

# Dumela



Augustus 2007 - 5

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

## 'Our own doing will take us to higher quality levels'

"It is what we ourselves are doing that will take us to higher levels of quality," said Prof. Magda Fourie, Vice-Rector, Academic Planning, commenting on an inquiry about feedback received from the Higher Education Quality Committee (HEQC) on the Institutional Audit that was conducted at the UFS in 2006.

The HEQC audit panel's main task was to establish whether the UFS has policies and procedures in place that ensure quality in everything it does as a university. The university provided them with a self-evaluation report and documentary evidence of such policies and procedures which the panel verified during a weeklong visit to the main campus and a two-day visit to the Qwaqwa Campus. Interviews were conducted with hundreds of staff members, students, alumni and council members, among others.

"Although we have lost some momentum due to having received the draft audit report much later than expected, it is important to take note that faculties and support service departments are already in the process of planning or implementing improvement initiatives to bridge some quality gaps that were identified in our self-evaluation report. Management has great appreciation for the commitment with which staff addresses quality issues," said Prof. Fourie.

Due to capacity constraints in the HEQC, the university received the confidential first draft of the audit report at the end of July, somewhat later than expected.

Prof. Fourie said that the Executive Management (EM) has critically examined the draft institutional audit report at a summit that was held in August, in order to give feedback to the HEQC

Our doing... continues on p2.



**Business leaders visit campus.** A group of business people from Bloemfontein, Kimberley, Johannesburg and Cape Town were invited to visit the UFS campus in Bloemfontein. They visited projects of the university and were also introduced to some of the faculties and departments on campus. Here, at Boyden Observatory are, from the left: Mr Kgalaletso Tlhoale, Provincial Director of Standard Bank in the Northern Cape, Ms Lerato Motaung, Group CSI co-ordinator for Murray & Roberts in Gauteng, and Mr Siphso Dube, entrepreneur from Bloemfontein.



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# CDS wins Premier's gold award



The CDS team is from the left, front: Mr Willem Ellis, Executive Officer of the International Institute for Development Ethics at the UFS, Prof. Lucius Botes, Director of the CDS, Ms Dorie Olivier, Course Co-ordinator: Development Studies Programme; middle: Dr Zacheus Matebesi, Research Associate, Prof. Lochner Marais, Researcher; back: Ms Deidré van Rooyen, Researcher, Mr Molefi Lenka, Researcher, Ms Anita Venter, Researcher, Ms Kholisa Sigenu, Researcher, and Ms Julia Kambule, Student Assistant.

The Centre for Development Support (CDS), within the Faculty of Economic and Management Sciences, was the proud winner of the Gold Award in the category of Research and Development for the Free State Premier's Excellence Awards for 2007.

The Premier's Excellence Awards is an initiative by the Free State Provincial Government to publicly thank, through

recognition and awards, selected Free Staters for outstanding contributions to the development of the province.

The awards were allocated in nine categories and CDS walked away with the Gold Award for the category Research and Development. CDS recently updated the economic database of the Mangaung Local Municipality, conducted an Investor Perception Survey in the same municipality and supported the

alignment of the Free State Growth and Development Strategy (FSPGDS) within the National Spatial Development Perspectives.

The centre works on a variety of projects in throughout South Africa and specifically focuses on Local Economic Development, Urban Management and Municipal Cost Recovery, Housing Policy and Practice and Social Development issues.

Our doing ... from p1.

on possible factual or interpretation errors, in order for the HEQC to finalise the report.

The EM has identified some areas of factual inaccuracy as well as other remarks that may be based on an incomplete understanding of aspects of the functioning of the UFS. The proposed feedback document, prepared by the Planning Unit, will be finalised after a final round of comments is received from the EM. These comments will then be forwarded to the HEQC who will rework the draft before submitting a final report to its board for approval and thereafter to the UFS. An executive summary will be published.

In the draft report the audit panel made evidence-based judgments in the form of commendations and recommendations. Commendations are focused on policies, procedures and

practices that substantially improve or realise good quality across the university.

The UFS received nine commendations. These include the commitment of the university to provide support programmes as a way of guaranteeing access with success, the development of its strategic clusters, the systematic way it is focusing on the development of research capacity, and its initiatives to establish community engagement as a core function.

Some areas that require attention were identified and addressed in 19 recommendations. According to the HEQC recommendations focus on areas for improvement that need to be acted upon. A number of recommendations in the draft report focus on the improvement of teaching and learning. Other recommendations pertain to research and postgraduate studies.

Prof. Fourie said: "We have already started working on a quality improvement

plan. This plan contains even more interventions to improve quality at the university than expected by the HEQC. The draft report from the HEQC as an external perspective is a useful 'mirror' to use on our path to higher levels of quality; but the important thing is to be self critical and to continuously review and evaluate what we are doing and how we are doing it," she said.

Several aspects identified in the draft report are already included in the UFS Transformation Plan. The UFS Quality Improvement Plan, which will also be integrated with the Strategic Plan of the UFS, will be finalised when the final HEQC report is received later in the year.

When the final report is released it will be made available to all staff on the UFS intranet. A summary of the report will also be published on the Council on Higher Education website.

# Gender bias still rife in African universities

Women constitute about 30% of student enrolment in African universities, yet only 6% of African professors are women. This is according to Prof. Amina Mama, the chairperson of Gender Studies at the University of Cape Town. Prof. Mama delivered a lecture on the topic "Rethinking African universities" as part of Women's Day celebrations at the UFS.

She says the gender profile suggests that the majority of the women who work in African universities are not academics and researchers, but rather the providers of secretarial, cleaning, catering, student welfare and other administrative and support services.

"There is no field of study free of gender inequalities, particularly at post-graduate levels and in the higher ranks of academics. Although more women study the arts, social sciences and humanities, few make it to professor and their research and creative output remains less," she said.

Prof. Mama said although many women are employed in junior administrative and support capacities, there continues to be gross under-representation of women among senior administrative and academic staff. This disparity becomes more pronounced as one moves up the ranks. South African universities are ahead, but they are not as radically different as their policy rhetoric might suggest. A decade and a half after the



At the lecture were, from the left: Prof. Magda Fourie, Vice-Rector: Academic Planning, Prof. Amina Mama, Chair: Gender Studies, University of Cape Town, Prof. Engela Pretorius, Vice-Dean: Humanities, and Prof. Letticia Moja, Dean: Faculty of Health Sciences.

end of apartheid only three of the 23 vice-chancellors in the country are women, and women fill fewer than 30% of the senior positions," she said.

"Highly qualified women accept administrative positions as opposed to academic work, thus ensuring that men continue to dominate the ranks of those defined as 'great thinkers' or 'accomplished researchers'."

Prof. Mama said: "There is a widely held agreement that there is a need to transform our universities into institutions more compatible with the democratic and

social justice agendas that are leading Africa beyond the legacies of dictatorship, conflict, economic crisis, the deep social divisions and inequalities that have characterised our history."

She said rethinking universities means asking deeper questions about gender relations within them, and taking concerted and effective action to transform these privileged bastions of higher learning so that they can fulfill their public mandate and promise, instead of lagging behind our steadily improving laws and policies.



*Moorivier*  
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# UFS team on the way to SIFE world cup

A team of students from the UFS has won the national competition in business skills and entrepreneurship, and will be representing South Africa at the Students in Free Enterprise (SIFE) World Cup in New York later this year.

The UFS entry won first prize in all five categories at this year's national competition. The team of seven students and two faculty advisers included a diverse group of students studying in fields such as accounting, psychology, social science and actuarial science. This year the UFS emerged as the winner for the fourth time.

The co-ordinator of Community Service in the Faculty of Economic and Management Sciences, Ms Tessa Ndlovu, attributes the success of the team to the university's policy of community service learning, which she says

motivates students to get involved in academically grounded projects that contribute to the well-being of the community. "The financial, academic and emotional support from the Faculty of Economic and Management Sciences, also contributed to the success of the team," she said.

The SIFE teams spend the academic year conducting projects that specifically meet the communities' unique needs. These efforts assist aspiring entrepreneurs, struggling business owners, low-income families and children by teaching them how to succeed in a global market economy.



*Some of the members of the SIFE team are, from the left, front: Antonia Gumedede, Sihle Ndlela, Tracey Mokoena; back: Gordon Rose, Mbulelo Mpošana, Prof. Tienie Crous, Dean: Faculty of Economic and Management Sciences, and Katlego Mothidi.*

# Amazing rainbow rally an amazing success

This year thirteen teams set out to conquer the title of winners of the Amazing Rainbow Rally 2007. The competition was fierce and very close at times, but in the end, legal minds ruled and Naudé's Attorneys took home the first prize. Pharmaceutical group Fresenius-Kabi came a close second, with Sanlam not very far behind them.

The Coca-Cola Celebrity Team, with Ebi Halberstadt (Braam in Egoli) and Loraine Kriek (UFS Rag Queen and SRC President) added glamour and plenty of good looks to the event, but could not manage to finish in the top five. The Amazing Rainbow Rally, a

fundraising initiative organised by the UFS's Corporate Liaison office and sponsored by OFM, is held in aid of the Department of Paediatrics and Child

Health at the UFS. The department is a tertiary health care provider for babies and children with serious, life-threatening illnesses.



*The Coca-Cola Celebrity Team, with Ebi Halberstadt (Braam in Egoli) and Loraine Kriek (UFS Rag Queen and SRC President).*

# Verpleeghoof help in Bahrain

**P**rof. Anita van der Merwe, Hoof van die Skool vir Verpleegkunde, was onlangs vir ses weke in Bahrain in die Midde-Ooste waar sy as konsultant in die Kantoor van die Minister van Gesondheid gewerk het.

Sy het meeste van haar tyd in die Salmaniya Medical Complex deurgebring. Dié kompleks met sy meer as 800 beddens is die enigste publieke hospitaal in Bahrain. Mediese dienste is egter ook in die res van die land beskikbaar by die 35 gesondheidsorgsentrums en 'n klein aantal privaatgesondheidsorgfasiliteite. Wat baie opmerklik is, is dat 63% van die verpleegpersoneel van die plaaslike bevolking (750 000 mense) van Bahrain afkomstig is in teenstelling met naburige lande soos die Verenigde Emirate waar net meer as 3% van die verpleegpersoneel burgers van die land is.

Bahrain het 2 200 verpleegkundiges in diens. "Dr. Nada Haffadh, die Minister van Gesondheid, het 'n goeie indruk op my gelaat met die groot belangstelling wat sy toon in haar land se verpleegpersoneel asook haar heelhartige steun aan hulle," sê prof. Van der Merwe.

Haar doel as konsultant was onder meer om leierskap en bestuur op eenheidsvlak te versterk, om nasionale standaarde vir verpleegpraktyke en -dienste te implementeer, om bestaande kwaliteitsbestuur te versterk en om bestuursmeganismes oor sektore en diens- te in verpleging te verbeter. Sy moes ook die bestaande werksomgewing waar-



In die minister van gesondheid se kantoor in Bahrain is, van links: Jabbar Isa, Hoof: Psigiatrie-verpleegdienste, Aysha Al Attawi, menslike hulpbronnebestuur: verpleging, Fatema Al Ansari, hoof: vroedvroudienste, dr. Nada Haffadh, die minister van gesondheid, prof. Anita van der Merwe, Fatema Abdul Wahed, ontwikkelingskonsultant: verpleging in die minister van gesondheid se kantoor, en Aysha Yousif Al-Qais, hoof: verpleegdienste.

neem en voorstelle maak om dit te verbeter. Prof. Van der Merwe was ook by onderrigaktiwiteite van verpleegkundiges betrokke en het gehelp met die hersiening en implementering van die internskapprogramme van die kliniese verpleegkundiges.

Buiten dat sy geëerd was om saam met die ministerie te werk, was prof. Van der Merwe ook baie beïndruk met hul hoë standaard en sterk etiese waardes as verpleegkundiges. "Al is hulle baie suksesvol en beklee van die verpleegkundiges wat die land gelewer het, hoë

posisies in onder meer die Verenigde Nasies, die Werêldgesondheidsorganisasie en die Verpleegstersraad van die 'Gulf Co-operative Council', streef hulle steeds daarna om te verbeter in wat hulle doen," sê sy.

"Die hele ondervinding het my terugbring na die realiteit van verpleegkunde. Kwessies in verpleging strek oor landsgrense. Verpleegkundiges in Bahrain hanteer baie dieselfde kwessies as wat ons in Suid-Afrika ondervind. Ons is nie 'n eiland met unieke probleme nie," sê prof. Van der Merwe.

## Forum hoor van personeelwelstand

**M**nr. Henk Swanepoel, die ABSA-gesondheidsorgkonsultant vir die UV, het by die kwartaallikse Welstandsforumvergadering 'n voorlegging gedoen aan forumlede waar hy onder meer gefokus het op die welstand van personeellede wat by die Discovery Health Mediese Fonds 'n lid is.

Vir die forumlede was dié aanbieding 'n goeie aanwyser vir toekomstige fokusareas. Die hoë voorkoms van chroniese toestande aangewakker deur onder meer hoë bloeddruk en die hoë persentasie been- en spiersiektes wat lei tot hospitalisasie, was deur mnr. Swanepoel aan die forum uitgewys. Meer inligting hieroor is op Personeelwelstand se webblad beskikbaar by <http://www.uovs.ac.za/content.php?cid=30&sid=237>

## UFS academics on naming committee



Two academics from the UFS, Ms Sheila Vrahimis and Prof. Elizabeth Snyman Van Deventer, were appointed on the Geographical Naming Committee of the Free State Department of Sport, Arts and Culture. Ms Vrahimis (left) is from the Department of Geography and Prof. Snyman-Van Deventer from the Faculty of Law.

## Amptenare leer van samelewingsdiens

Vanjaar, vir die eerste keer is 'n gemeenskapsleerkomponent aangebied as deel van die module in Politieke Transformasie en Bestuur in die Program Owerheids-taak en Politieke Transformasie aan die Universiteit van die Vrystaat (UV). Dit voorsien studente van dié meestersgraad die geleentheid om betrokke te wees in gemeenskapsdiens-aktiwiteite.

Die gemeenskap se behoeftes, probleme en dispute was geïdentifiseer en bespreek gedurende die werksinkels wat deur die studente gereël is. In die proses was aanspreeklikheid van staatsamptenare aan die gemeenskap verseker. Elkeen van die studente het 'n sertifikaat ontvang.

## Staff have sport(s)



*The UFS held an interdepartmental sports afternoon that was organised by the Wellness Committee. The purpose of the sports afternoon was to give staff the opportunity to interact in an informal manner, to get to know one another and to create a positive climate among staff, in the interest of wellness. Teams from a number of departments such as Finance, the Centre for Higher Education Studies and Development, Human Resources, Computer Services and Marketing enthusiastically participated in volleyball, golf and bowls. Here are a few of the team members of the Department of Finance.*

## Eenheid kyk na lewe van oudste Afrika-bewoners

Die Khoekhoe en die San is die oorspronklike, eerste inwoners van suider-Afrika. Volgens prof. Piet Erasmus van die Departement Antropologie, is daar argeologiese en paleontologiese denkrigtings wat baie sterk suggereer dat hulle die oorsprong van die moderne mens verteenwoordig.

Ironies egter, was dit juis hulle wat oor die eeue heen deur kolonialisme, imperialisme en apartheid gemarginaliseer en gedegenerer is, en ontnem is van die waarde wat hulle geheg het aan die betekenis van hulle menswees, kultuur en identiteit, asook die ruimte wat hulle (emosioneel, psigologies en fisies) gevul het.

Prof. Erasmus sê: "Die 'nuwe' Suid-Afrika het gedurende die 1990's die klimaat geskep vir groepe soos die Khoekhoe en San om hul inheemse identiteit en kulturele en politieke regte terug te begin eis. Alleen kon hulle dit egter nie vermag nie, want eeue van miskennings en uitbuiting het enorme kulturele en strukturele leemtes in die Khoekhoe- en San-geledere gelaat."

Die Departement Antropologie aan die UV het die probleem raakgesien en besluit om betrokke te raak by toegepaste navorsing onder Khoekhoe- en

San-gemeenskappe. 'n Simposium met internasionale en nasionale akademici en inheemse leiers is aangebied wat op navorsingsbehoefte gefokus het. Hieruit het verskeie publikasies en referate voortgespruit. Afgesien van die voorge-noemde navorsing, het die departement ook besluit om die Sekretariaat van die Nasionale Khoisan Oorleggende Konferensie te huisves; die Spesiale Rapporteur van die Verenigde Nasie se Kommissie vir Menseregte is gedurende 2005 as gas ontvang; en 'n Eenheid vir Khoekhoe- en San-studies is gedurende 2007 gevestig. Dr. Mike Besten, wat aan die Universiteit van Leiden gepromoveer het, en me. Priscilla de Wet, wat haar magister aan die Universiteit van Tromsø, Noorweë verwerf het, is reeds as navorsers by die eenheid aangestel.

Die eenheid poog om deur voortgesette interdisiplinêre navorsing 'n bydrae te lewer om die eiesoortige navorsingsontwikkelingsbehoefte van die Khoekhoe en San aan te spreek. Die kernfokus in hierdie verband is op kulturele kwessies en sluit temas / onderwerpe in soos: optekening van die orale geskiedenis; identifisering van Khoekhoe-San-taalprekers; taalonderrig, veral onder voorskoolse kleuters; identiteits-

diskoerse, narratiewe, merkers en grense; tradisionele godsdiens, rituele, mites en simbole; politieke strukture en leierskap; bewaring van kulturele erfenisse en gebruike; inheemse kennisstelsels; en grondkwessies.

Daar is heelwat internasionale belangstelling in die navorsing wat onderneem word, veral wat die identifisering van Khoekhoe-San-taalsprekers betref. Hoewel verskeie bronne aantoon dat Khoekhoe teen die 1930's grootliks uitgesterf het, het dr. Besten se navorsing in Heidedal reeds 'n aantal van hierdie taalsprekers geïdentifiseer. Die moontlikheid word ook ondersoek dat 'n dialek waarvan die bestaan tot op hede onbekend was, geïdentifiseer is.

'n Internasionale colloquium word vir die einde van die jaar beplan waar, afgesien van akademici, ook Khoekhoe- en Sanleiers en -taalsprekers sal optree. In die verslag wat gevolg het op die Spesiale Rapporteur se besoek aan Suid-Afrika, beklemtoon hy die noodsaaklik dat 'n universiteit in Suid-Afrika die inisiatief vir die bewaring van die Khoekhoe-San-taal moet neem. Die Eenheid vir Khoekhoe- en San-studies het reeds 'n begin gemaak om uitvoering te verleen aan hierdie uitdaging.

# Qwaqwa celebrates Women's Day in style

The Wellness Forum on the Qwaqwa Campus celebrated Woman's Day in style this year. The event was filled with good music by the local student group *Five piece*.

Several topics were presented to the women. Ms Ekaete Samson-Akpan, Junior Lecturer in the Department of Business Management, delivered a presentation on self and financial management. The women especially enjoyed a presentation on spiritual wellbeing, focusing on prayer, speaking to God and being charitable.

Mrs Puleng Mazibuko from the Department of Economics and Management Sciences, master of ceremonies

of the day, left this wise message with the women: "Appreciate yourself, adopt a positive lifestyle and eat a balanced

meal. Choose your friends wisely and engage in positive friendships that will enrich your life."



*A group of ladies from the Qwaqwa Campus celebrated Woman's Day in style. Ms Meiki Seli, Secretary: Faculty of Economics and Management Sciences, and Ms Ma Moremi, Department of Physical Resources, are showing the ladies how to perform Mokgibo (a traditional Sotho dance).*

## Abilities of second language users discussed



*Dr Hilde Hacquebord and her husband, Dr Gertjan Aalders from the University of Groningen in the Netherlands, presented a lecture on argumentation in conjunction with the Unit for the Development of Rhetorical and Academic Writing (UDRAW) in the Centre for Higher Education Studies and Development at the university. Dr Hacquebord, a lecturer in Applied Linguistics, developed a unique model which tests the language abilities of second language English speakers. Her husband presented a lecture on argumentation in journalism. At the workshop were, from the left: Drs Aalders, Prof. Louis Venter, Head of UDRAW at the UFS, Ms Dymphie van der Hoeven, postgraduate student in applied linguistics from the University of Groningen, and Dr Hacquebord.*

## Medicine holds talks to empower women

Urine incontinence is a social dilemma that is faced by a number of ageing women. A session on this topic, presented by the School of Medicine, was the first in a series of talks aimed at knowledge empowerment of women in our society.

Dr Lizeth Roets from the School of Nursing, Dr Daleen Raubenheimer from the Department of Human Anatomy, Ms Berna de Kock from the Department of Biokinetics, and Prof. Hennie Cronjé from the Department of Gynaecology and Obstetrics discussed a number of aspects of this problem.

They looked at the emotional experiences, self-esteem, social interaction and physical discomfort associated with urine incontinence. An explanation of the structure and functions of the pelvic floor, and why this happens with the modern woman was given. Ms De Kock recommended a number of exercises. The most suitable medical and surgical treatment was also discussed.

# Student victim of unfortunate series of events

**P**etso Mokhatla, research assistant at the Centre for Agricultural Management within the Department of Agricultural Economics and M.Agric. student in Agricultural Management, was the victim of an unfortunate series of events. In the July holidays, while many staff members and students took some time off to spend with their families and friends and were relaxing at home or elsewhere, Petso spent several days on the hard and uncomfortable benches at the airport in Dubai.

On his way to present a paper at the International Farm Management Congress at Cork in Ireland he landed in Dubai on Sunday, 15 July 2007, to catch a connecting flight to London. However, he never set foot on English soil.

At immigration he was bombarded with a series of questions: where are you from, are you a student, where are you going to, how much money do you have with you, where did you get the money to attend such an expensive congress, where is your South African ID, what is the South African national anthem, and what are the tribes/languages of your country?

On Sunday afternoon Petso was informed that the UK immigration Office refuses that he flies to London.

When Petso wanted to enquire about his passport, they sent him from passport control to immigration and back. When he was not moving between these offices he had to continue waiting, and they clearly indicated that he was a nuisance.

Dr Wimpie Nell, director of the Centre for Agricultural Management and Petso's mentor, recommends, that all staff who fly to London take their South African identity documents with them.



*Petso Mokhatla.*

Petso did not have his South African ID with him and immigration did not want to believe that he is a South African who wants to attend a conference. Because many Africans are looking for political asylum in the UK, situations similar to Petso's do occur.

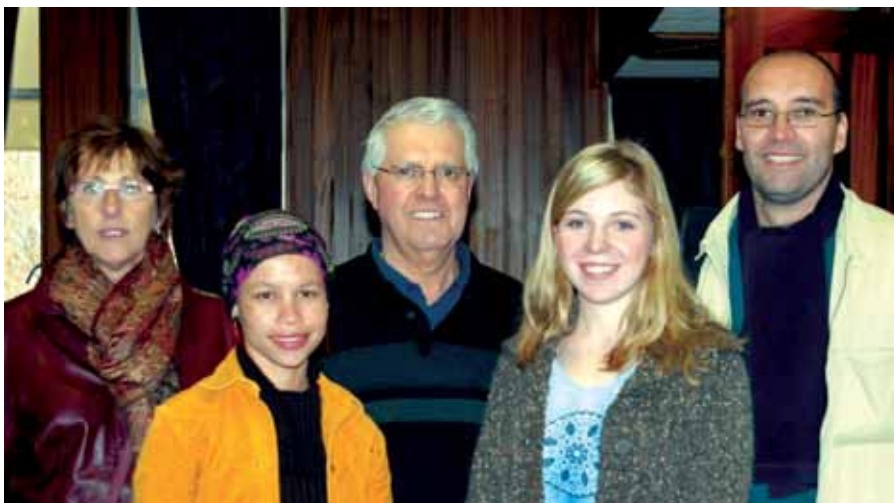
Only on the fourth day after Petso landed in Dubai, he managed to find a flight out of there, not to London as was planned, but back to South Africa. When the plane landed at Oliver Tambo International Airport in South Africa he was held back by airport security until all the passengers had disembarked. While they cleared the passport issue, he missed his flight to Bloemfontein.

Fortunately he did not have to spend another night on an airport bench. His colleagues at the centre made arrangements for him to sleep in a guesthouse, his first bed in days.

On Thursday Petso arrived in Bloemfontein, without his luggage. Only on Saturday, days after his ordeal, Petso received his luggage that, in the mean time, made a turn in Cape Town.

To recover from this great adventure, Petso visited his home in Bethlehem, where life is a bit more familiar without the unexpected twists and turns...

## Nederlandse Winterskool aangebied



*Sowat 60 studente van kampusse van oor die land en van Namibië het die Nederlandse Winterskool wat deur die UV se Departement Afrikaans en Nederlands en Moderne Europese Tale op die Hoofkampus in Bloemfontein aangebied is, bygewoon. Die skool word gefinansier deur die Nederlandse Taalunie. Hier is van links, voor: me. Amy van Wyk, Rhodes-Universiteit, me. Gene Putter, Noordwes-Universiteit; agter: dr. Alice van Kalsbeek, Vrije Universiteit Amsterdam en aanbieder van die program, prof. Alf Jenkinson, Departement Afrikaans, Nederlands, Duits en Frans aan die UV, en prof. Yves T'Sjoeng, Universiteit van Gent en aanbieder van die program.*

## Prof. Van Coller die feeskunstenaar

**V**anjaar se Volksblad-kunste-fees was weer vol pret en plesier. Die kuns tot die kos en alles tussenin het die kunste-feesgangers verlei, lagspiere gekielie, ore laat sing en sommer net die monde laat water!

Prof. Hennie van Coller, Hoof van die Departement Afrikaans, Nederlands, Duits en Frans aan die UV, is aangewys as vanjaar se feeskunstenaar van die Volksblad-kunste-fees. Hy het 'n groot aandeel aan die sukses van die boekefees gehad.



# Top researcher visits Seoul



*Dr Martin Ntwaeaborwa.*

**D**r Martin Ntwaeaborwa from the Department of Physics was invited by the National Research Foundation (NRF) and the National Department of Science and Technology (DST) to attend the second joint work-

shop between South Africa and South Korea, which was held in Seoul at the Korea Institute of Science and Technology (KIST). The workshop was organised by the national ministries of science and technology of both coun-

tries to explore the possibility of a bilateral agreement to do collaborative research in nano-science, nano-technology and biotechnology.

The South African delegation also visited a few national research institutions in Seoul including nano-fabrication and nano-analysis laboratories. Most of these institutions are in the forefront of modern age research in nanoscience and nano-technology. Dr Ntwaeaborwa says the nano-science research group in the Department of Physics at the UFS is engaged in research activities similar to what most South Korean institutions are doing. "If the proposed bilateral agreement could be reached, the department would stand a better chance to advance its nanoscience research through collaborations with these institutions," he said.

Dr Ntwaeaborwa's is one of the few people in the country with an extensive background of nano-science. In 2007 he was listed as one of the top 20 researchers under the Research Development Initiative for Black Academics (REDIBA) programme of the NRF. His NRF-funded Ph.D. project (completed last year) was about synthesis and characterisation of luminescent nano-materials.

## Medical students make a difference in communities



*Third-year medical students held an information day for the children of Heidedal, at Elanja.*

**T**he third-year medical students of the Faculty of Health Sciences have visited various non-government organisations (NGO's) and non-

profit organisations (NPO's) this year as part of their community service learning module. Ms Monique Nel, Community Service co-ordinator in the Faculty of

Health Sciences, said: "The idea of this module is to expose students to real life situations that they can learn from and to provide them with an opportunity where they can make a difference; giving something back to the communities they become involved in."

Some of the areas where the students conducted their community based projects, include: Age in Action, Silwerjare (elderly people in Mangaung and Heidedal); Auksano in Pellisier (drug and cult affected teenagers); Blessed Africa (poverty relief, HIV/AIDS); Elanja (children in Heidedal); Emelia House (severely disabled children in Mangaung); Lebone Land (HIV affected children); and the MUCPP (Love Life, Reproductive Health, Geriatric Health and HIV/AIDS).

All the activities the students embarked on had to be sustainable, even after the completion of the module, Ms Nel said.

# Regte suksesvol in prestasiebestuur

**D**r. Renalde Huysamen, Hoof: Prestasiebestuur en Personeelontwikkeling in die Sentrum vir Hoëronderwysstudies en -ontwikkeling (SHOSO), is nou aan die stuur van prestasiebestuur aan die UV. Sy het aan die begin van 2007 opleiding aan personeel van die Fakulteit Regsgeleerdheid, die loodsgroep vir die prestasiebestuurprojek, aangebied.

Dié fakulteit was ook die loodsgroep van 'n vorige prestasiebestuurprojek. Met die nuwe, vereenvoudigde en meer verbruikersvriendelike stelsel onder leiding van dr. Huysamen het die personeel van die fakulteit weer ingestem om as loodsgroep op te tree.

*Die Fakulteit Regsgeleerdheid het die suksesvolle implementering van hul prestasiebestuur- en loopbaanbeplanningsprojek met 'n middagete by Ilanga Estate gevier. By die geleentheid was, van links: prof. Johan Henning, Dekaan: Fakulteit Regsgeleerdheid, dr. Renalde Huysamen, Hoof: Prestasiebestuur en Personeelontwikkeling by SHOSO, en prof. Voet du Plessis, Departement Handelsreg.*

Die implementering en die prestasiebestuur- en loopbaanbeplanningsprojek in die Fakulteit Regsgeleerdheid is einde Mei 2007 suksesvol gefinaliseer.

Alle personeel in die fakulteit, akademici sowel as ondersteuningspersoneel, het aan die proses deelgeneem.



## Appointments and promotions

### Appointments

**Prof. J.P. Fouche**, as Associate Professor, Department of Psychology

**Mrs R. van der Walt**, as Manager: Labour Relations, Human Resources Department

### Promotions

**Dr J.H. van Zyl**, to Associate Professor/Principal Specialist, Department of Internal Medicine

**Adv J.M. Reyneke**, to Senior Lecturer, Department of Law of Procedure and Law of Evidence

**Adv B.S. Smith** to Senior Lecturer, Department of Private Law

### Retirements

**Prof. A. le Roux**, Associate Professor at the Department of Psychology

## Welstandskomitee praat oor depressie



*Die Welstandskomitee het 'n sessie oor depressie aangebied. Dr. Katinka Botha, 'n psigiater van Bloemfontein, was die gasspreker. Sy het onder meer gefokus op die oorsake van depressie, die herkenning van gevaartekens, behandelingsopsies en die voorkoming van depressie. By die aanbieding was, van links: dr. Botha, prof. Ronelle Britz van die Sentrum vir Rekeningkunde, en dr. Annette Prins, voorsitter van die Welstandskomitee.*

## Time out with...



**'I enjoy eating cakes with my whole heart'**



Mr Frans Masisi.

**“D**umela. Le kae? Ke teng. Ho bile monate ho kopana le wena, o be le letsatsi le monate (Good morning, how are you? I am fine. It was nice meeting you, enjoy your day)," is the very basics of a conversation in Sesotho according to Mr Frans Masisi at the Centre for Higher Education Studies and Development (CHESD).

Mr Masisi also lectures Sesotho Communication Programmes to mostly staff at the university. He believes that when people greet each other in their respective languages, it creates a warm environment within the university. "With multilingualism the university will be able to give real meaning to the words 'reconciliation'. Staff will also have respect for the different languages and cultures on campus. We can achieve this by developing an attitude of openness and willingness to learn more about each other's backgrounds. We will also then understand each other better," he said.

Twenty-seven years ago with only standard 8 in his pocket he started working at the Provisioning Department at the university. However, he already then had a dream to obtain a post-graduate qualification. With a fulltime job and a family (he got married in 1983) Mr Masisi managed to obtain a number of diplomas amongst them in Theology as well as his B.A. degree (general). Although Mr Masisi is known by many on campus not many are aware that he is also a registered marriage officer. This specific

qualification enables him to tie the knot for up to three couples per month.

Mr Masisi is also involved with the ABET classes presented on campus. These classes are presented to staff on campus as well as to people from the community. The ABET programme which started in 1995 with 42 learners grew to the current group of 500 learners. A number of success stories came from this initiative. Many staff members who started out as drivers, messengers or cleaners could work their way up the ladder and others, who were unable to read or write, were admitted as students to the university.

Not only are the ABET courses an encouragement to these students – for Mr Masisi it is a reminder of the biggest highlight of his career; moving from a messenger to an ABET programme facilitator (between 1995 and 1999) and presently an ABET programme co-ordinator. However, talking to Mr Masisi reveals that everyday is a highlight to him. His motto: "To enjoy everyday as if it was my last day because I will never know what might happen tomorrow," says it all.

He finds pleasure in his work, his family and his religion. Mr Masisi is married to Annah and they have four children, two boys, Sechaba and Karabo, and two girls, Lerato and Mpho. When he is not spending quality time with his family he goes for a walk in the outskirts of Thaba Nchu. "I really enjoy the wildlife," he said.

"I also enjoy reading books about health, love and marriage, and religion. Currently, he is reading *Relationship rescue* by Dr Philip McGrow and *Die lewe van oorwinning* from Solly Osroveh.

What he enjoys most of all is, however, his early morning cup of tea and eating cakes. "I enjoy eating cakes with my whole heart," he says.

## Fakulteit lewer verslag



Die Fakulteit Natuur- en Landbouwetenskappe het 'n tweejaarverslag oor die werksaamhede van die fakulteit gepubliseer. Hier is van links, voor: proff. Herman van Schalkwyk, Dekaan van die fakulteit, Neil Heideman, Vise-dekaan van die fakulteit, en Maitland Seaman van die Sentrum vir Omgewingsbestuur saam met die departementele voorsitters van die ander departemente in die fakulteit.

# Hoe die nuwe parkeerstrategie

Die konstruksiewerk aan die nuwe DF Malherbelaan-parkering (noord van die Landbougebou) is voltooi en personeel kan nou voortgaan om parkeerplekke te reserveer in die sentraal-kampus. Die stelsel is vroeg in September 2007 in werking gestel. 'n Inligtingstuk in 'n vraag- en antwoordformaat verskaf die nodige inligting oor gereserveerde parkering op kampus.

Die inligting is in albei tale op die UV se webblad beskikbaar by [www.ufs.ac.za/faculties/content.php?id=5582&FCODE=24](http://www.ufs.ac.za/faculties/content.php?id=5582&FCODE=24)

## Wat word bedoel met die term "gereserveerde parkering"?

- Alle bestaande onderdakparkering en nuwe onderdakparkering wat in die toekoms opgerig mag word.
- Alle oop parkeerplekke agter valbome wat vir toekenning aan individuele personeellede geoormerk is.

## Geld huidige parkeerplektoekennings?

Alle UV-personeel aan wie 'n onderdakparkeerplek tans formeel toegeken is en wat maandeliks daarvoor betaal, behou dit outomaties. Hulle moet geen aansoekvorms invul nie. Informele toekennings aan individue, departemente of groepe waarvoor nie betaal word nie, wat in elk geval geen formele status ooit gehad het nie, geld sedert die UB-besluit nie meer nie.

## Is daar nou bykomende gereserveerde parkeerplekke beskikbaar?

Daar is sowat 300 oop gereserveerde parkeerplekke geskep. 'n Persoon aan wie 'n gereserveerde oop parkeerplek toegeken word, het die gemoedsrus dat 'n plek (aangedui met 'n nommer en parkeergebiedkode) vanaf 06:00 tot 18:00 weksdae (ook gedurende universiteitsvakansies) vir sy / haar uitsluitlike gebruik beskikbaar is. Die area kan slegs binne-gery word deur persone wat oor 'n afstandbeheerder beskik om die valboom in daardie area te beheer. Ander personeel, studente of besoekers kan dit dus nie misbruik nie.

Teen die einde van 2007 sal ongeveer 60 nuwe gereserveerde plekke, waarvan ongeveer 30 onderdakparkeerplekke is, in Dekaanstraat geskep word (die area voor die Geologie-, Argitektuur- en IGS-geboue). Aansoeke daarvoor kan nou reeds ingedien word.

## Geld die ou "wagly" nog?

Nee. Alle aansoeke het op 1 Junie 2007 verval en daar moet opnuut aansoek gedoen word.

## Wie mag aansoek doen?

Persone wat op die UV-dienstaat is en wat oor 'n geldige UV-motorpermit ('n skyfie uitgereik deur Beskermingsdienste) beskik en geen uitstaande verkeerboetes teen sy of haar naam het nie.

Net een gereserveerde parkeerplek per personeellid word toegelaat en geen onderverhuring van parkeerplekke word toegelaat nie.

Alle personeel van die Fakulteit Gesondheidswetenskappe, uitgesluit die personeel van die Skool vir Verpleegkunde, sal net kan aansoek doen vir parkeerplekke by die François Retief-gebou en die Farmovs / Farmakologie-gebou. Dit geld ook vir Gesondheidswetenskappe-personeel op die UV- (nie gesamentlike) diensstaat wat in die François Retief- en Farmovs / Farmakologie-geboue werk.

## Hoe word bepaal watter personeel die beskikbare plekke kry?

Gereserveerde parkeerplekke (onderdak asook oop parkeerplekke) word toegeken op grond van 'n formule wat beide diens-tyd (gemeet in dae) en senioriteit (gemeet in totale vergoedingspakkette) op 'n 50:50 basis verreken.

Aansoekers kan hul voorkeure vir spesifieke areas (nie plekke nie) aandui op die aansoekvorm. Dit sal sover moontlik in aanmerking geneem word.

## Hoe lank geld die toekennings?

Die toekenning van 'n parkeerplek aan 'n individu verstryk outomaties by afsterwe, bedanking (op laaste werksdag) of aftrede (op laaste werksdag) of as 'n persoon self die gebruik wil opsê.

In gevalle waar kampusveranderinge veroorsaak dat gereserveerde parkeerplekke gesloop moet word, word alternatiewe eers verskaf. Dit is onmoontlik om te waarborg dat alternatiewe altyd ewe gerieflik sal wees en dat dit altyd dadelik gedoen sal kan word. Die ontwingings sal met groot omsigtigheid hanteer word en tot die minimum beperk word.

## Tariewe

Elke motorbestuurder is verplig om, soos tans 'n UV-voertuigpermit teen R20 per jaar aan te skaf en daarna volgens die verskillende diensvlakke bykomende bedrae vir toegekende parkering (soos beskikbaar) te betaal. Tariewe (soos in tabel) geld. Aanpassings sal gemaak word op grond van 'n behoorlike ondersoek.

Tabel: Tariewe

| Item   | Huidige tarief | Tarief vanaf 2007/09/01 |
|--|----------------|-------------------------|
| Permit (parkeerskyfie) wat elke motorgebruiker moet vertoon        | R20            | R20                     |
| Huurgeld per maand vir onderdakparkeerplek agter valboom           | R20            | R30 per maand           |
| Huurgeld per maand vir onderdakparkeerplek nie agter valboom       | R20            | R25 per maand           |
| Huurgeld per maand vir oop gereserveerde parkeerplek agter valboom | R10            | R15 per maand           |
| Deposito / betaling vir afstandbeheerder                           | R150           | R150                    |

Tabel: Parkeerareas

| Area   | Area | Getal plekke | Tipe            | Beskikbaarheid     |
|--|------|--------------|-----------------|--------------------|
| Noord van Flippie Groenewoud-gebou en suid van Wynand Mouton-teater                                      | P5   | 60           | Oop             | Dadelik            |
| Sceana-teater  | P12  | 42           | Oop             | Dadelik            |
| Noord van Stef Coetzee- en Geologiegebou en suid van Fisika- en Geografiegeboue                          | P15  | 72           | Oop             | Dadelik            |
| Suid van Geologie- en Stef Coetzee-geboue asook die area tussen Vishuis en die Geografiegebou (Stabilis) | P16  | 79           | Oop             | Dadelik            |
| Area noord van Dekaanstraat, oorkant Argitektuur- en IGS-geboue  | P18  | 34<br>31     | Onderdak<br>Oop | Des '07<br>Des '07 |

Die beginsel dat tariewe jaarliks outomaties verhoog met dieselfde persentasie as die algemene salarisverhoging wat aan personeel toegestaan word of anders per UBD/UB-besluit indien nodig byvoor-

# op die UV-kampus gaan werk?

beeld vir stygende intandhoudingskoste, is goedgekeur.

Gelde wat verhaal word vir permitte, maandelikse huur en afstandbeheerders vir persoonlike gebruik word hef van individue en nie van UV-entiteite nie.

Daar sal altyd gratis parkering beskikbaar wees vir personeel, studente en besoekers. Individue se keuse vir groter gerief het wel koste-implikasies.

Individue is verantwoordelik daarvoor om die afstandbeheerder wat aan hom/haar uitgereik word veilig te bewaar en instand te hou (insluitende die vervanging van batterye). Met die ondertekening van die aansoekvorm word 'n onderneming gegee dat dit met verantwoordelikheid hanteer sal word.

## Afsper van parkeerareas vir 'n bepaalde groep

'n Departement / afdeling of kleiner gebruikersgroep kan versoek dat 'n bepaalde parkeerarea uit "eie geld", d.w.s UV- of ander geld, maar nie die kapitaalbegroting nie, agter 'n valboom afgesper en bedryf word as gereserveerde blokparkeering. Die volgende voorwaardes geld dan:

- Die versoek word skriftelik gerig aan die Direkteur Fisiese Hulpbronne en Spesiale Projekte wat dan die verkeersingenieur se aanbeveling kry oor die inpas daarvan binne die groter plan en dan beplanning en kosteberekenings laat doen. Dit sal net goedgekeur word as dit nie ander parkeerders se regte nadelig

raak nie en die groter strategie ondersteun.

- Indien toestemming verleen word en die gebruikers die koste aanvaar, aanvaar een persoon / entiteit verantwoordelikheid vir die vereffening van die volle bedrag (en tref dan eie reëling vir die verhalings daarvan).
- Die Bestuurder Fisiese Beplanning hanteer die oprigtingsproses.
- Die departement / afdeling of kleiner gebruikersgroep het geen reg om deurlopend enige huurgeld van die individuele gebruikers te hef nie.
- Fisiese Hulpbronne hanteer in sulke gevalle nie die toekenning aan individue en bedryf van die area nie, maar is steeds verantwoordelik vir die instandhouding van die valbome.

## 'Assessment training of vital importance to lecturers'



Staff received their assessment training certificates in June. At the occasion were, from the left: Prof. Magda Fourie, Vice Rector: Academic Planning, Mr Michael von Maltitz, Lecturer: Department Statistics/ Mathematical Statistics, Dr Fanus van Tonder, Senior Lecturer/Researcher at the CHESD, Ms Saretha Brüssow, Head: Teaching, Learning and Assessment at the CHESD, and Dr Santie van Vuuren, Head: School for Allied Health Professions.

**T**he training of its academic staff members with regard to the assessment of learning in higher education is of vital importance to the university. In line with stipulations in its assessment policy, the UFS has embarked on an accredited assessment training programme (SPALHE/ Short Programme on the Assessment of Learning in Higher Education) for its lecturing staff in 2006.

The external moderator of the SPALHE programme, Dr Riëtte Smit of

the Johannesburg University, has commended the UFS and Dr Fanus van Tonder from the Higher Education Studies and Development (CHESD), on the high standard of staff development provided by means of the assessment-training programme at the UFS.

Assessment training of academic staff at the university is managed and administered by the respective Teaching, Learning and Assessment and the Staff Development divisions of CHESD. The academic and professional presentation, as well

as quality assurance of the short learning programmes is overseen by Dr Van Tonder.

According to the assessment policy of the university all lecturing staff should undergo assessment training. Newly appointed lecturing staff members are expected to complete the assessment training programme in order to qualify for a permanent appointment. However, a framework for conditional exemption or credit for the assessment training on the basis of similar training completed at this institution or at other institutions will also be announced in the near future. Ongoing "refresher workshops" on assessment-related subjects will in future also be offered to academic personnel on a regular basis.

The assessment policy also determines that departmental chairpersons/ heads of departments or divisions should ensure that academics undergo appropriate training. They will be required to identify the training needs of staff members and communicate these to the staff development division of the CHESD. Enquiries regarding the assessment training can be made at Ms Saretha Brüssow, Division Head: Teaching, Learning and Assessment of the CHESD.

More than 50 additional lecturers are registered for the SPALHE programme and are expected to complete their training early in 2008.

# Jy haat dit om meer vir goed te betaal as wat jy moet. Hoekom dit met 'n huislening doen?

Skakel na 'n Sanlam Huislening om en jy kan meer spaar as wat jy verwag. Jy kan ook jou verband as deel van jou totale finansiële beplanning gebruik en aansienlike besparings benut. Byvoorbeeld, as jy 'n lening van R601 000 oor 20 jaar het, kan jy tot R201 120\* spaar as jy jou verband na Sanlam Huislenings omskakel. En wat meer is, die proses is maklik en moeitevry. Ons dink vooruit. En jy?

Hierdie voorbeeld is gebaseer op 'n 2% rentekoersvergunning. Die vergunning is gebaseer op 'n terugbetaling wat tussen 15% en 20% van jou inkomste is en 'n leningsbedrag minder as 70% van die waarde van die eiendom. 'n Eenmalige aanvangsfooie sal by die aanvang van die lening gevra word, en 'n maandelikse diensfooie oor die termyn van die lening. Goedkeuring van jou aansoek is onderworpe aan bekostigbaarheid.



## Ben Opperman

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Huislenings

*Ons dink vooruit*

# 5 Minute



## 'A small thank you means more than a salary increase'

Morning! Dumela! Dagsê!

**B**ultjie staan verstom oor hoeveel dosente onwetend vir studente beteken. Met die heengaan van prof. Abel Pienaar in Augustus vanjaar is die *Volksblad* se briewekolom oorstroom met huldeblyke van oudstudente. Hy was 'n dosent wat kon motiveer en raadgee en studente aangespoor het tot groot hoogtes, maar sy menslikheid en vriendelikheid met almal was seker die karaktereenskap wat in ons geheues vasgebrand sal bly. Voorwaar 'n besondere lewe wat hy gelei het en seker die mooiste nalatenskap wat 'n mens kan gee. Dit moet 'n troos vir die familie wees.

One never takes enough time to tell people what they mean to you and it is a great pity. Someone once said that a small thank you means more than a salary increase. What impresses me most is that great people are always humble. Look at prof. Magda Fourie, who's also on her way to Stellenbosch as vice-rector. We're loosing a champion academic, but also one of the most humble and friendliest persons I've met in my life. So let's say it! Congratulations Prof. Magda, we're going to miss you and you did an excellent job at Kovsies.

Daar's nog baie sulke nederige groot geeste op kampus. Bultjie gaan julle nog uithaal!

Dis lekker om dit so anoniem te doen, want dan kan daar nie verskuilde agendas wees nie. Hoe het die grote Katarina nou weer gesê? Prys luidrugtig en vermaan saggies! As ek aan my studente terugdink, was prof. Gerhard Beukes so 'n nederige reus! Na 'n intervarsity, waar dit nogal rof gegaan het, stap hy die Maandag in die klas en sê ewe saggies. "Daar is mense en daar is bobbejane. As 'n bobbejaan teen 'n rugbypaal uitklim is dit in sy natuur. As 'n mens dit doen is dit nie eintlik snaaks nie – veral nie as die mens uit die sogenaamde top-6% wat aan 'n universiteit kan studeer, kom nie."

Die skuldige het bloedrooi gebloos, maar aan die einde van die klas kom daar so 'n sagte glimlag op prof. Gerhard

se gesig en hy sê: "Ter versagting moet mens darem noem dat daar altyd hoop vir die mensdom is. Ek herinner my dat ons geagte rektor, prof. Benedictus Kok, eenmaal teen die hoofgebou se toring uitgekluuter het en kyk waar staan hy nou!" Daarmee is die goeie verhoudinge sommer dadelik weer reggestel!

So ons moet maar die aapstreke van studente met 'n knippie sout neem! Deesdae se studente werk so verskriklik hard dat hulle darem nog nie 'n trein wit gevef het of al die fonteine vol seep-poeier gegooi het nie. Miskien is hulle so besig om SMS'e rond te stuur dat hulle nie eers aan katterkwaad kan dink nie!

Ek merk een student het 'n strepieskode agter haar nek laat tatoër. Nou vra 'n ou haar wat haar prys is as hy haar skandeer. "Ek is priceless," reken sy.

Nou weet Bultjie ook nie of 'n dit goeie of slegte ding is om priceless te wees nie. Al wat ek weet is dat sy op tagtig nog steeds gaan sit met daardie strepieskode op haar nek. Of dit dan nog priceless gaan wees betwyfel ek!

Laastens moet ons darem dankie sê dat die groot parkeerarea 'n oplossing bring en ek sal my R100 boete nog betaal siende dat die verkeersafdeling wragtig vir my 'n aanmaning gestuur het omdat ek op 'n geelstreep parkeer het vir 'n vergadering. Ter versagting wil ek darem noem dat die naaste ander parkeerplek naby die Flippie Groenewoud-gebou op daardie dag op vlak ses in die Mimosa Mall was!

Bultjie

## Prof. Van der Linde sê speurder is 'n insek

**S**uid-Afrika het 'n tekort aan forensiese entomoloë, het prof. Theuns van der Linde van die Departement Dierkunde en Entomologie, gedurende sy intreerede as hoogleeraar gesê. Hy is een van net twee praktiserende forensiese entomoloë in Suid-

Afrika. Forensies entomologie word onder meer gebruik in die oplossing van moordsake, verkrachtings, selfmoord en deesdae ook transitoroofte. Die tema van sy lesing was "Die speurder is 'n insek - 'n kort oorsig oor forensiese entomologie".



By die lesing was van links: prof. Frederick Fourie, Rektor en Visekanselier van die UV, Theuns van der Linde, Herman van Schalkwyk, Dekaan van die Fakulteit Natuur- en Landbouwetenskappe, en Jo van As, hoof van die Departement Dierkunde en Entomologie.

# Uit die Interne Oudit-kantoor...

“Die bepaling van doelwitte en die identifisering van moontlike gebeurtenisse wat 'n invloed op die universiteit mag hê, is 'n voorvereiste vir risikobeoordeling. Doelwitte moet gestel word voordat die risiko's verbonde aan die bereiking daarvan beoordeel kan word en die aksies om die risiko's te bestuur, geïdentifiseer kan word,” sê mnr. Gert van den Berg, Direkteur: Interne Oudit.

Volgens hom hou risikobeoordeling sekere voordele in:

- Bemagtiging van werknemers en verhoging van hul verantwoordelikheid en rekenpligtigheid,
- Risiko's en interne beheer word beter verstaan,
- Belangrike kwessies word vinnig geïdentifiseer,

- Werknemers het 'n breër perspektief van die universiteit,
- Gee aan die instansie 'n mededingende voorsprong, en
- Dit voorkom dat beheerevaluering nie vasval in 'n moeras van gedetailleerde beheerprosedures nie.

“Met risikobeoordeling word die sleutelrisiko's wat die bereiking van die universiteit se doelwitte in gevaar kan stel, geïdentifiseer. Dit is daardie gebiede waar bestuur nie kan bekostig om te faal nie en sluit alle gebiede in waar mislukking groot verlies of verleentheid kan veroorsaak soos byvoorbeeld bedrog, nalatigheid of 'n oortreding van regulasies.

“Dit is belangrik dat lynbestuur bewus is van finansiële en ander risiko's. Risiko's word gewoonlik geïdentifiseer deur vrae aan senior lyn- en finansiële bestuur

binne elke eenheid van die universiteit te stel. 'n Goeie kennis van en insig in sake van die universiteit is belangrik vir die doel,” sê mnr. Van den Berg.

Hy noem ook dat potensiële risiko's vanuit twee perspektiewe geëvalueer kan word, naamlik waarskynlikheid en impak. Waarskynlikheid verteenwoordig die moontlikheid dat 'n risiko sal plaasvind, terwyl impak die effek daarvan verteenwoordig. “Risiko's met 'n hoë graad van waarskynlikheid en 'n aansienlike impak, sal meer aandag en optrede van bestuur verg as risiko's met 'n lae graad van waarskynlikheid en wat min of geen impak op die doelwitte en strategië sal hê nie.

“Risikobeoordeling word gereeld op alle vlakke van die personeelkorps in al die eenhede van die universiteit gedoen,” sê hy.

## Gesondheid open eie museum



'n Museum in die Fakulteit Gesondheidswetenskappe is onlangs tydens 'n formele geselligheid amptelik geopen. Dié museum is die verwesenliking van 'n jarelange droom van verskeie medici binne die fakulteit om instrumente en toerusting wat in onbruik geraak het vir die nageslag te bewaar. By die opening was, van links prof. Hendrik de Klerk Ghrundling, voorsitter van die Museumkomitee, Leticia Moja, Dekaan: Fakulteit Gesondheidswetenskappe, Philip Badenhorst, hoofskenker en van die Departement Hematologie en -selbiologie, en François Retief, Hoof van die Mediese Geskiedenisklub en lid van die Museumkomitee.



# Nursing conference gets international attention

The School of Nursing at the UFS presented the third triennial Nursing Odyssey international conference on the Main Campus in Bloemfontein. This year's focus was on caring and special areas such as midwifery and wound care.

Speakers from the U.S. and the U.K. delivered a number of interesting papers and workshops. Topics included fetal monitoring – technology from clinic to consultant. A live demonstration was given where a pregnant woman situated in a clinic was linked to a system that sends information directly to a consultant who can then advise the clinic staff on the best treatment. Workshops on NVIVO, a computer based program that assists qualitative researchers to analyse their data, was also presented.

Another interesting paper and demonstration that was delivered was about the role of hand washing in infection control. A practical participatory demonstration was done to illustrate to nurses how they unwittingly spread germs.



At the conference were, from the left: Prof. Anita van der Merwe, Head of the UFS School of Nursing, Mr John Gowers, Huntleigh Health, United Kingdom, Dr Bola Ofi, Head of the Department of Nursing at the University of Ibadan, Nigeria, and Prof. George Ellison, St. George University, United Kingdom.

# Drie besoek Beijing vir rekenaarkongres



Prof. Pieter Blignaut, me. Engela Dedham, en mnr. Andries Burger van die Departement Rekenaarwetenskap het die internasionale Human Computer Interaction-kongres in Beijing, China, bygewoon en 'n aanbieding gedoen oor 'n navorsingsartikel wat hulle geskryf het. By die kongres was, van links: mnr. Burger; prof. Blignaut, mnr. Aaron Marcus, 'n wêreldkenner op die terrein van kultuur en rekenaargebruik, en me. Dedham.

# Wellness unlocks the inner child



The Wellness Committee presented a session: Nurturing the inner child, with Dr Urshula Viljoen, psychologist from Bloemfontein, as the guest speaker. At the session were, from the left: Ms Suzelle Oosthuizen, Wellness Forum member, Mr Reginald Hiscock from Computer Services, and Dr Viljoen.

# UFS e theha ofisi ya dithuto tse phahameng

Yunivesithi ya Freistata e tlo theha ofisi ya dithuto tse phahameng (Postgraduate Office) e tla hokanya ditshebeletso tsa tshehetso tsa dithuto bakeng sa baithuti ba ntshetsang dithuto tsa bona pele.

Ho ya ka molaodi wa lekala la ntshepele ya dipatlisiso yunivesithing, mo-profesara Frans Swanepoel, sepheo se seholo sa ofisi ena ya dithuto tse phahameng ke ho nyehelana ka ditshebeletso tsa bohokanyi le tshehetso bakeng sa baithuti ba ntshetsang dithuto tsa bona pele le ba etsang mangolo a bongaka, ha mmoho le basebetsi ba yunivesithi ka kakaretso.

Baithuti, mafapha a dithuto le basebetsi ba tla una molemo ho thehweng ha ofisi ena. Dikgahleho tsa baithuti ba ntshetsang dithuto tsa bona pele le ba etsang dipatlisiso kamora ho phethela mangolo a bona a bongaka, di tla ntshe-tswa pele ho latela disebediswa tsa mafapha le makala. Ofisi ena e tla boela e

nyehelana ka manane a baithuti ba ntshetsang dithuto tsa bona pele, dithuto tse phahameng, baokamedi le menyetla ya matlole. E tla boela e nyehelana ka menyetla ya thupello le tlhaisoleseding bakeng sa basebetsi ba batjha le ba hloakang boiphihlelo.

Ofisi ena e tla thehwa ka mekgahlelo e mmedi. Mkgahlelo wa pele o tla shebana le dintlha tsa bohlokwa tse potlakileng, mme wa bobedi o shebane le tse sa potlakang hakaalo.

Dintlha tse tla behwa ka sehlohlolong di kenyeletsa ho thongwa ha molaodi le bahokanyi, nyehelano ya tlhaisoleseding le dikgokahano, disebediswa tsa bohlokwa bakeng sa yunivesithi, tsamaiso ya maano, ntshepele ya baokamedi ba dithuto tse phahameng, ditshebeletso tsa kgohedi le keletso, le taolo ya baithuti ba ntshetsang dithuto tsa bona pele le dibursary.

Dintlha tse sa potlakang hakaalo tsona ke ntshepele le ho kenywa

tshebetsong ha mananeo a tshehetso bakeng sa baithuti le basebetsi, ho thehwa ha mohlodi wa tlhaisoleseding ya dipatlisiso bakeng sa baithuti ba ntshetsang dithuto tsa bona pele, le ho thehwa ha mokgatlo wa dithuto tse phahameng kapa komiti ya dikgokahanyo ya baithuti ba ntshetsang dithuto tsa bona pele, ho nyehelana ka motjha o ananelwang wa dikgokahanyo pakeng tsa baithuti bana le bolaodi ba yunivesithi.

Ofisi ya dithuto tse phahameng e tla ba karolo ya bohlokwa ya Directorate Research Development ka lebaka la boiphihlelo ba yona le mosebetsi wa yona o kgabane wa ntshepele le bohokanyi, e leng dintho tse tla e tswela molemo.

Ho thehwa ha ofisi jwaloka karolo ya Directorate Research Development ho tla fa setsha sena metjha e lebisang dintlheng tse amanang le dithuto tsa dipatlisiso tsa bohlokwa ho boholo ba baithuti ba ntshetsang dithuto pele UFS.

## Dr. Mabel praat oor diensleer in die VSA

Dr. Mabel Erasmus van die Afdeling: Diensleer (SHO-SO) het met die Tweede Internasionale Simposium oor Diensleer aan die Universiteit van Indianapolis 'n aanbieding en 'n werksessie saam met twee UV-diensleervennote uit die VSA, aangebied.

Die aanbieding saam met prof. Robert Bringle, aan die Indiana University-Purdue University in Indianapolis (IUPUI), het gehandel oor gehalteversekering van gemeenskapsbetrokkenheid en diensleer. Dr. Erasmus het ook saam met me. Julie Hatcher van die IUPUI, 'n werksessie aangebied wat gebaseer was op 'n vergelyking tussen diensleerpersoneelontwikkeling aan die UV en dié aan IUPUI. Prof. Bringle het in 2004 'n eredoktorsgraad van die UV ontvang.



Dr. Mabel Erasmus en prof. Robert Bringle.

## Diversity workshop unites staff

All staff members on the Qwaqwa Campus attended a diversity workshop that was presented by Mr Billboy Ramahlele, the Director: Diversity. Staff were equipped with basic skills essential for functioning in a multicultural working environment in an equitable manner.

Staff from the different cultures and races was made aware of the similarities and differences between themselves. They also had the opportunity to learn how different groups on campus can contribute towards creating an atmosphere that values diversity.

## Faculty celebrates research outputs

The Faculty of Economics and Management Sciences delivered more than a third of the growth in accredited research output of the entire university for 2006. The faculty's average accredited output for 2006 increased remarkably as compared to the period 2000-2005.

Nine of the research articles were presented as papers during a research day to celebrate this achievement.

## Lecture a recognition to contribution



*Prof. Klopper Oosthuizen, lecturer in the UFS Department of Agricultural Economics, delivered the FR Tomlinson Commemorative Lecture on "Economics education: aspirations and responsibilities of the profession". The commemorative lecture is presented by the Agricultural Economics Association of South Africa (AEASA) to give recognition to contributions made to the Agricultural Economics discipline in South Africa. Attending the lecture were, from the left: Mr Niel Pretorius, Provincial Manager: Agriculture, Standard Bank, Dr Moraka Makhura, President of AEASA, and Prof. Oosthuizen with an award he received from AEASA.*

## JET monitors service learning

**M**s Charline Mouton of the Evaluation Research Agency (ERA) in Stellenbosch recently conducted a number of interviews with external partners and a group of students participating in UFS service learning modules. The Joint Education Trust (JET) Education Services contracted ERA to undertake a full programme evaluation to determine the impact of the national CHESP (Community - Higher Education - Service Partnerships) initiative on higher education institutions, such as the UFS, that participated in the initiative over the past seven years.

The university is one of five institutions where interviews were conducted with students. Ms Mouton and the students discussed a broad variety of issues around the benefits and challenges of implementing service learning for students specifically.

## Openbare Bestuur lewer referate in Abu Dhabi

**V**yf lede van die Departement Openbare Bestuur in die Fakulteit Ekonomiese en Bestuurswetenskappe, het by die gesamentlike kongres van die Internasionale Instituut vir Administratiewe Wetenskappe (IIAS) en die Internasionale Vereniging van Skole en Institute van Administrasie (IASIA) wat in Abu Dhabi, Verenigde Arabiese Emirate aangebied is, referate gelewer.

Prof. Hendri Kroukamp, Programdirekteur: Openbare Sektorbestuur, het by die geleentheid 'n toekening ontvang vir sy wetenskaplike bydrae tot die sukses van die kongres. Hy is ook tydens die kongres as Afrika-verteenwoordiger op die Bestuursraad van IASIA herkies. Hy dien ook as voorsitter van Werkgroep 1 van IASIA: "Public administration training and education: Aligning missions and quality".



*Die groep wat die kongres bygewoon het, is van links, voor: Prof. Koos Bekker, Departement Openbare Bestuur, en prof. Moses Sindane, Departementele voorsitter van die Departement Openbare Bestuur; agter: me. Alet Ness, Departement Openbare Bestuur, prof. Hendri Kroukamp, Programdirekteur: Openbare Sektorbestuur, en me. Hestelle van Heyningen, navorsingsgenoot. Prof. Hentie van Wyk, Programdirekteur van Rekeningkunde aan die UV, het ook die kongres bygewoon.*

# Sesotho classes give real meaning to 'reconciliation'

"We all communicate with one another through language. Language brings people together and it helps us to overcome stereotypes and prejudices. Through language, we will be able to learn more about each other's culture and backgrounds," said Mr Frans Masisi, of the Centre for Higher Education Studies and Development (CHESD).

"The Division Staff Development at the CHESD offers three Sesotho Communication Courses (Basic, Intermediate and Advanced Sesotho Communication). These courses have been compiled for learners with no previous experience of Sesotho who wish to learn Sesotho for communication purposes.

"Communication with our colleagues and friends is much easier if we know something of their culture or language. Knowing just a few words or phrases can break the ice in any communication process," he said.

The Sesotho Course will create a free-flowing channel of communication in the work environment and will enable us to understand one another better. Mr

Masisi invites non-Sesotho speakers who have not yet registered for the Sesotho Communication Course to do so in 2008.



Mr Frans Masisi (far left in the front row) and the students in the basic Sesotho Communication class.

## Economic educators visit the USA

Four educators from South Africa visited the National Council on Economic Education (NCEE) in the United States of America (USA) on an exchange programme to study economic education delivery systems. The NCEE is a non-profit educational organisation in the USA with a nationwide network of university based centres for economic education. The South African delegation met with the department of education in Minnesota, staff from the national department of education in Washington DC and representatives of the South African Embassy.

## Regter Hefer President van Konvokasie

Regter Joos Hefer is as die nuwe President van die UV se Konvokasie verkies. Die konvokasie is saamgestel deur alle persone wat 'n kwalifikasie aan die UV behaal het, sowel as 'n bepaalde groep akademiese en steundienspersonelede. Regter Hefer volg prof. François Retief, 'n oud-reaktor van die UV, op.

## Departement woon gissimposium by

'N Groep akademici van die Departement Mikrobiese, Biochemiese en Voedselbiotegnologie het die Internasionale Gespesialiseerde Gissimposium in Sorrento, Italië bygewoon.

Prof. Bettie Lodolo en me. Olga de Smidt (studieleiers proff. Koos Albertyn en James du Preez) het elk 'n referaat gelewer, terwyl proff. Lodewyk Kock,

Bennie Viljoen en me. Chantal Smith elk plakkate aangebied het. Proff. Du Preez en Kock het Suid-Afrika as lede van die Internasionale Kommissie oor Giste wat tydens die kongres vergader het, verteenwoordig.

Die simposium is een van 'n reeks wat jaarliks in 'n ander land aangebied word.



By die simposium was, van links: me. Olga de Smidt, Ph.D.-student, prof. Bennie Viljoen, me. Chantal Smith, navorser, proff. Bettie Lodolo, geaffilieerde dosent, Koos Albertyn, Lodewyk Kock, en James du Preez, Departementele Voorsitter, met vulkaan Vesuvius in die agtergrond. Almal is verbonde aan die Departement Mikrobiese, Biochemiese en Voedselbiotegnologie aan die UV.

## VSA ambassadeur besoek die UV



Die Amerikaanse ambassadeur vir Suid-Afrika, mnr. Eric Bost, het die Departement Politieke Wetenskap aan die UV besoek om 'n informele gesprek met studente en personeel te voer. Hier is, van links: prof. Heidi Hudson, Departementele Voorsitter; Departement Politieke Wetenskap, mnr. Bost, prof. Engela Pretorius, Visedekaan; Fakulteit Geesteswetenskappe, en me. Keneuoe Lekena, honneursstudent in Politieke Wetenskap.

## Professor in Translation visits the UFS



Prof. Christiane Nord, emeritus professor in Translation at the University of Applied Sciences, Magdeburg-Stendal in Germany and research professor at the UFS Department of Afroasiatic Studies, Sign Language and Language Practice, visited the department to among others conduct research discussions with postgraduate students and present short courses in translation. Here are, from the left, front: Mr Edward Kgatla, lecturer at the University of Limpopo, Prof. Nord and Ms Corrie Geldenhuys, co-ordinator of short courses at the department; back: Prof. Jackie Naudé, Departmental Chairperson, and Ms Mamonaheng Mahobe, Parliament of Lesotho.

## Nutrition conducts breakthrough study

As part of the university's Community Service Learning (CSL) projects the Departments of Nutrition and Dietetics, Chemical Pathology, Basic Medical Sciences and Biostatistics, conducted a study, Assuring Health for All in the Free State (AHA FS) in the towns of Springfontein, Trompsburg and Philippolis.

The aim of the study was to determine the influence of rural lifestyles on the development of chronic diseases such as obesity, diabetes and cardiovascular diseases as well as undernutrition and HIV/AIDS.

More than 500 households from the three towns participated in this study. The study exposed participants to high quality health screening and provided valuable information about the current health, disease and nutrition situation in these rural areas.

Ms Monique Nel, Community Service co-ordinator in the Faculty of Health Sciences, said: "The challenge faced by dietitians and other healthcare workers are to develop appropriate educational and health-promoting programmes that will prevent lifestyle diseases in these communities."

## 'Safety in office environment important'

A group of staff members from the Qwaqwa Campus presented a workshop on health and safety in an office environment. Mr Daniel Tshabalala from Health and Safety Legal Audit Consultants conducted the workshop.

He said that health and safety in an office environment is as important as in any other workplace. The group received hands-on information on the principles of the Occupational Health and Safety Act, how to interpret it and how to implement the requirements thereof.

# UFS and Dronten to work together

The UFS and CAH Dronten Professional Agricultural University in the Netherlands are expanding and strengthening their relationship. The focus of the co-operation will initially be within the Departments of Agricultural Economics and Animal, Wildlife and Grassland Sciences.

Prof. Herman van Schalkwyk, Dean of the Faculty of Natural and Agricultural Sciences, visited Dronten recently to investigate the possibility and feasibility of a more formal linkage between the two institutions. That was followed by a visit from Dr Will Beckering to the UFS where a letter of undertaking was signed, paving the way for the signing of a memorandum of understanding and implementation agreements.

Both the institutions share an interest in the training of emerging farmers; the carrying out of an agricultural skills development project; short-term visits of staff for consultations and lecturing; formulating and implementing projects on capacity development to broaden access to professional education; ex-

change of students for study programmes, placement projects; curricular development, more especially the possibilities of developing a joint

master's degree programme; and identifying the possibilities of the use of e-learning in joint educational programmes.



Signing a letter of understanding, were, from the left, front: Dr Will Beckering from Dronten, and Prof. Herman van Schalkwyk, back: Dr Aldo Stroebel, Head: Internationalisation, and Prof. Izak Groenewald, Director: Centre for Sustainable Agriculture.

## Fisika maak skoonskip met pryse

Die Departement Fisika het 'n groep van 27 by vanjaar se konferensie van die Suid-Afrikaanse Instituut vir Fisika (SAIF) teenwoordig gehad. Hulle het ook vir die derde agtereenvolgende jaar vyf pryse vir onderskeidelik die beste Ph.D.-lesing en -plakkaat (Tobi Oluwafemi en Simon Dhlamini), beste M.Sc.-publikasie en -lesing (Lisa Coetsee en Brain van Soelen), tweedebeste Ph.D.-lesing (Edward Jurua) en tweedebeste M.Sc.-plakkaat (Werner Jordaan) gewen.

Prof. Hendrik Swart, Hoof van die Departement Fisika aan die UV, het ook 'n toekenning van die Nasionale Navorsing Stigting (NSS) verwerf. Hy het die hoogste telling vir die navorsingsnisarea in die ontwikkelde Research Nis Area (RNA)-kategorie ontvang, wat toegeken is deur die institusionele navorsingsontwikkelingsprogram.

## Elf by kongres in Ierland



Elf akademici (nagraadse studente en akademiese personeel) van die Departement Landbou-ekonomie het ses referate en vier plakkaat op die International Farm Management Congress in Cork in Ierland, gelewer. Van die spanlede, afgeneem op die Ierse platteland, is van links: me. Ntsikane Maine, dosent in die Departement Landbou-ekonomie, mnr. Le Roux van Wyk, meestersgraad-landboustudent, mnr. Jurgens Twyman, meestersgraad-landboustudent, en dr. Wimpie Nell, Direkteur vir die Sentrum vir Landboubestuur. Almal op die foto is verbonde aan die Sentrum vir Landboubestuur.

# Qwaqwa Sasol Trac Lab teaches learners to excel

In the Sasol Trac Lab that was established on the Qwaqwa Campus in July 2006, learners get the opportunity to obtain hands-on experience through the prescribed practicals that they are performing.

"We are bringing technology to the learners and most of them are working on computers for the first time in their lives. They love the sessions and always want to come back for another class," said Mrs Lea Koenig, Manager: Sasol Trac Lab.

Currently the laboratory can only accommodate 30 learners. The university is in the process of expanding the laboratory to a larger facility to accommodate between 45 and 50 learners at a time. In 2007, 25 schools (2 747 learners) have visited the Trac Lab. During the visits learners are exposed to the university for the first time and many of them indicate they want to study at the UFS in the future.



Busy with a session in the Sasol Trac Lab on the Qwaqwa Campus are Mrs Lea Koenig, Sasol Trac Lab Manager, and Mr Bulara Mantai, Science Teacher, with the learners from Reahola Secondary School.

## SA foreign policy focus of lecture



In her inaugural lecture Prof. Heidi Hudson from the Department of Political Sciences, focused on the impact that Pan-Africanist sentiments had on South Africa's foreign policy. She said that South Africa needs to reflect more critically and honestly on the dualism inherent in its ideological assumptions regarding relations with Africa.

## Simposium oor voeding aangebied



Die Departement Voeding en Dieetkunde aan die UV het 'n simposium met die tema "Making nutrition child's play" op die Hoofkampus in Bloemfontein aangebied. Dit is bygewoon deur dieetkundiges van oor die land, voedingvoorgligters van die Vrystaatse Departement van Gesondheid en dieetkundestudente. Van links is, voor: prof. André Dannhauser, hoof van die Departement Voeding en Dieetkunde, me. Yolandi Bester, finalejaar-dieetkundestudent, me. Ronette Lategan, organiseerder van die simposium en verbonde aan die Departement Voeding en Dieetkunde, en me. Iris Taylor, voedingvoorgligter van die Departement van Gesondheid, Vrystaat.



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## Regte bied navorsingsberaad aan



*Die Fakulteit Regsgeleerdheid aan die UV, Rhodes Universiteit en die Noordwes-Universiteit het 'n navorsingsberaad op die Hoofkampus in Bloemfontein gehou om gesprek oor die bevordering van navorsing in die onderskeie universiteite se regs fakulteite te voer. Van die gaste wat die beraad bygewoon het, was van links: mnr. Bradley Smith, organiseerder en verbonde aan die UV se Fakulteit Regsgeleerdheid; prof. Rob Midgley, Dekaan: Fakulteit Regsgeleerdheid, Rhodes-universiteit; appèlregter Ian Farlam, gasspreker; prof. Johan Henning, Dekaan: Fakulteit Regsgeleerdheid, UV; appèlregter Fritz Brand, gasspreker; prof. Elizabeth Snyman-Van Deventer, organiseerder, UV se Fakulteit Regsgeleerdheid; prof. Christa Rautenbach, Potchefstroom-kampus, Noordwes-Universiteit, en prof. Philip Iya, Mafikeng-kampus, Noordwes-Universiteit.*

## Passed away

**Ms L.S. Matli** from the Department of Agricultural Economics and **Dr C.I. Saaiman** from the Department of Psychology passed away. The UFS want to convey its condolences to their families.



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