. "Le amohela phepetso e tswelang pele eo yunivesithi e tobangen le yona lekaleng la phetoho e hopole-

tsweng le bohlokwa ba ikarabla phepetsong ena.", ha realo Ngaka Erasmus.

Mabapi le ho phehisa kgolong ya profense esita le lebatowa lena ka bophara, leano lena le amohela phepetso ya ho sebetsa tikolohong ya Afrika le ho nka le ho beha Yunivesithi ena ya Freistata boemong ba yunivesithi ya ipabolo ya makgabane ka hara Afrika le bakeng sa yona. Dibaka tse ding tsa bohlokwa bakeng sa tshebetso ya mafapha a mangata a fapaneng lebatoweng lena ke ba ha MUCCP, Lenaneho la Selekanne sa Ntshetsopele ya Mapolasi ho la Freistata, le Setsi sa tsa Temosa Langau, Selekanne sa Xhariep sa Khula, lekala la Yunivesithi ya Freistata la Qwaqwa le ba Bolepi ba Dinaledi ba Boyden. "Dibaka tsena di setsing bakeng sa ho kenngwa tshebetsong ha tshebeletso ya baahi mme Yunivesithi ya Freistata e tla tswela pele ho tshehetsa le ho ikamahanya le bona.

"Bohlokwa ba dibaka tsena ke hore di bopa sebaka moo mekgatlo e mengata e ka sebetsang teng ha mmoho. Mane sebakeng sa Selekanne sa Xhariep sa Khula ho latelwa katamelo ya kakaretso ya bohole ha baithuti ba hlhang mafapheng a fapaneng a jwalo ka tsa booki, tsa thobo ya maikutlo mo-seetsing, tsa tshidilo ya mmele, phepo ya batho, tsa temo le tshebetso ya tsa kahisano di sebetsa ha mmoho. Kgopolonona ke ho hodisa baahi le ho nka seabo lefapheng la tshebeletso ena esita le ho etseng diqeto. Ka mokgwa o jwalo, mmuso wa lehae, mafapha a mmuso, le dibaka tse ding tsa thuto e phahameng esitana le ba amehang hara baahi (setjhabeng) ba kene ka setotsvana tshebetsong ena.

"Ho etsa tshebetso ya baahi ha bolele feela ho matlafatsa baithuti ho hlhang diphetho hara baahi ba bona, empa, jwalo ka ha e bonwa boemong ba Qwaqwa, ho fana ka monyetla ho baahi ho ba karolo ya tshebetso ena ya thuto," ha realo Ngaka Erasmus. Monghadi Sibusiso Mtshali ya hlhang Lefapheng la tsa Mohlampepe (Di-

Yunivesithi... tswela pele leqepheng la 13

UFS lecturers present papers in Western Cape

Mr Albert Schoeman from the Department of Political Science on the Qwaqwa Campus and six other staff members of this department on the Main Campus attended and presented papers at the 2006 bi-annual conference of the South African Association of Political Studies (SAAPS) that was held at the University of the Western Cape.

He presented a paper entitled "Back to our roots! Investigating communalism as an anarchist alternative to the crisis in Africa". Mr Schoeman said: "Because democracy and African socialism has failed in many parts of Africa, the paper attempted to investigate an alternative that has been neglected by academics. This alternative has always characterised traditional African societies and is referred to as communalism. The latter has strong anarchist characteristics and is presented as a political alternative to the African crisis."

Education sets the record



From the left: Dr Lekhooe Letsie, Dr Khazamula Milondzo, Dr Lenka Mofokeng and Dr Dipane Hlalele.

A record of three papers will be presented by academics from the School of Education on the Qwaqwa Campus at the Education Association of South Africa (EASA) Kenton International Conference to be held between 28 November and 1 December 2006 at the Wilderness. The main theme for the conference is "Education beyond boundaries". This brings the

department's number of papers delivered at national and international conferences to a record of nine for 2006. Presenters are Drs Dipane Hlalele, Khazamula Milondzo, Lenka Mofokeng and Lekhooe Letsie. "The emerging trend stimulates, enhances and promotes a vibrant culture of scholarship," says Dr Hlalele, Programme Co-ordinator: Education on the Qwaqwa Campus.

Yunivesithi... tswela pele ho tloha leqepheng la 12 parasite) lekaleng la yunivesithi le Qwaqwa, ya etsang dipatlisiso tsa boemo bo phahameng ho la Amerika (USA), ebile a sebedisa dipatlisiso tsena tsa hae hara baahi ba Qwaqwa. Yena le baithuti ba hae ba etsa diatlisiso ho tse mabapi le leroi la dikgoho esitana le borapolsi ba sa ntseng ba tutuha tulong ena. Nakong eo ba ntseng ba etsa dipatlisiso tse-na borapolsi bona ba bontsha hore kgalapatsi di a buseletsana ha ba arolelana tsebo ena ka ho phekola mafu a dikgoho mmoho le babastlisisi bana, hara tse ding, ka ho sebedisa semela se itseng sa lekgala (aloe).

Thutong eo e neng e sa tswa tshwarwa haufinyana ka tsa tsebo ya meriana ya setso, mane Yunivesithing ya Freistata Monghadi Robert Lentsoane ya hlhang ho ba Lefapha la tsa Dimela lekaleng la Qwaqwa o

utwile ho tswa ho molekane wa hae ka semela sena sa lekgala mme a ikemisetsa ho etsa dipatlisiso ka tsbediso ya dimela tsa lekgala lena jwalo ka ha di hwailwe ke borapolsi ba ntseng ba tutuha. Ngaka Elias Malete ho hlaho ho ba Lefapha la Dipuo tsa Maafrika lekaleng la yunivesithi la Qwaqwa, le yena o fane ka tsebo ya hae e batsi le ho rata ho thusa ho hodisa tlolntswe bakeng sa ntlatfotsa ya pui-sano le borapolsi ba ntseng ba tutuha. Kamanong ya hae baahi (setjhaba) le yunivesithi di fola molemo bobedi ba tsona. Baahi ba fola molemo ho tswa thusong eo ba e fumanang ho tswa ho baithuti mme baithuti ba ithuta ho hong hoo ba ka ho sebedisang ha ba se ka phaposing a borutelo.

Ngaka Erasmus a re: "Ka leano lena le letjha re amohela hore baithuti ke bona ba phehisi ba bohlok wahadi kgo-

long ya tshebeletso ya baahi (setjhaba) yunivesithing. Ka mokgwa o jwalo, re entse hore baithuti ba ikakgele ka setotswana mme dinyehelo tsa bona (dithuso) e le lelano le leng ho phethahatsa Leano lena la Tshebeletso ya Baahi.

Le hoja leano lena le na le diphetso tseo e leng tsa Ina, tse kang mathata a tsa ditjhelete le ho fana ka teboho ho basebetsi bakeng sa boikitlaetsi ba bona, re boemong bo bottle Yunivesithing ya Freistata hobane re fumana tshehetso e hlhang mae-mong ohle a tsa botsamaisi," Ngaka Erasmus o realo.

Sehlopha sa batho ba amehang, basebetsi le ditsebi tse ding kopanong ya tsa thuto ya tshebeletso ya baahi eo e neng e thakgola mosebetsi wa ho tadingwa hape ha leano lena.

Kry professionele finansiële advies.

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Gaan heen en sondig nie meer nie!

Morning! Dumela! Dagsê!

Op dese historiese dag van 18 Oktober is dit Bultjie se voorreg om te sê ek kom nou net uit die Institisionele Oudit uit en ek leef nog – soos vele van my kollegas. Ek skryf dit maar met hoofletters, want die UV het sowaar die oefening met hoofletters aangepak. Nou hoop ons net die verslag van die ouditgroep is positief. En as daar regstellings moet kom dan weet ons ten minste waar dit moet kom. So, gaan heen en sondig nie meer nie!

Nie soos my ondervinding met my motormechanic nie. Hulle maak mos 'n enjinkap oop en sê: "Okey. Start haar!" Jy skakel aan en hy skree onmiddellik "Stop haar!" As jy nie vinnig genoeg by die sleutel uitkom nie dan skree hy "Maak dood! Maak haar dood!" Dan fluit hy sulke kort influitjies soos 'n perd se pens as hy van draf tot stap oorgaan. (Waar kom daai geluid in 'n perd vandaan? Veekunde help!) In elk geval, dan reken die motortegnikus (Spesiaal vir prof. van Coller) "Ons sal haar moet oopmaak om te kyk. Sy's nie lekker nie". Dit weet jy in elk geval want jy't haar gebring omdat sy sulke snaakse geluide maak.

In jou onnoselheid vra jy of jy kan by wees as sy oopgemaak word. Die ou wys jou sy bord teen die garagemuur en vra jou met jou Ph.D. in watter veld ook al: "Kan jy lees?". Jy sê maar niks en lees die bord. Daar staan in rooi. WERKSTARIEF PER UUR NORMAAL – R280. Onder dit. AS JY KYK – R350 PER UUR. Onder dit. AS JY KYK EN RAADGEE R450 PER UUR. Dan verstaan jy dat raadgee oor die oopmaak van *haar* en enige kyke na die proses nie vir jou beskore is met jou Ph.D.-salaris nie en jy loop. Dan verstaan jy ook hoe swak jou rekeningkunde is, want jy kon nog nooit agt ure per motor aan agt verskillende motors per dag gewerk het nie. Jy sou daarmee per dag ook R17 920 kon verdien as niemand kyk nie. As die agt eienaars nog sou kyk en raadgee ook sou jy sekere R28 800 per dag kon

verdien na jy al agt oopgemaak het! En dit sluit nou nie die parte in nie!

Wat sê Bultjie nou eintlik vir julle? Wat die regering spandeer aan die oudit is *chicken feed* in vergelyking om hierdie *complicated* enjin van die UV *up and running* te hou. Anders as met die *mechanic* wat *haar* net weer toeklap as hy klaar is en sê: "Okay! Sy's nou weer reg en sy sal jou nou weer 'n paar jaar hou". Vra jy hom wat dan nou met *haar* verkeerd was, sug hy en steek sy John Rolf aan terwyl hy vir oulaas teen *haar bonnet* leun. "Dis 'n bietjie *complicated*. Haar *chain tensioners* en haar *belt lifters* was te pap en moes opgetel word en haar *timing* was sleg uit oorlat sy nie gereeld *getune* word nie en haar *carb se diaphram* was so te sê poer in sy..." "Dankie!" val jy hom in die rede. "Ek dink ek verstaan alles! Waar's jou rekening?"

Let us hope the audit tells in the same straightforward way what is fine

and what is wrong with our institution so we know where to tune and what to lift and when to service what. It's all part of the upkeep of our dear lady, Kovsies!

I think I'm in trouble. I was just now explaining to a friend on my cellphone what was wrong with my car when someone phoned on the university phone. I told the caller to hold a second while I finished on my cell. I really didn't know it was my dear wife overhearing the last part. "Ag man! Haar *chain tensioners* en haar *belt lifters* was te pap en moes opgetel word en haar *timing* was so sleg uit oorlat sy nie gereeld *getune* word nie en haar *carb se diaphram* was so te sê poer in sy..." Pleisters van huis tot huis!

Bultjie

Performance improvement policies focus of J.N. Boshoff Lecture



Mr Bobby Soobrayan, honorary professor in the Department of Public Management at the UFS, delivered the annual J.N. Boshoff Memorial Lecture on performance improvement policies and strategies in the South African public sector. Some of the guests attending the lecture were, from the left: Mr Lyndon du Plessis, lecturer at the UFS Department of Public Management, Prof. Tienie Crous, Dean: Faculty of Economic and Management Sciences at the UFS, Mr Soobrayan and Prof. Teuns Verschoor, Vice-Rector: Academic Operations.

Personnel visit koshuise op kampus

Die Departement Verblyfdienste het personeellede op 'n toer geneem om verskeie koshuise op kampus te besoek. Volgens mnr. Willie Mostert, Hoof van die afdeling Verblyfdienste, is hulle doel om aan besluitnemers eerstehandse inligting oor koshuise te gee sodat ingeligte besluite geneem kan word en ook om personeel in te lig sodat akkurate advies oor koshuise aan voornemende studente en ouers voorsien kan word.

Prof. Tienie Crous, Dekaan: Fakulteit Ekonomiese en Bestuurswetenskappe, wat ook een van hierdie toere meegemaak het, sê: "Dankie vir die geleentheid om meer oor die wêreld van UV-koshuise te wete te kom. Dit was 'n lekker ondervinding, en ek het dit baie geniet. Julle entoesiasme om ons studente in 'n aangename en uitstekende gehalte omgewing te huisves, is indrukwekkend."



Deel van die groep wat Abraham Fischer, Kestell, Khayalami en Emily Hobhouse besoek het, was van links: mev. Lillian Tshelo, Verblyfdienste, mnr. Willie Mostert, Hoof: Verblyfdienste, mnr. Billyboy Ramahlele, Direkteur: Diversiteit, en mnr. Archie Buys, bestuurder van Huis Abraham Fischer.

Boyden stimulates learners' interest in astronomy



The team from Eunice Primary won the Regional Final of the Astronomy Quiz 2006 that was funded, co-ordinated and managed by the South African Agency for Science and Technology Advancement (SAASTA). The quiz was presented at the Boyden Observatory, one of four centres in the country that launched this project. From the left are: Gemma Lynn Barkhuizen, Courtney Skinner, Hannah Christine Oglesby, Mirjon van Tonder; back: Ms Claire van der Merwe, teacher, Ms Mia Zeelie, teacher, and Ms Maureen Dale, Headmaster. The last three are teachers at Eunice Primary. The team won a Celestron Nextstar 60 SLT computerised telescope for their school.

Wetenskaplikes leer jongste oor diereteelt

Proff. Japie van Wyk, Frikkie Neser en mnr. Mike Fair van die Afdeling Diereteelt in die Departement Vee-, Wild- en Weidingkunde het die agtste vier-jaarlikse wereldkongres, "Genetics Applied to Livestock Production," in Belo Horizonte, Brasilië bygewoon. Hulle was gesamentlik by vyf kongresbydrae betrokke.

Uit 'n diereteelt-oogpunt word hierdie kongres as die belangrikste op die internasionale kalender beskou aangesien dit die platform is waar al die vooraanstaande diereteelt-wetenskaplikes hul nuwe idees, uitvindings, nuwe sagteware en navorsingsresultate bekend maak.

Hoogtepunte uit die besprekings het ingesluit die gebruik van molekulêre gereedskap en bio-informatika in seleksieprogramme, asook strategieë vir ekonomiese veeverbetering wat diereteling in ontwikkelende lande insluit.

UFS accepts new Community Service Policy

After approximately 18 months of hard work by the Chief Directorate: Community Service and its role players, a new Community Service Policy of the UFS will officially be launched on 21 November 2006.

Rev. Kiepie Jaftha, Chief Director: Community Service said: "The Chief Directorate: Community Service undertook to review the policy after three years. Since the approval of the first community service policy a number of developments in the area of community service and community service learning took place at the UFS as well as in the wider South African higher education sector. The changing governmental, educational and social environment in South Africa as well as growth in academic insights and methodologies necessitated the policy to be updated. The new policy will help to strengthen the already competitive national position of the UFS as far as community service learning and research is concerned. It will also clearly and academically articulate the stated aspiration of the UFS to become a truly engaged university."

He said: "To kick start the policy revision process a comprehensive community service learning seminar was held in May 2005. Role players, staff and other experts reviewed and updated the former policy. The process was driven by myself, Dr Mabel Erasmus, Senior Lecturer: Community Service Learning (Development and Implementation), and Mr Willem Ellis, independent consultant."

According to Dr Erasmus, the new policy has stronger links to other UFS policies and documents such as the Education Policy, the Quality Assurance Policy and the Assessment Policy. The policy also has a stronger link to the university's vision and mission statements as well as to its strategic priorities such as transformation. "It recognises the continuous challenge faced by the university in the field of pro-active transformation and the importance of responding to this challenge," Dr Erasmus said.

In terms of making a contribution to the development of the province and also the wider region, the policy acknowledges the challenge of operating in an African environment and undertakes to contextualise the UFS as an university of excellence in and for Afri-



The group of role players, staff and other experts at the community service learning seminar that was the kick start of the policy revision process.

ca. Some of the key sites for multidisciplinary engagement in the region are the MUCPP, Free State Rural Development Partnership Programme (FSRDPP), the Lengau Agric Centre, the Khula Xhariep Partnership, the Qwaqwa Campus of the UFS and the Boyden Observatory. These sites are central to the implementation of community service and the UFS will continue to support and engage with them.

Dr Erasmus said: "The advantages of these sites are that they create space where different disciplines can work together. At the Khula Xhariep Partnership site a holistic approach is followed when students from different disciplines like nursing, occupational therapy, physiotherapy, human nutrition, agriculture and social work are working together. The ideal is to maximise community and service sector participation and decision making. Therefore local government, other government departments, other higher education institutions as well as role players in the community are involved in this process.

"Doing community service not only equips students to make a difference in their local communities, but also, as seen in the Qwaqwa situation, gives the community the opportunity to become part of the education process," said Dr Erasmus. Mr Sibusiso Mtshali from the Department of Parasitology on the Qwaqwa Campus, who is doing very advanced research in the USA, also

applies his research in the Qwaqwa community. He and his students did research on the poultry and stock of some of the emerging farmers in the area. While doing their research the farmers in return shared their knowledge on treating diseases in poultry with the researchers, *inter alia* by using some kind of aloe plant.

During a recent workshop on indigenous knowledge at the UFS, Mr Robert Lentsoane from the Department of Plant Sciences on the Qwaqwa Campus heard from his colleague about the aloe plant and intends to conduct research on the uses of aloe plants as pointed out by the emerging farmers. Dr Elias Malete from the Department of African Languages on the Qwaqwa Campus also offered his expertise and wants to assist in developing terminology for better communication with the emerging farmers. In this relationship both the community and the university are benefiting. The community benefits from the assistance they are receiving from the students and the students are learning something that they can apply outside the classroom.

Dr Erasmus said: "With the new policy we are acknowledging that students are valuable contributors to the development of community service at the university. We therefore added student involvement and their contributions as another strategy in implementing the Community Service Policy."

See Sotho p.12

Conference focuses on positive institutional experience



The national student affairs and services conference was hosted by the UFS. Issues discussed at the conference, jointly organised by the National Association of Student Development Practitioners (NASDEV) and the South African Association of Senior Student Affairs Professionals (SAASSAP), focused on the enhancement of a positive institutional experience of students through quality student services, development and support. Some of the delegates attending the conference were, from the left: Ms Babalwa Ntabeni, Department of Education, Pretoria; Dr Choice Makhetha, Vice-Dean of Student Affairs and President of SAASSAP Central Region; Dr Edward Sedibe, Dean of Student Affairs at the Central University of Technology; and Mr Eric Sebodeki, President of NASDEV.

Drie van Bedryfsielkunde praat in Australië



Drie dosente van die Departement Bedryfsielkunde het referate gelewer by 'n internasionale kongres in Australië. Die tema van dié kongres was "Die toepaslikheid van opleiding in onderwys by tersiêre instellings". Van links, is: prof. Coen Bester, me. Estelle Boshoff en mnr. Lyle Markham.

Advertising school presents copy-writing workshop

Ms Claire Harrison, well-known copy writer and lecturer from the VEGA School of Brand Communication in Johannesburg, presented a workshop on copy writing on the Main Campus of the UFS in Bloemfontein. She was invited by the Department of Communication and Information Studies.

The workshop forms part of a greater partnership between this department and the Department of Afrikaans and Dutch, German and French to improve skills in the course. Other partners include the Department of Drama and Theatre Art, the graphic design school DCM and the national radio stations RSG and SAFM.

Taalpraktykafdeling geassesseer vir gehalteversekering

Die Taalpraktykafdeling van Afro-asiatiese Studie, Gebaretaal en Taalpraktyk het 'n eweknie-assesering ondergaan. Die assessorering is die eerste wat gegronde is op die nuwe prosedures vir gehalteversekering wat in die Fakulteit Geesteswetenskappe ingestel is. Dit is gebaseer op 'n selfevalueringsverslag deur die selfevalueringskomitee van die departement en sluit in onderhoude met alumni, werkgewers, voor- en nagraadse studente, rolspelers in die taalveld en die deurwerk van persoonlike en module-portefeuilles. Die proses eindig met 'n verslag van die eksterne assesseerders en die opstel van herstelplanne.

"Van die doelstellings is om ons nasionale profiel vas te stel en ook hoe ver ons internasionaal aanvaarbaar is," sê prof. Jackie Naude van die Departement Afro-asiatiese Studie, Gebaretaal en Taalpraktyk.

UFS helps rural women to become entrepreneurs



Involved in a small-scale household egg production project supported by the UFS and the Alexander Forbes Community Trust are, from the left: Ms Aletta Bob, Ms Khoboso Lehloenya, co-ordinator of the project from the Department of Animal and Wildlife and Grassland Sciences at the UFS, and Ms Merriam Aplane.

Three years ago the UFS set up a unique small-scale household egg-production project called Women in Agriculture in Thaba 'Nchu as a pilot project. The Department of Animal and Wildlife and Grassland Sciences at the UFS identified the project and did the initial research into the feasibility of setting up such a project.

The Alexander Forbes Community Trust decided to join forces with the university to create an enabling environment for rural women to become players in the private sector. Mr Donray Malabie, Head of the Alexander Forbes Community Trust officially launched the project.

The aim of the Women in Agriculture Project is to create jobs, provide food security and to help develop rural women into entrepreneurs. A total of 25 women based in Tabane Village in Thaba 'Nchu are the beneficiaries of the project.

Every woman in the group started with two small mobile cages that housed 12 hens each. The units are low in cost, and made of commercially available welded mesh and a metal frame. Now, each woman has four cages with 48 hens. The group manages to collectively produce 750 eggs daily. The eggs are sold to local businesses, including spaza shops and the women are using the income generated to look after their families and to further develop their business.

"A demonstration and training unit has been established at the Lengau Agricultural Development Centre and the women attended a short practical training course. Subsidies are provided for feeding, together with all the material and the lay hens necessary for the start of the business," said Ms Khoboso Lehloenya, co-ordinator of the project from the Department of Animal and Wildlife and Grassland Sciences at the UFS.

"The advantage of using lay hens is that they are resistant to diseases and the women will not need electric heating systems for the egg production," said Ms Lehloenya.

According to Ms Lehloenya, the women are already benefiting from their egg production businesses. "Some of them have used the profit to buy school uniforms and tracksuits for their children and others are now able to make a monthly contribution to their household expenses," said Ms Lehloenya.

The Alexander Forbes Trust contributed R191 000 towards the project aimed at expanding it to benefit 15 more women.

"We are in the process of recruiting an additional 15 women in Thaba 'Nchu who will be trained by the Lengau Agricultural Development Centre in order to replicate the model and extend its reach," said Ms Lehloenya.

Aanstellings

Prof. A.A. van Schalkwyk, as Departementeelle Voorsitter, Departement Musiek.

Prof. N.G.J. Viljoen, as Programdirekteur, Departement Musiek.

Dr. I. November, as Senior Lektor, Departement Filosofie en Beleidstudie in die Skool vir Opvoedkunde.

Prof. H. Hudson, as Departementeelle Voorsitter, Departement Politieke Wetenskap.

Dr. T. Coetzee, as waarnemende Programdirekteur, Regeerkunde en Politieke Transformasie.

Prof. S.W. Schoombie, as Programdirekteur in Wiskundige Wetenskappe.

Dr. G. Ayele, as Geaffilieerde Medeprofessor, Departement Landbou-ekonomies.

Dr. M. Myburg, as Voorgraadse Programdirekteur, Skool vir Verpleegkunde

Dr. H.J. van Wyk, as Senior Lektor/Hoofpatoloog en Hoof, Departement Chemiese Patologie.

Mnr. A.J. Jordaan, as direkteur, Sentrum vir Rampbestuur (DiMTEC).

Dr. R.B. van Buuren, as Medeprofessor en Hoof, Departement Ondernemingsbestuur.

Mev. L. Bruwer, as Senior Lektor, Departement, Rekeningkunde.

Bevorderings

Dr. P. le Roux, van Lektor tot Senior Lektor, Departement Arsitektuur.

Me. J. van Niekerk, van Lektor tot Senior Lektor, Departement Wiskunde en Toegepaste Wiskunde.

Dr. G.E. Visser, van Senior Lektor tot Medeprofessor, Departement Geografie.

Dr. J. Albertyn, van Senior Lektor tot Medeprofessor, Departement Mikrobiële, Biochemiese en Voedselbiotecnologie.

Prof. F.W.C. Neser van medeprofessor tot professor, Departement Vee-, Wild- en Weidingkunde.



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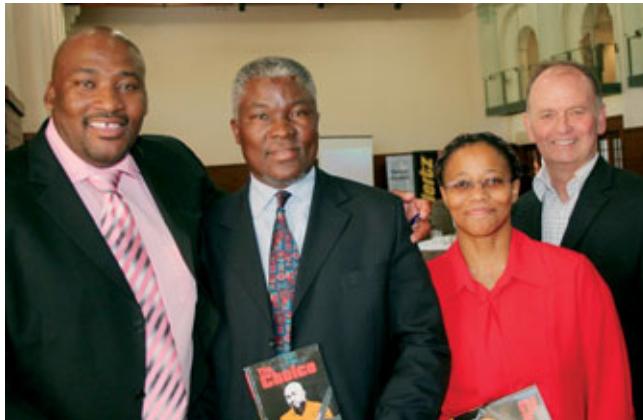
Menings wat in Dumela gelug word, weerspieël nie nooddwendig die van die redakteur, Afdeling: Strategiese Kommunikasie, of die UV nie.

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Gayton McKenzie addresses Alumni



Mr Gayton McKenzie, well-known motivational speaker and writer of the novel *The Choice*, addressed Alumni of the UFS on the Main Campus in Bloemfontein. From the left are: Mr McKenzie, Dr Ezekiel Moraka, Vice-Rector: Student Affairs, Dr Choice Makhetha, Vice-Dean: Student Affairs, and Dr Ivan van Rooyen, Director of UFS Marketing.

Personnel optimaliseer leerervaringe



Die afdeling Personeelontwikkeling in samewerking met die Grow Our Own Timber-program het 'n werkswinkel om akademiese leerervaringe in hoër onderwys te optimaliseer, aangebied. By die werkswinkel was, van links: mnr. Deon du Plessis, Departement Rekenaarwetenskappe, prof. Johnny Hay van die Kantoor van die Registrateur: Strategiese Beplanning en aanbieder van die werkswinkel, me. Christolene Saaiman, Departement Fisioterapie van die Grow Our Own Timber-program, en me. Clidean Swiegelaar, programassistent by die Sentrum vir Hoëronderwysstudies en Ontwikkeling.