



June 2007 - 4

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

## Another step taken towards best labour practices

The university took another step towards best labour practices when it approved amendments to the Employment Policy. These amendments related specifically to the appointment of contract employees and the conditions of service for such employees on all the UFS campuses. It brings clarity with regard to contract appointments at the UFS.

Mr Lourens Geyer, Director: Human Resources, says: "To make the necessary adjustments for a more modern policy, management approved short-term contract appointments whereby who will work on a continuous basis for six months or less can be appointed without following the employment procedure (for instance, advertisement, interviews). If the contract must be renewed after six months, the position must be advertised and the employment procedure must be followed. For contract appointments of longer than six months the employment procedure must be followed."

Management also approved recommendations on paying benefits. It is not compulsory to pay benefits (e.g. medical allowance, pension/provident fund, group-life insurance, spouse insurance, bonus/13th cheque and housing allowance) to persons appointed on contracts of one year or less. If a contract is longer than one year or if an one-year contract



A graphical impression of the new computer centre for about 815 computers. This centre will be situated next to the UFS Sasol Library, and will have various state-of-the-art computer laboratories. Read more about the centre on p3.

### Rektor weer aangestel

Die Raad van die UV het eenparig besluit om die termyn van prof. Frederick Fourie, Rektor en Visekanselier van die UV, vir 'n verdere vyf jaar te verleng.

Prof. Fourie is op 1 Januarie 2003 in hierdie hoedanigheid aangestel en

die verlenging van sy vyfjaarttermyn as Rektor en Visekanselier van die UV neem op 1 Januarie 2008 'n aanvang.

"Prof. Fourie het in die loop van sy eerste termyn duidelik getoon dat hy oor die bevoegdhede en vermoëns beskik om die onlangse sterk groefase

Another step... continues on p2.

Rektor... vervolg op p2

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# Dimtec receives bursaries of R1,1

The Disaster Management Training and Education Centre (DiMTEC) at the UFS received bursaries to the value of R1,1-million from the Departments of Science and Technology, Water Affairs and Forestry and Local Government for its masters programme in Disaster Management. The Council for Scientific and Industrial Research (CSIR) will administer the funds.

Twenty-six of the 70 students who are registered for the programme are from foreign countries. Fifteen students have already received bursaries from the fund.

The partnership between the university, the three government departments and the CSIR will contribute to the success of the programme. There are also a number of academic personnel from other departments that contribute their expertise to provide students with the best training.

Another step... from p1.

is renewed, the payment of benefits becomes mandatory. The employee has the option of receiving the benefits in cash whilst on a contract appointment. After three years of continuous service on a contract appointment, the appointment becomes permanent. However, if the employment procedure was not followed during the appointment it must be followed before the appointment can become permanent.

"When staff members are paid from "external (outside) funds" the university is not the legal employer and therefore cannot prescribe the employment procedure and conditions of service of these staff members. In this instance a standard employment contract to ensure that the appointments should meet the minimum requirements of the labour legislation will be drawn up."

For new appointments these approved recommendations are effective immediately. "The university must still look at the affordability of phasing in the approved recommendations for people on existing contracts. Practically this group of employees will get a permanent appointment, but not with the benefits of a permanent post. These will be negotiated with the unions. It is a process that will take



Attending the launch of the bursary fund were, from the left: Mr Chris Swiegers, Department of Water Affairs and Forestry, Mr Lance Williams, Head of the National Disaster Management Centre, Prof. Magda Fourie, Vice-Rector: Academic Planning, Ms Ramadolela Lindelani, M.Sc. student, and Mr Andries Jordaan, Director of DiMTEC.

Rektor... vanaf p1.

time," Prof. Niel Viljoen, Chief Director: Operations says.

Mr Geyer says: "Contract appointments could include a contract employee performing a specific task or project for the employer, performing certain duties for the employer for a specific period of time or completing a specific programme of training and development. Employees fulfilling these tasks are regarded as employees on fixed-term contracts. Based on his operational requirements the employer should determine the necessity, need and duration of the contract employment by conducting a thorough job analysis. It is also important that the employer consider the advantages and disadvantages before he appoints somebody on a fixed-term contract."

He says: "The amendments to the policy are the result of a process of the past few years, and include the input and support of the Executive Management and the unions."

"Although the recommendation is that benefits should be phased in, this does not exclude a contract employee from being appointed permanently with 100% benefits, or any person from being appointed on contract with 100% benefits, if the faculty/department can afford to cover such costs," Mr Geyer said.

See Sesotho on p11.

van die UV te bestuur en die UV tot 'n moderne universiteit uit te bou," het regter Faan Hancke, Voorsitter van die UV-Raad gesê.

"Sy verbintenis tot gehalte, integriteit, geregtigheid, nie-rassisme en nie-seksisme is eienskappe wat van belang is vir die aanspraak van die strategiese doelwitte en prioriteite van die UV," het regter Hancke gesê.

Volgens regter Hancke het prof. Fourie se konfrontering van en verbintenis tot twee van die belangrikste uitdagings vir die UV ook 'n rol gespeel in die Raad se besluit om sy termyn te verleng. Hierdie uitdagings is as volg:

- Die institusionele manifes van die UV as sleutel tot suksesvolle, hoëgehalte transformasie en sosiale robuustheid in die konteks van diversiteit; en
- Die strategiese klusters as sleutel tot 'n wêreldklasnavorsings- en -onderrigprofiel, akademiese gehalte en robuustheid.

Die volgende persone se kontrak-aanstellings is ook hernoed:

- Prof. Frans Swanepoel, Direkteur: Navorsingsontwikkeling
- Mn. Anton Fisher, Direkteur: Strategiese Kommunikasie
- Mn. Clemence Namponya, Direkteur: Biblioteek- en Inligtingsdiens

# UFS to build new computer centre

The first sod of a new computer centre for about 815 computers was turned on the Main Campus of the UFS in Bloemfontein. The computer centre, which will be built west of the UFS Sasol Library, will have various state-of-the-art computer laboratories. This is the first new building to be built on the Main Campus since the student centre, Thakaneng Bridge, and will be erected at a total cost of R19-million.

"The computer centre is an important addition to our strategy to promote e-learning and is a sign of the new era of blended learning which students are now practicing," said Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, during the sod-turning ceremony.

According to Prof. Fourie the centre will address students' need for computers. "All our students do not have a computer to assist them with their studies. The centre will empower them to complete their studies successfully and will provide them with the opportunity to conduct research in an academic environment," he said.

"Various laboratories for group work, as well as laboratories where students can work in a quiet environment on individual assignments will be established. Rooms for classes where a computer is a prerequisite for students as well as rooms for examinations, tests and practical sessions will be provided," said Prof. Fourie.



A computer centre will be erected in a joint venture between Ströhfeldt Construction Group and Sikeyi Construction, a black empowerment company. At the sod-turning ceremony were, from the left: Mr Abraham Makhalanyane, Director of Sikeyi Construction, Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, and Mr Johann Ströhfeldt, Director of Ströhfeldt Construction Group.

Rooms with programmes for open learning will also be established. Subject specific software will be installed in certain rooms to enable students to obtain a good knowledge of the subject fields. The computer centre, which will be open seven days a week, will also be at the

disposal of UFS staff. "I am looking forward to this development on the Main Campus. It will be a thrill to see more than 800 students studying in the computer laboratories," said Prof. Fourie.

The expected completion date of the computer centre is May 2008.



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# Actuarial Science student receives bursary



Michael Hill, a UFS honours student in Actuarial Science, has been awarded a R30 000 bursary by PPS Insurance. The bursary recognises overall excellence by tertiary students in South Africa and is awarded only once a year to a deserving student. Attending the award ceremony were, from the left: Mr Kobus Bekker, Programme Director: Actuarial Science, Mr Barry Pretorius, Area Sales Manager: PPS, Mr Hill, and Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences.

## Computer lab open on Qwaqwa Campus

The new computer laboratory at the UFS Qwaqwa Campus has started operating. The Dell Foundation donated computers to the value of R2 million to the university. The computers were distributed to a newly established laboratory at the Qwaqwa Campus and a laboratory at the Faculty of Health Sciences on the Main Campus.

Fifty seven of the computers donated by the Dell Foundation were delivered on the Qwaqwa Campus. These computers are used by both staff and students.

## Werkswinkel oor dierreproduksie gehou

Die Departement Vee-, Wild- en Weidingkunde aan die UV het 'n werkswinkel oor dierreproduksiestrategieë vir die winter en komende somer aangebied. Onderwerpe soos weidingsstoestande tot in die komende somer, strategieë vir diergevoeding en produksie, hoe dierereproduksie en -gesondheid beïnvloed word en risikobestuur is bespreek.

## Die reg om te bestaan

### Prof. Pieter Verster van die Departement Sendingwetenskap, skryf:

Die vraag of die Universiteit van die Vrystaat steeds 'n Christelike etos moet na-streef en op 'n Christelike grondslag moet staan; of dit steeds Afrikaans as volwaardige parallelmediumtaal moet erken en of dit ook simbole en gebruikte moet erken wat uit die universiteit se historiese ontwikkeling kom, is van uiterste belang. Daar is immers verskeie stemme wat opgaan wat hierdie sake wil misken. Die reg om te bestaan is egter 'n onvervreibare reg wat slegs met tragiese gevolge ontken kan word.

'n Christelike grondslag kan om die volgende redes gehandhaaf word: Dit is 'n Bybelse reg wat nie sondermeer prysgegee kan word nie. Daar is 'n historiese reg ingebied in

die handhawing van die Christelike grondslag. Die universiteit het inderdaad hierdie reg vir dekades verskans, deur die erkenning van 'n diep Christelike etos (*In Deo Sapientiae Lux*). Blote neutraliteit bestaan nie en is 'n bepaalde keuse wat inderdaad dui op 'n filosofiese verskuiwing wat nie aanvaar kan word nie. Godsdiensvryheid in die grondwet waarborg die reg van Christene om ook hulle geloof uit te leef – waarom nie ook in 'n bepaalde keuse by 'n bepaalde instelling nie?

Die behoud van Afrikaans is ook 'n grondwetlike reg wat saamhang met die reg om te bestaan. Afrikaans is ontwikkeld tot volwaardige wetenskapstaal. Afrikaans was vir dekades die voertaal van die universiteit. Afrikaans is nie eksklusief nie, maar die reg om hierdie taal steeds uit te bou hang saam met die reg van talle studente en dosente om te bestaan. As gevinstede regte van 'n taal ontneem word, word 'n mens se

bestaan inderdaad bedreig, die reg om net te wees wat jy is.

Die laaste saak is simbole en tradisies. Jool, koshuislewe en historiese simbole kan nie sondermeer uitgesonder word as iets wat moet verdwyn omdat dit onaanvaarbaar is nie. Om te groei na groter eenheid op die kampus moet ons huis mekaar respekteer – ook vir gebruikte en gewoontes wat dalk meer voorkom binne bepaalde groepe as by ander. Kultuur, die liefde vir die eie, die universiteitskultuur van dekades is nie sondermeer onaanvaarbaar nie. Dit is weer eens die reg om te wees, om te bestaan wat hier bedreig word.

Alleen met respek vir mekaar en erkenning van die bydraes van groepe tot die universiteit se uitnemendheid kan ons verder voortgaan om ook vanuit die goeie van die verlede die universiteit uit te bou tot 'n diverse, maar lojale gemeenskap.

# Uit die kantoor van Interne Oudit

In hierdie uitgawe van *Dumela* bespreek mnr. Gert van den Berg, die direkteur van Interne Oudit, die sleutelpunte om te oorweeg ten opsigte van die identifisering van risiko's.

Volgens mnr. Van den Berg kan risiko's die universiteit se vermoë beïnvloed om suksesvol mee te ding en te oorleef in sy veld, om finansieel en nie-finansieel sterk te bly, om 'n positiewe beeld te bly handhaaf, en om voortdurend voldoende gehalte onderrig, navorsing, dienste en mense te lewer.

Mnr. Van den Berg sê: "Risiko's kan verhoed dat doelwitte bereik word. Om risiko's te kan identifiseer, moet elke departement/sentrum/eenheid/afdeling die volgende vrae:

- Wat kan verkeerd gaan?
- Hoe kan ons misluk?
- Wat moet reggemaak word om sukses te behaal?
- Waar is ons kwesbaar?
- Watter bates (ook fondse) moet ons beskerm?
- Hoe kan iemand van ons departement steel?

- Hoe kan iemand ons aktiwiteite versteur?
- Hoe kan ons weet of ons die doelwitte bereik?
- Op watter inligting steun ons?
- Op wat word die meeste geld gespan-deer?
- Hoe faktureer en vorder ons inkomste in?
- Watter besluite verg die meeste oordeel?
- Watter komplekse aktiwiteite is daar?
- Watter aktiwiteite word gekontroleer?
- Wat is ons grootste wetlike blootstelling?

Elke besigheid of instelling kry op verskillende vlakke met risiko te doen. Risiko's het ook die potensiaal om op verskillende areas in die werksomge-wing op te duik.

Mnr. Van den Berg versoek dat personeel op die volgende transaksietipes en ander aktiwiteite wat 'n hoë vlak van risiko inhou, let:

- Kontantontvangste (soos kontant, elektroniese ontvangste in gevalle van kort kursusse, fotostaatgeld, geskenke,

donasies, navorsingsfondse, spesiale projekte).

- Betalings aan konsultante en ander dienste.
- Salarisse en ad hoc-vergoeding (spookwerknelmers en ander onge-rymdhede).
- Reis-, verblyf- en onthaalkoste.
- Telefoon-/ selffoonkoste.
- Betalings aan nie-leweransiers (fiktieve aankope).
- Aankope en betaling van leveransiers.
- Beheer en verskuiwing van bates.
- Sagteware-lisensies.
- Intellekuele eiendom.
- Vertroulike inligting.
- Skenkings (nakoming van ooreen-komste en waak teen oorbesteding).
- Beheer oor punte (toets- en eksamen-vraestelle/punte, eksamens, toekenning van grade/diplomas).
- Sekuriteit (rekenaars, geboue, bates, kontant).
- Wetlike aspekte (soos beroepsveilig-heid, BTW, inkomstebelasting, basiese diensvoorraarde).

Lees meer in die volgende uitgawe oor risikobeoordeling.

## UFS hosts Directors Forum of IEASA



The UFS recently hosted the Directors Forum of the International Educators' Association of South Africa (IEASA). The forum provides strategic recommendations and support to IEASA, which serves as a strategic support mechanism for Higher Education South Africa (HESA). It consists of all the heads of internationalisation of South African higher-education institutions and was established in 1997 for universities and universities of technology to respond to international educational trends. Attending the forum were delegates from the Universities of the Free State, Cape Town, Fort Hare, Limpopo, UNISA, Western Cape and Cape Peninsula University of Technology.

# Qwaqwa Campus celebrates 25 years

The Qwaqwa Campus of the UFS is celebrating its 25th birthday this year. Several activities and events are planned to make this an unforgettable year.

According to Mr Stoffel Kok, head librarian on the campus and project leader of the Jubilee event, people will have the opportunity to purchase a special Basotho blanket with emblems of both the Universities of the North and the Free State, which was especially designed and made for this event. A sample of this blanket is available for viewing in the office of Dr Elias Malete, the Acting Campus Head. "You are urged to make use of this opportunity to place your orders as there may not be a second opportunity to obtain such a blanket," said Mr Kok.

As part of the celebrations an honorary degree was awarded to the writer David Maphalla during the autumn graduation ceremony. "I wish to thank staff members who have submitted nominations for this prestigious award," said Mr Kok.

Another highlight in the planned activities will be the awarding of medals during a special gala dinner to be held on Friday, 1 September 2007. The jubilee committee plans to award these medals to deserving staff and community members who have contributed to the growth



Dr. Elias Malete, Acting Campus Principal, with one of the special Basotho blankets that can be purchased as part of the Jubilee celebrations.

and development of the Qwaqwa Campus. Staff members are invited to support this action. The necessary guidelines for the nominations were already communicated to staff.

Approximately 500 staff members, alumni and special guests will be invited

to the gala event. Due to this limit it will be a case of "first come first served".

The jubilee committee is also planning a function for the students on 15 September 2007. More information will be communicated later.

Other plans to celebrate this important event on the calendar include a special jubilee letterhead. All departments and sections on the Qwaqwa Campus are requested to order at least a ream of these letterheads. There will also be a similar special envelope available.

Mr Kok said: "Other items that will be sold include clothing items commemorating this event. These will be available and are in an advanced stage of realisation."

For those who would like to read about the history of the campus and the celebrations in 2007, Prof. Robert Moffett is in the process of writing a special jubilee publication. The publication will be available late 2007.

Staff members can contact Mr Kok, Project Leader, Prof. Willie van Zyl, Assistant to the Campus Principal, or Ms Jabu Majozzi, Communication Officer, for more information on the planned events. Mr Kok also invites staff to submit to him any other ideas on activities which could form part of the festivities.

## Fasegidse word oorhandig

Die hersiene kurrikulum van die vyfjarige M.B.Ch.B.-graadkursus vir mediese studente in die Fakulteit Gesondheidswetenskappe is vanjaar geïmplementeer. Dié kursus word reeds sedert 2000 aangebied.

In 2004 is begin om die bestaande kurrikulum te hersien om by internasionale verwikkelinge aan te pas. Om akademiese en administratiewe reëlings vir studente uit te spel, is vir elke fase van die kurrikulum 'n gidsdokument saamgestel.

Die projek om gidsdokumente vir Fases I en II saam te stel het in Augustus 2006 begin. Meer as 100 kliniese en nie-kliniese personeellede wat gedurende die eerste drie studiejare vir mediese studente klasgee, was by die projek betrokke.



By die bekendstelling van die gidsdokument was, van links, voor: dr. Brenda de Klerk, voorsitter van Fase I en lektor by Departement Gemeenskapsgesondheid, prof. Elsa de Wet, voorsitter van Fase II en verbonde aan die Departement Basiese Mediese Wetenskappe, prof. Laurika van der Westhuizen, programdirekteur by die Skool vir Geneeskunde; agter: prof. Gert van Zyl, Hoof van die Skool vir Geneeskunde, en dr. Hennie Geyer, ook 'n voorsitter van Fase II en senior lektor by die Departement Basiese Mediese Wetenskappe.

## Afrikaans course now on CD-rom

The Department of Afrikaans and Dutch, German and French has been presenting Afrikaans as a foreign language informally to small groups for more than ten years and supplemented it now with a CD. Aspects of normal life such as the eating culture, modern Afrikaans music and joke telling based on word play, are all part of the themes used to learn the grammar structure and to acquire the necessary vocabulary and pronunciation in the newly designed web-based multimedia course.

Prof. Angelique van Niekerk, Associate Professor in the Department of Afrikaans and Dutch, German and French, said: "Mostly it is people, who cannot attend a specific class on a specific day and time because of responsibilities at home or at work, who are interested in this CD-rom course which enables them to prepare and learn at their own pace in their own homes. Contact time of two hours per week will be based on the themes and grammar covered on the CD. Other students in the class are international students, who are studying at the UFS for a shorter period of time, who want to take on the challenge of studying another language."

Learning a foreign language is time intensive and contact with the language you want to learn is very important. It was therefore relevant to find a way to replace missed classes and to enhance self study even in a language acquisition course. Gaps in the existing courses were identified and addressed in the new CD-rom course.

## Qwaqwa Campus holds alumni function

The UFS Qwaqwa Campus recently held an alumni function as part of its 25th anniversary celebrations that will unfold until September 2007. The function was attended by graduandi from the time before and after the incorporation of the campus into the UFS.

Dr Elias Malete, Acting Campus Principal, said: "The alumni have a crucial role to play in the advancement of the institution. This we say with pride and confidence because they have experienced our service, tried and tested it in the corporate world and they are now well positioned to give us feedback on our strengths and all areas that will require improvement."

Prof. van Niekerk registered the project: *Acquisitioning Afrikaans to support multi-linguism and multi-culturality*, with funding from the Faculty of The Humanities. In the project two courses were developed, *Acquisitioning Afrikaans for foreign language speakers* and *Afrikaans competence for foreign and third language speakers*.

The course design makes provision for a basic non accredited short course with 14 hours of contact time with a facilitator where all the basic grammar construction types of Afrikaans are attended to as well as a continuous focus on comprehension and vocabulary. The course is facilitated in English and all explanations and information giving are also conducted in English.

In the second UFS short course (accredited) for people with a limited knowledge of Afrikaans as spoken language, all the text is also conveyed in English. In both courses they made provision for self control and monitoring with the help of different design click options in the multimedia course.

A wide variety of modern and popular Afrikaans music and lyrics, poems, etc. is also included in each theme.

People interested in the course can contact Ms Riana de Beer, research assistant, Prof. Van Niekerk, the project leader, or Ms Ida Meiring, one of the course presenters, at 401 3486/ 2339/ 2816 or e-mail [vnieka.hum@ufs.ac.za](mailto:vnieka.hum@ufs.ac.za), [/debeerr.hum@ufs.ac.za](mailto:/debeerr.hum@ufs.ac.za), [meiringi.hum@ufs.ac.za](mailto:meiringi.hum@ufs.ac.za).

## Suid-Koreaan kry doktorsgraad aan die UV

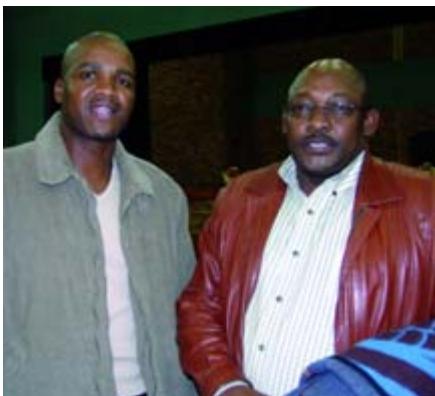
D r. Hee-Young Lee het in April die eerste Suid-Koreaanse student geword wat sy doktorsgraad aan die Departement Ekklesiologie verwerf het. Dr. Lee het die welbekende Suid-Afrikaanse teoloog ds. Andrew Murray nagevors. Ds. Murray se teologie het reeds vroeg in die Suid-Koreaanse kerk se geskiedenis 'n impak gehad. Dr. Lee is 'n assistent-pastoor in 'n Presbiteriaanse gemeente in Korea en doseer ook deeltyd in kerkgeskiedenis aan die Baesuk Teologiese Seminarium in Seoul.

## Qwaqwa Campus SRC inaugurated

T he UFS Qwaqwa Campus recently inaugurated its Student Representative Council (SRC) for 2007/08. During the inauguration ceremony Dr Elias Malete, Acting Principal of the campus, presented the new SRC President, Ms Nelly Mokoena, with a Basotho Letlama blanket as a symbol of unity and strong leadership. The ceremony was also attended by SRC members from the Maluti Further Education and Training College in Qwaqwa.

## Akademikus word vereer met Stalsprys

D ie Suid-Afrikaanse Akademie vir Wetenskap en Kuns het die Stalsprys vir Ekonomiese en Bestuurswetenskappe aan prof. Dave Lubbe van die Sentrum vir Rekeningkunde aan die UV toegeken. Hy is die eerste geoktrooierde rekenmeester aan wie dié gesogte prys toegeken word. Die eerste Afrikaanse handboek in ouditkunde het ook uit sy pen verskyn en hy was ook die eerste persoon in Suid-Afrika wat 'n doktorsgraad in ouditkunde verwerf het.



Attending the function were, from the left: Mr Skhalo Malinga, former president of the Student Representative Council, and Dr Elias Malete, Acting Campus Principal.

# Super computer receives upgrade

A delegation from the UFS, comprising of Mr Sakkie Janse van Rensburg, Director: Computer Services, Prof. Neil Heideman, Vice-Dean, Faculty of Natural and Agricultural Sciences and Mr Albert van Eck, Network Administrator at Computer Services, attended the launch of the Centre for High Performance Computing (CHPC), which was held in Cape Town. The CHPC is hosted by the Council for Scientific and Industrial Research (CSIR) at their offices in Cape Town and managed by the Meraka Institute of the CSIR.

Mr Mosibudi Mangena, the Minister of Science and Technology, said: "The CHPC will provide high-end computing and computing expertise for research across a variety of disciplines in South Africa. Government hoped this high-performance computing would have a 'positive social impact', particularly on research on major infectious diseases such as HIV, AIDS and TB, and on promoting advanced manufacturing technology."

The UFS is also part of the CHPC initiative. Mr. Janse van Rensburg said: "The university was one of the first tertiary institutions to avail a super computer to its faculties for research."

Last year Mr van Eck built the super computer, which could be compared with the performance of sixty two standard desktop personal computers. The university is upgrading this computer with the assistance of the Faculty of Natural and Agricultural Sciences, and the Department of Chemistry. The upgraded computer will perform better than the first super computer that was

built, as it now has more than one hundred processors. The current system already does complex calculations in minutes that would have taken days. The new system will enable researchers at the UFS to further extend their research and will deliver results in even a shorter time.

This computer will also be available to researchers in other departments.



Prof. Neil Heideman, Vice-Dean, Faculty of Natural and Agricultural Sciences, and Mr Albert van Eck, System Programmer at Computer Services, attended the launch of the Centre for High Performance Computing (CHPC).

## Two from UFS help to audit UP

Prof. Letticia Moja, Dean of the Faculty of Health Sciences, and Dr Choice Makhetha, Deputy Dean: Student Affairs, were appointed as auditors on the Higher Education Quality Committee (HEQC) team for the University of Pretoria (UP) Institutional Audit.

This task included several sessions preparing for the audit, reading piles of materials such as the self-evaluation report the institution prepared, a number of visits to satellite campuses of the UP, the audit itself and writing a report on the findings.

Dr Makhetha said: "I had an opportunity to work with experts, highly rated by the National Research Foundation. If I were to be requested

to be part of such a panel again, I would definitely do it. It makes one feel excited about higher education and reminds one of one's purpose and commitment to

quality assurance in every aspect of a university, especially the core business of teaching and learning, research and community engagement."



Dr Choice Makhetha.



Prof. Letticia Moja.

# Time out with...



## 'First friend raise then fund raise'



*Ms Cathy Castagno.*

"I would like to know that I have counted for something, that I made a difference," said Ms Cathy Castagno. She is the Head of the Corporate Liaison Office of the UFS in Parktown Johannesburg. This marketer and fundraiser is passionate about her work.

"I believe it necessary to be passionate about your work, especially in this line of work. Fundraising in the Johannesburg corporate environment is not for the faint hearted," she said. Ms Castagno believes that she is part of a team that will not shrink back to the challenges of the Johannesburg corporate world. "I work with a fantastic team of people," she said. Fifteen years ago she established the Corporate Liaison Office in Johannesburg. This all-women office comprises of Ms Castagno, Karin Serfontein, Manager: Marketing, Dikeledi Matshitala, Marketer, and Jackie Moodley, Secretary.

Before she was appointed at the university, Ms Castagno worked in the textile industry for 20 years, doing public relations. Many big functions later, including the popular textile fare that is held in Cape Town every year, she started working at the university.

"Because of our line of work, we often get the opportunity to meet different people from different cultures and races. I am very thankful towards the university for this opportunity. Our

great focus is to, at all times, be professional and to treat the people that we deal with with respect and to let them feel important, but to be genuine about it. However, it is as important to build friendships with these people, hence our motto: "First friend raise then fund raise".

Ms Castagno said: "We were wonderfully received by almost ninety nine percent of the companies we approached for funding. I will never forget the meeting with Mr Pieter Cox, former CEO of Sasol. He donated the funds for the Centenary History book. When I stepped into his office he asked me what I need for the project. I did not have to ask him. I believe this kind of success comes from strong relationships with the people you deal with on a day to day basis. It is also important to do your homework before you visit a company. Ms Adele van Aswegen from UFS Marketing on the Bloemfontein Campus assists us in this task."

To place the UFS on the corporate radar, the team in Johannesburg annually sees approximately 800 companies on a personal level and conducts 65 functions to thank companies for their investments and donations. This office has managed to bring in millions of rands for a number of projects at the university. Some of the projects on the campus that received funding include Prof. Robbie Dennis's Itjoriseng teacher upgrading

project at the Department of Chemistry, some of Dr Matie Hoffman's Boyden projects, Ms Lorraine Botha's Research Institute for Education Planning (RIEP) Science for the future project, Prof. Jo van As's Botswana project, and Dr André Venter's Paediatric Academic Children's Trust.

"We also assisted the UFS in other ways such as making appointments with companies for the departments to submit their projects. The campus tours, bringing members of the corporate sector to the campus, can also be mentioned," she said.

For initiatives like the above and for establishing a professional fund-raising function and professional image of the UFS in the business sector, particularly in Johannesburg, Ms Castagno was awarded a centenary medal during the centenary celebrations in 2004. She says it is good to be acknowledged for hard work. Other highlights in her career will definitely include the times when she worked with Harold Verster and Jerry Brynard in the then UFS Foundation. These times bring back good memories.

Ms Castagno is a committed Christian who loves to read edifying and motivational Christian books. She would not say no to a good detective story. "Our work sometimes requires some detective skills," she laughs. She is married to a complex Italian, and is the mother of three sons and six grandchildren. For relaxation she enjoys a good movie. She also finds time to do work in the community.

Whether it is work related or personal, Ms Castagno does manage to make a difference in the lives of many people. This is also her greatest reward in life. She said: "The greatest reward is when we visit a place and see that the money we collected made a difference in people's lives."

# Qwaqwa Autumn graduation 07



Dr David Maphalla receiving his honorary doctorate from Dr Franklin Sonn, Chancellor of the UFS.



Mr Zed Msimanga, Lecturer, Department of English and Classical Languages, Dr George Samiselo, Senior Lecturer, Department of English and Classical Languages, and Mr Alex Adjei, Lecturer, Department of Geography.



Ms Karen de Villiers and Mr Andrew Malebo, both from the Department of Psychology.



Mohau Buthelezi, student who completed his B.A., Xolani Mbele, third-year B.A. student, Motsoeneng Moiloel student who completed his B.A., and Mr Oupa Mabizela, third-year B.A. degree student.

# Mohato o mong mabapi le melao ya basebetsi

**M**onghadi Lourens Geyer, e leng molaodi lefapheng la tsa basebetsi, o re molao ona ha se tokomane e sekametseng hlakoreng le le leng. O re diphethoho tse entsweng molaong ona ke ditlamorao tsa mosebetsi wa dilemo tse mmalwa tse fetileng, ho kenyaletswa le seabo le tshehetso ya bolaodi ba phethahatso (Executive Management) le mekgatlo e mmedi ya basebetsi, Nehawu le UVPERSON. Diphethoho tsena di boetse tsa tsebisa bolaodi ba lekala la Qwaqwa la yunivesithi.

Ho etsa diphethoho tse hlokahlang bakeng sa molao wa sejwale-jwale, bolaodi bo tjhaelletse monwana dikontraka tsa nako e itseng feela, moo basebetsi ba tla sebetsa dikgwedi tse tsheletseng kapa ka tlase ho moo ba ka hirwang ntle le ho latela metjha ya khilo (jwaloka ka ho bapatsa sekgeo sa mosebetsi le ho tshwara dipuisano le mosebetsi). Ebang kontraka e tlamahile ho ntjhafatswa kamora dikgwedi tse tsheletseng, sekgeo sa mose-

betsi se tlamehile ho bapatswa mme ho tlamehile ho latela metjha ya khilo. Bakeng sa khilo ka dikontraka ya nako e fetang dikgwedi tse tsheletseng, metjha ya khilo e tlamehile ho latela.

Tshisinyo ya hore ha se setlamo hore basebetsi ba dikontraka tsa selemo kapa ka tlase ho moo ba lefellwe ntho tse kang menyetla ya kalafo, letlolo la penshene/ provident, inshorensen ya bophelo, inshorensen ya molekane, bonase/ 13th cheque le ntlo; le yona e ile ya tjhaellwa monwana. Ebang kontraka e feta selemo kapa ebang kontraka ya selemo e ntjhafatswa, ho lefshwa ha menyetla eo ya tshebetso ke setlamo. Mosebetsi o na le kgetho ya ho fumana tjhelete bakeng sa menyetla eo ha a ntse a sebetsa ka kontraka. Kamora dilemo tse tharo tsa tshebetso e felletseng ya kontraka, mosebetsi o tlameha ho hirelwaa sa ruri. Leha ho le jwalo, ebang ho sa latela metjha ya khilo tlasa mabaka a itseng, metjha eo e tlamehile ho latela pele a hirwa sa ruri.

Ditshisinyo tsena tse tjhaelletsweng monwana di kena tshebetsong ka pele bakeng sa khilo ya basebetsi ba batjha. Moprosesara Niel Viljoen, e leng molaodi e moholo wa lefapha la dit-shebelesto la yunivesithi, o re yunivesithi e tlamehile ho lekola tsela ya ho kenya ditshisinyo tsena tshebetsong bakeng sa batho ba sebetsang ka dikontraka hajwale. O re basebetsi bana ba tla hirwa sa ruri empa ntle le menyetla e tsamaellanang le dikgeo tse jwalo. O re sena se tla tshohlwa le mekgatlo ya basebetsi. O re ke ntho e tla nka nako e telele.

Monghadi Geyer o re leha tshisinyo e le hore menyetla e kenywe tshebetsong ka mekgahlelo, sena ha se thibele hore mosebetsi wa kontraka a hirwe sa ruri ka menyetla e felletseng, kapa a hirwe ka kontraka ka menyetla e felletseng, ebang lekala kapa lefapha le kgona ho lefa ditjeo tseo.

## Qwaqwa staff are protected by law, says rector

**D**uring his recent visit to the Qwaqwa Campus, Prof. Frederick Fourie, the Rector and Vice-Chancellor of the UFS, reminded Qwaqwa staff of their status as employees of the UFS and the rights and protection they enjoy under South Africa's labour legislation.

"You are staff members of this university. We will deal with our staff fairly, legally and also humanely. You are protected by law and by our commitment to you," Prof. Fourie said. He was addressing staff concerns about the future use of the Qwaqwa Campus pending a decision by the Minister of Education on the optimal use of the campus in the future.

In order to make the Qwaqwa Campus financially viable and sustainable in the long term, proposals on the use of the campus were submitted to the Minister of Education more than a year ago. However the Minister has still not responded to the proposals which were workshopped by representatives of all three campuses.

According to Prof. Fourie, the proposals about which the Minister must decide contained various ideas on how to combine certain traditional university programmes with other kinds of offerings,

such as Further Education and Training (FET) offerings, skills development and short courses for working professionals (teachers, nurses, public servants among others) and even options such as adult basic education (ABET) for people with no formal educational qualifications.

"Whatever the mix is between these different kinds of offerings, there will be a campus here that will need teaching staff, managers, support staff and various services.

"We must think creatively about how we in higher education can support FET in this region, including aspects such as the training of FET staff, so that we don't just exist side by side but rather support each other," Prof. Fourie said.

"This is the innovative thinking that went into our proposals to the Minister as part of the Tri-campus proposals. Our intention was always to have some element of higher education here at Qwaqwa alongside FET offerings and other short courses and professional development initiatives," the rector said.

According to Prof. Magda Fourie, Vice-Rector: Academic Planning, the Qwaqwa Campus was able to survive financially after incorporation into the UFS

in 2003, because the government was subsidising the campus at higher student numbers than are actually enrolled. However, this would not continue forever. She said another aspect that impacted on the financial viability and future sustainability of the campus was the number and quality of high school leavers being produced by schools in the feeder areas. Because of poor secondary school results, admission requirements at the Qwaqwa Campus are lower than those of the Main Campus. The majority of students at this campus are in bridging or extended programmes.

Another issue addressed by Prof. Fourie was the position of contract staff. He said the Executive Management has decided to correct the current situation of all UFS staff who had been employed on contract for many years. This is being phased in by the Human Resources department and will become applicable to the Qwaqwa Campus and the two Bloemfontein campuses where people were appointed in posts that were renewed every year.

- The posts of campus principal as well as the two assistant positions – one academic and one for support services – will be advertised soon.

# Wat sal jou gelukkiger maak?

Om onmiddellik plesier te kry

Om beskerming teen die onverwagte te kry

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

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

- Beleggingsbeplanning
- Aftreebeplanning
- Beplanning vir opvoeding



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## Allerdierbaarste!

Morning! Dumela! Dagsê!

**I**t is my pleasure to report that the Smile Detectors found that those upturned tyre and shock destroyers at the gates were in fact sponsored by CV and front ball-joint manufacturers. Those upturned "bultjies" are strategically placed to distort the suspension of the whole axle, so serious damage is done to especially the ball joints! If those "bultjies" are not placed a little bit further apart by July, the Silent Snakes will deal with the company!

But, some of us seem to jump all Bultjies of Life with ease! Look at Khotso Maphalla who received the honorary doctorate degree for his development of the Sesotho culture and writer of numerous Sesotho books. I'm very excited about the new centre in the Faculty of the Humanities and their vision to promote African content and research. Geluk met die inisiatief prof. Nell! Daar spring die Lang Man by Antropologie ook toe sommer uit met 'n reuse-toekenning vir die Koisan en Griekwaprojekte! Mooi prof. Piet Erasmus. Wys jou mense wat perd ry het 'n verder visie as diegene wat net heeldag voor die rekenaar sit en "Bultjies" tik!

Daardie nuwe rekenaarsentrum met nóg 815 rekenaars gaan ons studente nog meer soos 'n gekreukelde pak om 'n saggestopte wolsak laat lyk. Ek vra 'n manstudent nou die dag: "Hoe staan jy dan so half "ingesak" in jou eie geraamte soos 'n ou wat op 'n 50cc-motorfietsie sleg sit? So met die bobbejaanpootjies geklou om die hoë handvatseltjies?" "Nee," reken hy, "Dis van al die swot voor die rekenaar". Dis tyd dat prof. Santie 'n spesiale verpligte sportperiode vir alle studente kry tussen 7 en 8 soggens. Dit sal sommer baie ander "swakheidjies" van studente ook voorkom. Daar's niks so sleg as om 'n early morning run met 'n babalaas aan te pak nie! Vra almal wat in die army was!

Maar ons klink 'n glasie op onse Regsmense wat in Wene die 46ste plek uit 177 met hulle studente losgepraat het! Deman Smit kry toe eervolle vermelding!

In my jong dae het die mense altyd gesê: "Daai mannetjie het 'n bek soos 'n advokaat!" Snaaks, hulle het darem nooit bek gesê as hulle van 'n predikant gepraat nie. Nee, dan was dit: "Daai mannetjie het 'n mond soos 'n predikant."

Vroue was sommer net "kekkelbekke" of "praatjiesmakers!"

Mensig, ons oupas sou darem lekker afgetjop het by die Genderkomitees! Vandag sit vroue regbanke en regeringsbanke vol en staan hulle gemaklik op preekstoel. En nie omdat hulle baie praat nie, maar omdat hulle sense praat! Ek is vir niks so bang soos vir 'n vroulike landdros nie!

Ek was eenkeer in die hof vir 'n verkeerkartjie van R100, wat 'n manlike regsmaat vir my sou organise en nooit gedoen het nie, die %^&@#! Daar sit sy toe. Die pragtigste landdros met vonkelblou ogies. Daai mooi sagte vrouetjie het my boete verdubbel en my nóg R200 gekap vir regsverdeling! Regsverdeling? Net omdat ek haar in 'n oomblik van manlike swakheid as "U Allerdierbaarste" in plaas van "Edelbare" aan-

gespreek het?" Van R100 na R500 toe met 'n smile!

Eer waar dit toekom! Geluk me. Nikiwe Matebula, met jou M.A in Taalpraktik en me. Annéli Machin, met haar B.Th. (Cum Laude) plus die Dekaans-medalje! Van praat en preek kan jy hulle niks leer nie! Vrouestudente loop akademies vêr voor op kampus. Dis statisties bewys, manne! Ons het die verskoning dat die dames nie nog rugby en al daar ander sportsoorte ook moet kyk nie! Ek sien dat Chris en Roelof Dednam, ons nasionale pluimbalkampioene, B. Rek. geslaag het ongeag al hulle oorsese kompetisies. En almal weet B. Rek is nie vir sissies nie! (Verskoon die pun!)

Mammie sê dis tyd dat Bultjie met 'n blytjie bygekom moet word oor die bog wat hy skryf. Sy dag ek werk by 'n akademiese instansie en dat ek eerder 'n akademiese artikel moet skryf en iets verdien. Haar wasmasjien begin geluide maak! Vanaand maak ek weer filters skoon!

*Bultjie*

## Afrikaans by US onder vergrootglas



Prof. Leopold Scholtz, Buitengewone professor in die Departement Geskiedenis aan die Universiteit van Stellenbosch (US), was die spreker op vanjaar se D.F. Malherbe-gedenklesing met die titel: Aan wie behoort dié universiteit? 'n Analise van die taaldebat op Stellenbosch. By die lesing was, van links: proff. Magda Fourie, Viserektor: Akademiese Beplanning, Gerhardt de Klerk, Dekaan: Fakulteit Geesteswetenskappe, Scholtz, en Hennie van Coller, Hoof van die Departement Afrikaans en Nederlands, Duits en Frans aan die UV.

## Internationalisation Strategic Planning

In order to inform and enrich a draft strategic plan to guide internationalisation during the next three to five years, the International Office completed two strategic planning sessions. The sessions were attended by members of the University Executive Management and strategic role players, including senior academics, co-ordinators and members of faculty research committees.

The internationalisation function at the UFS is currently being reviewed and redirected, following the adoption of both the Policy and the Business Plan on Internationalisation. This investment in its international competitiveness confirms the university's commitment to quality and excellence.

According to Dr Aldo Stroebel, Head of Internationalisation, some of the most pertinent pointers emanating from these sessions are that internationalisation affects the culture, philosophy and strategic direction of a university, as well as various strategies for positioning the UFS as an institution of choice for international staff and students. In addition, an increase in international research funding will be a deciding factor in the ability of an institution to fulfil its core functions effectively.

The draft Strategic Plan for Internationalisation will be available by the end of June 2007 for consultation with faculties and staff members early in the second semester.

## School says goodbye to Prof. Willie

Prof. Willie van der Merwe decided to go on pension and will leave the university, as well as the School of Management, at the end of June 2007. Prof. Van der Merwe was involved in the School since its establishment in 1999. He taught Marketing for Managers since 1999 to all the MBA students. The School hosted a farewell function for Prof. Willie and his wife, Dalene.

## Drie van Opvoedkunde ontvang beurse



By die oorhandigingseremonie van die beurse was, van links: Erika Machts, eerstejaaronderwysstudent, Samantha Kleinhans, eerstejaaronderwysstudent, prof. Gawie du Toit, Departement Kurrikulumstudie, en Leanie Muller, derdejaaronderwysstudent.

Die Suid-Afrikaanse Onderwysunie (SAOU) en die Federasie van Beheerliggame van Suid-Afrikaanse Skole (FEDSAS) het drie beurse ter waarde van R4 000 aan topstudente in die Skool vir Opvoedkunde oorhandig. Buiten dat die studente toppresteerders in hul klas is, kwalifiseer die studente vir hierdie beurs omdat van hul ouers lede van die SAOU of FEDSAS is. Prof. Gawie du Toit van die Departement

Kurrikulumstudie in die Skool vir Opvoedkunde, sê: "Om te kan onderwys gee is om die toekoms aan te raak." Die Skool vir Opvoedkunde het gehelp om die studente vir die beurs te identifiseer.

Leanie Muller, 'n derdejaar-onderwysstudent wat een van die beurse ontvang het, sê: "Die beurs is 'n goeie motiveringsmeganisme. As jy weet jou harde werk word beloon, sit jy meer in."

## English academic attends conference on linguistics



Dr Arlys van Wyk, Senior Lecturer in the Department of English and Classical Languages at the UFS, attended a conference of the American Association for Applied Linguistics that was held in California, USA. With her is Prof. William Labov, the keynote speaker at the event. Prof. Labov is universally known for his work on illiteracy in inner-city schools in America.

# Law Jaw programme enhances legal skills

The Attorneys Fidelity Fund (AFF), which is funding the Law Jaw Facilitation and legal skills programme, requires that its funding be allocated to enhance and develop critical legal skills through practical training. To comply with this requirement, various projects are launched throughout the year.

Ms Shirly Hyland, Junior Lecturer in the Department of Mercantile Law, said: "One of these projects is a visit to the magistrate's court. Second-year students received an assignment to complete after their visit to the court. The focus of the assignment is on generic outcomes which are applicable to most LL.B. modules. These outcomes include a comprehension of the court process, the functions of court officials and court documents. Students are also required to demonstrate skills such as legal writing (the use of foot notes and bibliographies in the correct style)."

The third-year Vista students doing Criminal Legal Practise were also given the opportunity to visit the magistrate's court. "The purpose of this visit is to make students familiar with the actual



*The Law Jaw projects cannot be run without the help of the facilitators. The facilitators undergo training on leadership, group work, dealing with diversity and understanding students. From the left, front are: Francinah Tsipa, Lelandie Bessinger, Anneska van der Spoel, Lilian Sefuli, Qaqamba Vellem, Advocate Mariëtte Reyneke, Department of Procedural Law in the Faculty of Law; back: Simele Shange, Tertia Wessels, Carmen van Buuren, Joleen Maartens, and Li-Fen Chien.*

court procedures, the set up and structure," she said.

The Law Jaw programme addressed another need when they taught the B.Com. students to use the Facts, Issue,

Rule of Law, Application and Conclusion method (FIRAC) when reading and summarising cases. Although this was a voluntary class, more than 30 students participated.

## Nuwe parkeerbedeling beloof groot verligting vir hoofkampus

Groot afgesperde parkeerareas wat vir personeel gereserveer is, tesame met 'n groot aantal nuwe parkeerplekke vir studente en besoekers, sal teen einde Augustus groot verligting bring ten opsigte van die parkeersituasie op die hoofkampus. Kragtens 'n UB-besluit van 28 Mei 2007 word sleutelareas in die sentraalkampus binnekort met valbome gereserveer vir personeel wat daarvoor kwalifiseer en betaal. Personeel sal met afstandsbeheerkontroles toegang kry tot hul parkeerareas.

Die afgesperde personeelareas is in die omgewing van die Stef Coetzeegebou, die area tussen die Flippie Groenewoud-gebou en die Wynand Mouton-teater, 'n area by die Scaena en later ook die area wes van die Geologiegebou. Meer as 400 plekke gaan sodoen-de vir personeel afgesper word. 'n Groot aantal van hierdie gereserveerde plekke sal ook onderdak wees. Nuwe afdakke gaan ook in sekere ander areas opgerig word op bestaande oop plekke.

'n Goedgekeurde toekennings-formule wat senioriteit asook diensjare

op billike wyse verreken, sal gebruik word vir die toekenning van die nuwe plekke aan personeel. Bestaande toekennings van onderdakparkering word nie geraak deur die nuwe formule nie.

In die nuwe parkeerarea tussen die Landbougebou en die NG Kovsie-kerk word sowat 380 ongereserveerde plekke vir studente en algemene gebruikers voorsien. Ongeveer 250 ongereserveerde plekke is verlede jaar geskep in die strook tussen Thakaneng en die François Retief-gebou (tesame met 120 nuwe onderdakplekke). Nuwe voetgangerroetes verseker gemaklike en vinnige toegang vir studente en ander gebruikers tot die belangrikste kampusareas.

Die nuwe bedeling verreken die behoeftes van beide personeel en studente. Die areas en stelsels is ontwerp om stres en konflik tussen gebruikersgroepe te verminder. Daar word ook ruim voor-siening gemaak vir besoekersparkering op die sentraalkampus.

Met die neem van die besluite, word die groot uitbreiding van parkeerterreine

nou ondersteun deur paslike beleid, prosedures en bestuurstelsels. Dit handel oor aspekte soos die hersiening van beleid en prosedures vir die aansoek en toekenning van parkeerplekke, die regulatiewe en wetstoepassingskant van parkering, die uitklaring van rolle van alle partye wat betrokke is by parkeeraangeleenthede, die finansiering van parkeerfasiliteite en die hante-ring van die impak wat groot openbare geleenthede (soos die Kunstfees) op parkering het, onderzoek.

Daar word dadelik begin met die implementering van die nuwe bedeling. Daar word beplan om dit teen einde Augustus 2007 in volle werking te stel. Genoeg geleentheid word vir personeel gee om ná die vakansie vertroud te raak met die nuwe maatreëls en aansoeke vir parkeerplekke in te dien, asook vir die afhandeling van konstruksiewerk en die skep van bedryfstelsels.

Die skakel na die UV-webwerf met besonderhede oor die nuwe parkeerbedeling en praktiese inligting oor aansoeke en toekennings sal met die *Digest* gekommunikeer word.

# Workshop focuses on animal breeding software

The UFS, in conjunction with the University of Stellenbosch and the Institute for Animal Production, hosted Dr Arthur Gilmour, well-known biometrist from New South Wales, Australia. Dr Gilmour presented a two-day workshop at the UFS on the application of Arthur's Restricted Maximum Likelihood (ASREML) to common animal breeding problems. ASREML is a software programme suitable for among others the estimation of genetic and environmental variances and co-variances in animal breeding and is the preferred software package for animal breeding experimentation. The workshop was attended by post-graduate students and researchers in animal breeding from different universities.



At the workshop were, from the left: Dr Arthur Gilmour, Ms Puleng Matebesi, M.Sc. student, Prof. Japie van Wyk, Divisional Head of Animal Breeding, Department of Animal, Wildlife and Grassland Sciences and one of the organisers of the workshop, Prof. Herman van Schalkwyk, Dean: Faculty of Natural and Agricultural Sciences, and Prof. Frikkie Neser, Lecturer at the Animal Breeding Division.

## New guidelines to integrate student residences

As from 2008, the UFS will implement new policy guidelines for student residences to increase diversity on its Main Campus. The guidelines were approved by the Council of the UFS after consultations with stakeholders, especially students currently in residences, student leaders and student organisations, with inputs received from alumni and parents as well.

According to a statement by Judge Faan Hancke, Chairperson of the UFS Council, and Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, the guidelines are based on an educational rationale with a definite educational objective.

"The UFS seeks to overcome the racial divides of the past and equip students in residences with the knowledge and skills to understand people from other cultures, appreciate other languages and to respect differences in religion but also economic background," they said.

"This will give students in UFS residences a distinct advantage over many other work seekers in South Africa, because the workplace today is

a very diverse place with people of many backgrounds. The UFS wanted to establish a new model of residence life in which students will voluntarily embrace and learn about diversity to add value to their educational experience in a residence," they said.

To support students during the implementation of the new policy guidelines, the management of the UFS will establish several mechanisms and programmes for students to empower them, to build their capacity and to facilitate a smooth transition to a new model of student life in the residences.

From 2008 the new guidelines will change the way first-years are placed in a residence. They will be placed to achieve a minimum diversity level of 30% in each junior residence. In senior residences a mix of approximately 50-50 will be the goal from 2008. Residences will be responsible for placing 50% of first-years, which gives them the scope to increase diversity. The university's accommodation service will place the other 50%.

According to Dr Ezekiel Moraka, Vice-Rector: Student Affairs, the

process will need support, especially in the early stages of implementation.

These areas where support will be finalised are the following:

- Providing properly trained and qualified personnel (such as live-in wardens, residence heads, etc.) to supervise the implementation of the policy on a 24-hour basis;
- Ongoing orientation workshops for all students in residences to deal with diversity in a mature way;
- Support to deal with language issues, including interpreting services so that language rights of all students can be respected; and
- Assistance with the review of residence governance, administrative and other procedures that have been used in residences up to now. "There can therefore be no doubt that the management is committed to the well-supported and successful implementation of this new policy and to giving the best possible education to all our students," Judge Hancke and Prof. Fourie said.

The policy can be viewed at [www.ufs.ac.za](http://www.ufs.ac.za).

## Academics learn more about Keirsey temperament scales



Presenting a course on the Keirsey Temperament Style Scales were, from the left: Dr Sandra Ferreira, Senior Lecturer in the Department of Social Work, and Ms Antoinette Struwig, a social worker in private practice.

If a social worker is aware of a client's temperament style and the influence it has on the client and his context, interventions can be structured to take this aspect into account in treating the client. This should lead to the client understanding himself better, as well as being better understood by others, according to Ms Antoinette Struwig, a social worker in private practice.

She presented a workshop on the Keirsey Temperament Style Scales to a group of lecturers and fourth-year students in the Department of Social Work. Dr Sandra Ferreira, Senior Lecturer in the Department of Social Work, arranged the workshop. Visit <http://keirsey.com/> for more background information regarding the Temperament Style Scales as defined by Keirsey.

## Rekeningkunde ope dag 'n sukses



Die Sentrum vir Rekeningkunde het 'n ope dag aan die UV aangebied. Studente het dié dag bygewoon waar ouditeursfirms van tot sover as Johannesburg uitgestal het. SizweNtsaluba VSP het vyf beurse aan drie eerstejaarstudente, een derdejaarstudent en een honneurstudent, toegeken. By die uitstalling was, van links: mnr. Sipho Sano, vennoot by SizweNtsaluba VSP in Johannesburg, Thabiso Kgotle, B. Rek.-derdejaarstudent, prof. Ronell Britz, Voorsitter van die Sentrum vir Rekeningkunde, mnr. Linda Filtane, Bestuurder: Menslike Hulpbronne by SizweNtsaluba VSP, en prof. Hentie van Wyk, Programdirekteur by die Sentrum vir Rekeningkunde.

## Fietsryers hou seminaar

Met elke inwoning van studente wat hul meestersgraad in Sportgeneeskunde doen (vier keer per jaar), bied die Sportgeneeskundekliniek 'n seminaar aan waar hulle op 'n spesifieke sport fokus. Die fokus van hul onlangse seminaar was op fietsry.

Volgens me. Arina Otto, van die Afdeling: Kovsiegesondheid by die UV, was daar ook 'n groot aanvraag vir so 'n seminaar onder die publiek en ongeveer 120 persone het die seminaar bygewoon.

Die aanbieders, mnr. Nick Bester, voormalige Ystermankamponen, me. Hannele Steyn-Kotzé, Springbok in onder meer bergfiets en padfietswedrenne, en dr. Louis Holtzhausen, Direkteur: Kovsiegesondheid, het onderskeidelik 'n oorlig van die sport gegee en gefokus op tegniese aspekte van fietsry en die fiets, kondisionering (insluitende oefenprogramme en dieetaanbevelings), beserings en verbode middels.

## Open day a hit with prospective students



The UFS held an Open Day on the Main Campus in Bloemfontein to give prospective students the opportunity to familiarise themselves with the university. The two-day event included exhibitions by all the faculties, support services, residences as well as various corporate institutions. Visitors were also taken on a campus tour and treated to a variety of fun activities. The event attracted a large number of pupils from schools across the Free State. Among them were, from the left: Setjhele Tamane, Monyakeng High, Wesselsbron, Evelyn Mothabe, Rearabetswe High, Odendaalsrus, Yvonne Masike, Rearabetswe High, and Moeane Reuben Phafane, Monyakeng High.

# Jo van As praat by Akademie



Prof. Jo van As van die Departement Dierkunde en Entomologie was die gasspreker by vanjaar se eerste byeenkoms van die Suid-Afrikaanse Akademie vir Wetenskap en Kuns se Werkgemeenskap Vrystaat, wat by die UV aangebied is. Hy het gepraat oor die invloed van klimaatsverandering op hulpbronne. By die geleentheid was, van links: prof. Van As, dr. Anthea van Jaarsveld, Senior Lektor in die Departement Afrikaans en Nederlands, Duits en Frans en sekretaresse van die Akademie se Vrystaattak, en prof. Hennie van Coller, voorstander van die Akademie en hoof van die Departement Afrikaans en Nederlands, Duits en Frans.

## Eerste vrou as dosent by Teologie aangestel

Dr. Jeanette Steyn is onlangs as die eerste vroulike dosent in die Fakulteit Teologie aan die UV aangestel. "Dit is 'n besondere uitdaging en voorreg om die eerste voltydse vroulike dosent in dié fakulteit te wees," sê sy.

Dr. Steyn het in 2002/03 'n tydelike pos in die Fakulteit Opvoedkunde bekleen en het voor dit verskillende departemente en fakulteite gehelp om hul uitkomsgebaseerde programme te ontwikkel.

Sy het 'n honneurs- en 'n M.Th.-graad in Praktiese Teologie en is sedert 2005 betrokke by die aanbied van lessings in die Pastorale Terapieprogram. Dr. Steyn was instrumenteel in die toevoeging van 'n nuwe samelewingsdiensleerkursus in Siektepastoraat tot die M.A. en M.Th. in Pastoraleterapie in 2005. Die werkswinkel "Versorging van die Versorger / Care of the Caregiver" is reeds verskeie kere deur haar aangebied. Sy gaan ook die werkswinkel in September by die Katolieke Universiteit te Leuven by die Europese Teologiese konferensie aanbied.



Dr. Jeanette Steyn.

"Dit is vir my 'n besondere uitdaging om saam met gesoude akademici die Fakulteit Teologie uit te bou," sê dr. Steyn. Sy is die eggenote van prof. Sakkie Steyn, Registrateur: Algemeen, aan die UV.

## Vier fees op ons voorstoep

Die Volksblad Kunstfees sal plaasvind vanaf 10-15 Julie 2007. Die program vir die fees is beskikbaar op die webwerf [www.volksbladfees.co.za](http://www.volksbladfees.co.za). Kaartjies is beskikbaar by die PACOFS-kaartjies-kantoor in St. Andrewsstraat asook deur Computicket. Kaartjies op campus is beskikbaar by die kaartjies-kantoor by die Odeion.

## Aanstellings, bevorderings en afsterwes

### Aanstellings

**Mej. C. Joubert**, as Assistentdirekteur: Finansies, Departement Finansies

**Dr. T.R.P. Mofokeng**, Senior Lektor, Departement Interne Geneeskunde

**Dr. S.S. Maduna**, Senior Lektor, Departement Psigiatrie

**Dr. H.M. Mngomezulu**, Senior Lektor, Departement Psigiatrie

**Me. V. Klein**, Uitvoerende Direkteur, ABSA: Kleinhandelbankdiensste, is aangestel as besoekende professor in die Bestuurskool in die Fakulteit Ekonomiese en Bestuurswetenskappe

### Bevorderings

**Mnr. G. Olivier**, na Assistentdirekteur: Akademiese Studentedienste, Afdeling: Akademiese Studentedienste

**Prof. J.G.L. Marais** na vol Professor, Sentrum vir Ontwikkelingsteun

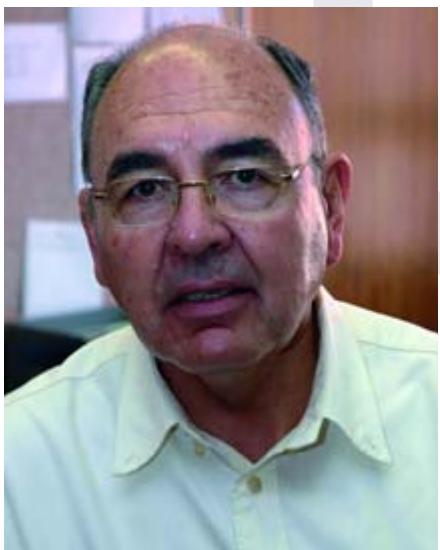
**Mnr. M.G. van Rooyen** na Assistentdirekteur: Rekenaardienste

### Afsterwes

Die UV neem met leedwese kennis van die afsterwe van **me. Joey Coetzee** van die Departement Plantkunde en **mnr. David Letlala**, by die Departement Fisiiese Hulpbronne.



## What should the medium-of-instruction debate at the UFS involve in 2007?



*Prof. Kalie Strydom.*

### **Prof. Kalie Strydom, Centre for Higher Education Studies and Development, writes:**

Addressing the above necessitates extensive literature review, but I would like to start my argument by supporting Theo du Plessis (2006: 109) in his article From monolingual to bilingual higher education: The repositioning of historically Afrikaans-medium universities in South Africa. The article refers to "the fact that historically Afrikaans-medium universities have (perhaps unwittingly) opted for a bilingual approach in the short (and perhaps medium) term" and that this "does not suggest a move towards bilingual higher education per se. Other motives such as language maintenance and the need to survive are the deciding factors for the moment. Whether the bilingual approach favoured by the historically Afrikaans-medium universities offers the best answers to these and other challenges are a question that requires future debate and investigation".

I would like to share the following perspectives:

- Afrikaans is getting less sympathy as a medium of instruction at the UFS. We must recognise varying ideological points of departure, try to find common ground and realise that the language preference of Afrikaans can lose the "battle" against English within the existing parallel-medium dispensation.

• The push for English is dictated by the demand and market for quality textbooks, as well as the dominance of English in the IT world and the workplace.

• The language debate will never be comprehensive if we do not recognise that the institutional culture of the UFS, influenced by the medium of instruction, are related to issues such as:

- What a university should strive to be as university, as opposed to language configurations at school and FET levels.
- The UFS context should be understood in the light of "glocal" expectations, and realisation that the strategic positioning of the UFS will always be steered by the political agenda of government and public interest.

• We should take note of the prioritisation of finances at universities. The UFS has strategically recognised this priority, with the "turn-around strategy" having saved the university from financial disaster. However, the success of this strategy can be attributed to the numbers of mostly black students who were granted access to the university; students who prefer English as a medium of instruction. This preference has been sabotaged by the poor quality of translated learning materials and the fact that English lectures are often scheduled for inopportune times of the day. These realities counteract the notion of "access with success".

• Greater openness on the cost of parallel-medium education at the UFS is needed to judge whether this might not be too high in view of other higher educational priorities. It may include the provision of more opportunities for desperate school leavers and adults through continuing education and the building of an intermediate educational sector through improved utilisation of FET colleges, (we have not developed a strong enough intermediate educational sector at National Qualifications Framework levels 4 and 5 to serve as a

safety net for unsuccessful Grade 11 and 12 students, as a platform for successful National Senior Certificate students who have not attained access to higher education, and for adults participating in continuing education. In most successful countries this intermediate educational sector is two to three times bigger than the higher education sector, and provides excellent opportunities and entry to the workplace as well as FET and other colleges and universities at NQF level 5 and upwards).

• Most higher educationists agree that a country such as South Africa should have no more than 15 universities. We cannot afford all the universities and some are under immense pressure to support dwindling state subsidy with third-stream funding from donors rewarding excellent work and not the medium of instruction.

• The reality of university overload in South Africa should inform our interpretations of national policy on language of instruction and should be carefully studied to not misuse this issue for political gain. This issue must be addressed to maintain a local higher-education system that is competitive in an opportunistic and exploitative global market of expanding public, corporate and private higher education.

• Although there is political lip service to the issue of Afrikaans as medium of instruction at higher education level in policy documents, the reality is that Afrikaans cannot be prioritised in the transformation realm because of finance and access into higher education, amongst others.

• Our situation is unlike that of well-developed and stable First World countries who are privileged enough to finance parallel-medium instruction in certain of their universities. These universities can afford to finance parallel-medium instruction as they are not faced with pressing transformation priorities.

The list of perspectives in support of reviewing the UFS's medium of instruction is not exhaustive but hopes to illustrate the necessity of debate on this matter. The UFS cannot be all things to all people in terms of its language policy. Unfortunately hard and unpopular choices must be made in the interests of advancing our university as one of the best in the country.



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### Publikasiebesonderhede

Dumela word saamgestel deur UV: Strategiese Kommunikasie.

**Redakteur:** Leonie Bolleurs

**Uitleg:** Chrysalis Advertising & Publishing

**Drukwerk:** PrintAbility

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

### Adresplakker

## Edu-Loan begin Visekanseliersbeurs

**E**du-Loan het 'n tjek van R10 000 aan prof. Frederick Fourie, Rektor en Visekanselier van die UV, oorhandig. Dié R10 000 sal as die Edu-loan Visekanseliersbeurs dien.

Mnr. Johan Wasserfall, voorsitter van die Edu-Loan-raad, sê: "Studente is ons kliënte. Ons het al vir sewe jaar 'n ooreenkoms met die UV waar ons vir studente lenings gee. Dié is vir ons 'n geleentheid om iets terug te gee aan die studente."

*By die tjeekoorhandiging was, van links: mnr. Johan Wasserfall, voorsitter van die Edu-Loan-raad, en prof. Frederick Fourie, Rektor en Visekanselier van die UV.*



## All are affected by Aids

**S**taff members from various departments on the Qwaqwa Campus gathered together to remember those who died of HIV and Aids. They also prayed for those who are living with the disease. This was an initiative of the Wellness Forum on the campus.

The theme of the day was Leading the world without Aids. Inspirational messages and prayers from Sister Dintle Malimabe from the Phuthaditjhaba Aids Centre had a prominent

role. She encouraged staff and students on the campus to voluntarily test for the disease. "We are all affected or infected by this disease," she said.



Dr Elize Smuts, CHESD officer, and Sister Mathapelo Moloi, campus nurse.

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