

UFS to focus on 5 mega-projects

During the official opening of the UFS, Prof. Frederick Fourie, Rector and Vice-Chancellor, identified the “five things we must get right” to reposition the university as a university that is successfully managing excellence and diversity.

According to Prof. Fourie, the strategic academic clusters – initiated in 2006 – are a very important initiative which is aimed at making the university a world leader in six broad areas. These clusters are not just research based, but will include postgraduate programmes and filter down to undergraduate learning programmes and curricula.

“We applaud the outstanding performance in terms of research and entrepreneurial academic activities in departments and areas that are not part of an approved cluster at the moment and will continue to support them. One or more of these activities may become the kernel of a new strategic cluster in the future,” said Prof. Fourie.

As a second project he identified the establishment of a new teaching and learning model to address current success rates. This includes both undergraduate and postgraduate programmes. “Quality in teaching and learning is very important because it affects the lives of thousands of students directly,” he said. Finding new income streams to enable higher levels



The Human Rights Commission presented the first of a series of workshops on Human Rights Awareness to cultivate a culture of human rights at the UFS. This first workshop was attended by the residence heads. These workshops form part of the Residence Diversity Implementation Committee's (RDIC) mandate. Attending the workshop were, from the left: Dr Choice Makhetha, Deputy Dean: Student Affairs, Mr Hein Badenhorst, new Residence Head, Ms Masego Petlhu, Human Rights Commission, Ms Elsie Ruppung, Residence Head, and Adv. Mothusi Lepheane, Human Rights Commission.

of financial sustainability is the third project, especially in view of dwindling government subsidies and limits on student numbers. This is necessary to fund sustained higher levels of investment in the quality of academic activities and in the necessary capacity and facilities.

Prof. Fourie said the fourth project regarding institutional culture is an on-

going effort to create a sense of belonging for all staff and students through the adoption of an Institutional Charter for the university.

“The draft Charter describes the outlines and constitutive principles of a university we want to be *after* transformation and *after* the necessary redress phase. The principles are intended to provide an incubating environment with-

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Pilaarbouer tree af na 40 jaar



By 'n afskeid wat deur die UV-bestuur vir mnr. Arie van der Bijl gereël is, was, van links: mnr. Van der Bijl, en sy vrou, Johanna, en prof. Frederick Fourie, Rektor en Visekanselier van die UV.

Mnr. Arie van der Bijl, Direkteur: Begroting, is vanaf 1 Januarie 2008 met verlof en sal dan na 40 jaar diens aan die UV aftree. Hy was vir 25 jaar hoof van die Departement Finansies.

Volgens prof. Frederick Fourie, Rektor en Visekanselier van die UV, is mnr. Van der Bijl nie net 'n deskundige in finansies nie, maar ook bekend vir sy akkuraatheid met die opstel van begrotings en sy rol in die oorskakeling na nuwe stelsels, soos in die geval van PeopleSoft.

Die Begrotingsdepartement sal nou onder die beheer van die Direkteur: Finansies val en die werk wat deur mnr. Van der Bijl gedoen is, sal nou deur me. Cecile Joubert (x3066) en mnr. Pieter du Plessis (x2950) behartig word. Alle verwante navrae kan aan hulle gerig word.

Mnr. Van der Bijl is steeds die hoofbeampte van die UV se Pensioenfonds asook die Voorsorgfonds. Lede kan hom kontak by x3634, arie.rd@ufs.ac.za of persoonlik besoek in kamer 306/305 op die derde vloer van die George du Toit-administrasiegebou.

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in which the redress phase of transformation can be completed and, within which a high-quality, normalised, nonracial and non-sexist UFS can be established in the intermediate and long term.

The fifth project is the Transformation Plan, launched in 2007. "We simply must pursue this plan diligently, given our commitment to comprehensive and deep transformation, and to best practice transformation. All universities will have to face up to the challenge of transformation and the UFS can break new ground, as it did in the past by managing transformation innovatively and creating a campus where all can find their rightful place," said Prof. Fourie.

In addition to the five mega-projects, the Executive Management also identified a project to continuously support and strengthen the general research culture and research programmes of faculties as well as a project to build the profile of the university and to develop a positive image in terms of the national media and national mindset.

Prof. Fourie concluded: "By focusing our energies on these five mega-projects, we will be able to stay focused on what is really important in our strategic plan – on what will really make a difference in the future life of this university."

Boedelbeplanning kry borgskap



Die Sentrum vir Boedelbeplanningsreg in die Fakulteit Regsgeleerdheid het 'n borgskap van R50 000 per jaar van BoE Trust Bpk. ontvang om sy werksaamhede uit te bou, veral met betrekking tot navorsing en voortgesette opleiding oor praktykgerigte aspekte van boedelbeplanning. Hier is, van links: prof. Elizabeth Snyman-Van Deventer, Hoof van die Sentrum vir Boedelbeplanningsreg, prof. Johan Henning, Dekaan van die Fakulteit Regsgeleerdheid, mnr. Louis van Vuuren en mnr. Franklin Dikgale, albei van BoE Trust Bpk.

Management receives jubilee items

The Qwaqwa Campus celebrated 25 years of existence in 2007. As part of the celebrations members of management were given a jubilee blanket and golf shirt as a token of appreciation for the support and guidance that the campus received since its incorporation in 2003. Prof. Willie van Zyl, representative of the Campus Principal on the jubilee project, handed these items to Prof. Frederick Fourie, Rector and Vice-Chancellor.

Top class musicians appointed for Odeion String Quartet

The UFS has appointed three top class musicians for the Odeion String Quartet. The quartet, which was formed in 1991, is the only resident quartet at a South African university.

Ms Denise Sutton was appointed as first violinist and leader of the string quartet, Ms Jeanne-Louise Moolman as viola player, and Ms Sharon de Kock as second violinist.

Three former members of the quartet have retired or left Bloemfontein. Mr Michael Haller, longtime cellist of the quartet, will also be retiring at the end of 2008. The Odeion String Quartet will literary be brand new. Opportunities now exist for learners and students to be taught by excellent new lecturers. The new players will also strengthen the Free State Symphony Orchestra to a large extent.

Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS and chairperson of the String Quartet's management committee, said: "The Odeion String Quartet, a cultural flagship of the UFS, symbolises our commitment to the arts. It also plays an important strategic role in the development of symphony orchestra music and classical music training in the Free State."



The three new members of the Odeion String Quartet are, from the left: Ms Jeanne-Louise Moolman, viola player, Ms Denise Sutton, leader and first violinist, and Ms Sharon de Kock, second violinist.

Most string quartets abroad are affiliated with a higher education institution, which enables a higher level of playing as there is more time for preparation and to study the repertoire. "We appreciate the university's confidence in us and for the opportunity to explore the intricacies of ensemble playing. We hope that we can produce inspiring per-

formances for our audiences and students," said Sutton.

The first official performance of the "new" Odeion String Quartet will be in May this year in Bloemfontein. Members of the quartet will perform in the Spanish Music Festival in March 2008. In May 2008 the quartet will participate in Zimbabwe in the Bulawayo Festival.



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How we manage load shedding

The UFS is affected by load shedding in various ways. The Executive Committee of the Executive Management (Exco) believes that it is important to ensure that the university continues to function in spite of power interruptions and therefore a number of measures were approved.

Equipment (generators) is being installed and operational arrangements will be made to minimise disruptions in times of load shedding.

Although it is unaffordable to generate power for the whole campus to meet everyone's electricity needs, Exco gave its approval for the installation of emergency power equipment in all the large lecture-hall complexes including the Examination Centre, the Flippie Groenewoud Building, Stabilis, Genmin and the Agriculture Building. Generators with 20-30% more capacity than required for the current demand are being ordered. The expected construction time is 16 weeks, except for the Flippie Groenewoud Building where it is 6 weeks.

Exco also approved that faculties and support services that want to purchase UPSs (uninterruptible power supplies) to combat the detrimental effect of unexpected power interruptions on computer equipment, can (as at present) purchase them from own funds via Computer Services. Small, loose-standing generators can also be purchased from own funds via Physical Resources and installed under their supervision. Laptop computers can, where necessary, be purchased from own budgets.

Staff is requested not to install their own power generators under any circumstances. It can be very dangerous when these are linked to a building's electrical system.

Problems and possible solutions regarding load shedding in computer rooms, during evening lectures, and practical classes were discussed. Prof. Teuns Verschoor, Vice-Rector: Academic Operations, said: "As part of the contingency planning of the UFS, an alternative module and venue timetable has been compiled so that classes that



cannot take place during evenings as a result of load shedding can be accommodated on alternative time slots or in alternative halls."

Managing the possible impact of power interruptions on teaching and learning is a priority. According to Prof. Driekie Hay, Vice-Rector: Academic Planning, we must not compromise the quality of teaching and learning at the UFS. "Lecturers will have to fall back on presentation methods not linked to electricity, without neglecting innovative technology-linked presentation methods (posting PowerPoint presentations and other supplementary learning materials on the web).

"In the case of full-time undergraduate courses, no lectures should be cancelled beforehand. If a power interruption occurs in a venue, lecturers and students must wait for at least ten minutes before the lecture is cancelled. If natural lighting and ventilation make it possible to continue with the lecture, it should be done.

"No student must be able to use the power interruptions and non-presentation/cancellation of lectures as an argument for having failed modules, for poor academic performance or to negotiate for a change in examination scheduling," she said.

Security systems and the safety of staff and students will also receive specific attention – this includes the residences.

The situation on the Vista and Qwaqwa Campuses is also receiving attention. The same guidelines that apply to the Main Campus also apply to the Vista Campus. The situation is being monitored and will be managed according to need. Solutions were found for most of the electricity related problems on the Qwaqwa Campus.

Exco emphasised that the university will have to manage despite load shedding, even after the emergency power systems have been installed. Exco also requested that every division must devise operating procedures to deal with load shedding without jeopardising the quality of core functions. For this purpose load shedding schedules from Centlec are available on the UFS web-site. All UFS communication on load shedding as well as links to relevant sources are also available on this web page.

Staff who wish to receive updates on the power situation via SMS, during periods of load shedding, are requested to update their cellphone numbers on the staff intranet (staff intranet, service desk under services, update my details) or contact Ms Jeanette Wessels at 051 401 2804 or wesselsj.rd@ufs.ac.za

If there are any practical solutions to deal with the load shedding (such as alternative ways of working) you are invited to send an e-mail to: lightsout@ufs.ac.za

Employment Equity Plan approved

After months of hard work by the Central Employment Equity Committee, the UFS's Employment Equity Plan was approved in November 2007.

Within the plan an important concept, that of sufficient diversity, was approved and is utilised. A designated group (e.g. black males or white females) is seen as being *sufficiently represented* when it has a twenty percent or higher representation within a UFS staff category. The twenty percent representation per group is viewed as the five-year target.

This implies that the appointment of persons from groups that exceed 20% representation does not qualify for employment-equity target setting. This does not mean that white women and black men (and white men) may not be appointed in the categories where their representation ex-

ceeds 20%. It does mean, however, that their appointment is not counted in attaining the targets, and that the emphasis should be shifted to those categories that are still underrepresented, e.g. black women.

For the designated groups as a whole, it was approved that numerical targets be set at a minimum of 50% representation in each UFS staff category. These targets of 50% also are to be attained within the next five years.

This is one of the most crucial areas of concern, a key element of the Transformation Plan because the UFS firmly believes that diversity among our staff is an asset that will assist us in our quest for excellence. Approximately R18 million has been set aside in the past 5 years for this important strategic priority to allow faculties and departments to appoint persons from designated groups. Every opportunity to employ senior black

and female managers has been utilised (DVCs, deans, deputy deans, directors, deputy directors).

He said: "While some of the targets have already been attained, and many are indeed attainable in five years, it might be difficult to attain these targets in e.g. the senior academic ranks. Management is looking at different ways to achieve the numerical goals.

"Much more focus is to be placed on 'growing our own timber' and mentoring. Two new projects for 'growing our own timber' and a Workplace Learning Internship initiative for the support services were approved. There is also a project in the pipeline for the development of leadership among promising black academic and support staff to equip them for senior and high-level management positions."

Student receives international award

A postgraduate student at the UFS was honoured when he received the first prize for his presentation in the Biochemistry and Industrial Mycology session of the Asian Mycology Congress (AMC) held in Malaysia.

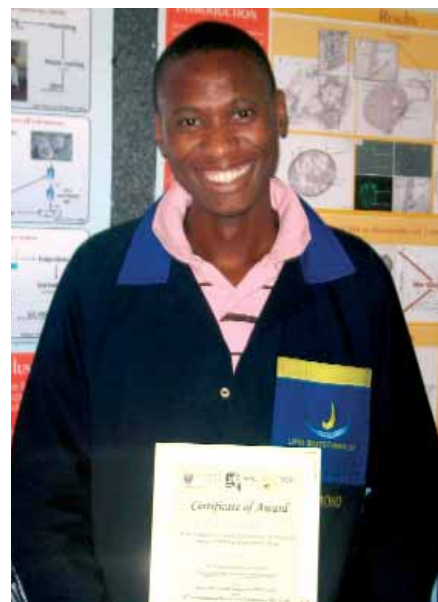
The winning presentation from Desmond Ncango (24), Ph.D. student from the Department of Microbial, Biochemical and Food Biotechnology, focused on the inhibitory effects of non-steroidal anti-inflammatory drugs (NSAIDs) such as aspirin on fungi. This suggests that commonly used aspirin may be used as a cheap antifungal to combat yeast infections. Desmond also exposed novel lubricants that are used by yeasts for water-propelled movement. This may find application in nanotechnology in the lubrication of nano-robots.

"The meticulous preparation and presentation style also contributed to the success," said Prof. Lodewyk Kock, head of the Lipid Biotechnology Group

at the department and main promoter of Desmond's Ph.D. studies.

"I cannot really explain the feeling when my presentation was selected as the best as it was presented in a very difficult category and many senior researchers and professors also participated. I plan to use all the knowledge and skills I have learnt from Prof. Kock, who is my role model, especially to the benefit of disadvantaged communities in South Africa. I want to follow an academic career at a tertiary institution when I have completed my Ph.D. studies," said Desmond.

Desmond went to school in Botshabelo, Bloemfontein and completed his Grade 12 in 2000 with a distinction in Mathematics. He enrolled for a B.Sc. degree at the UFS, majoring in Microbiology and Physiology. After obtaining this qualification, he joined the postgraduate research group of Prof. Kock. He completed his M.Sc. degree with distinction last year and was privileged to have this research published in



Desmond Ncango.

and on the cover of the *Canadian Journal of Microbiology*, a journal accredited by the Institute for Scientific Information (ISI).

Centre contributes to development in Sierra Leone



Engaged in hands-on training are, from the left: Mr L.J. Maleté, Botshabelo District Hospital, Mr Philip Sorboeh, Koidu Holdings, Sierra Leone, Mr Billy Mphano, Botshabelo District Hospital, and Mr Eric Bindi, Sierra Leone.

Koidu Holdings SA in Koidu, Sierra Leone, started with a community development project as part of a resettlement programme to motivate resettled people to become self-sufficient producers of small-scale gardens and to promote entrepreneurship.

Koidu Holdings specially requested the Centre for Agricultural Management at the UFS to present their Food Garden Management course to three of their employees.

According to Ms Dora du Plessis, co-presenter of the workshop: "Small plots of land (100 × 50 m²), have already been earmarked and allocated for this purpose in the resettlement area in Sierra Leone, and a borehole has been sunk for watering the crops during the dry season. Ultimately a proper watering project will be developed to supply drinking water to resettlement homes and the agriculture project."

Dietetics students from the university also attended the course. Dietetics students are trained to develop their creativity and entrepreneurial skills, enabling them to start a private practice in community/clinical nutrition, or act as a consultant for food services. The students who are involved at the Botshabelo District Hospital requested the centre to help them start a food garden at the hospital.

Fakulteit vier uitsonderlike prestasies

Die Fakulteit Regsgeleerdheid het verlede jaar die meeste skynhofoorwinnings in die bykans honderdjarige bestaan van dié fakulteit behaal. Elke spanleier van die onderskeie skynhofkompetisies het 'n verslag saamgestel wat tydens 'n skemerkelkonthaal deur prof. Johan Henning, Dekaan van die Fakulteit Regsgeleerdheid, aan appélregter Joos Hefer oorhandig is. Die skynhofleiers/koördineerders van die vier kompetisies is, van links: prof. Elizabeth Snyman-Van Deventer, leier/koördineerder van die Willem C. Vis Internasionale Kommerisiële Arbitrasie-skynhofkompetisie wat in Wene, Oostenryk aangebied is, dr. Neels Swanepoel, leier/koördineerder van die Skynhofkompetisie van die UV-Regskliniek vir senior studente wat by die UV se Vista-kampus aangebied is, prof. Johan Henning, Dekaan van die Fakulteit Regsgeleerdheid, adv. Mariëtte Reyneke, leier/koördineerder van die Kovsie Eerstejaar-skynhofkompetisie wat in die Appèlhof aangebied is, en me. Thapi Matsaneng, leier/koördineerder van die 16de All Africa Menseregte-skynhofkompetisie wat in Senegal aangebied is.



UFS finances are fundamentally sound

The finances of the UFS remain fundamentally sound and a higher than expected surplus of about R26 million was achieved in the 2007 budget," said Prof. Frederick Fourie, Rector and Vice-Chancellor, at the last Council meeting of 2007.

In support of the drive to reposition the UFS nationally as a university that is successfully integrating excellence and diversity, R5 million will be made available from the surplus for this purpose.

The Council also approved the following allocations for 2008 for the key strategic pillars of a good practice budget for the university:

- Information sources: R21,1 million
- IT infrastructure: R3,5 million
- Replacing expensive equipment: R7,05 million
- Research: R18,1 million
- Capital expenditure: R28,2 million
- Maintenance of capital assets: R18,2 million
- Reserves: R6,3 million
- Personal computers for the computer laboratory: R3,5 million

For the Qwaqwa Campus R2,5 million has been set aside for these issues.

In terms of strategic priorities R8 million was allocated for the academic clusters and R6 million for employment equity.

According to Prof. Fourie, funds have been reserved for the development of the academic clusters, as well as the continuation and acceleration of the transformation programme of the UFS.

"We also managed to revise the conditions of employment of contract appointments and align it with the latest labour practices. The phasing in of the fringe benefits of this specific group of staff members will commence in 2008," said Prof. Fourie.

The projected income for 2008 will be R849 million, while the projected expenditure, excluding transfers, will be R694 million.

Varsitybeker-kompetisie geloods by UV



By die loodsing van die Varsitybeker-kompetisie was, van links: prof. Frederick Fourie, Rector en Visekanselier, mnr. James Letuka: Direkteur: KopsieSport, mnr. Francois Pienaar, voormalige Springbokkaptein en direkteur van die ENB Varsitybeker, en mnr. De Wet Ras, KopsieSport.

Eerste Nasionale Bank (ENB) het die ENB Varsitybeker-kompetisie, waar Suid-Afrika se top-universiteite teen mekaar gaan meeding, aan die UV geloods. Volgens mnr. Francois Pienaar, vorige Springbok-kaptein en 'n direkteur van die Varsitybeker, is tersiêre rugby 'n belangrike platform vir die ontwikkeling van Suid-Afrikaanse Rugby.

Die Varsitybeker-konsep bestaan uit agt spanne wat op Maandae teen mekaar sal meeding, gevolg deur twee halfeindstryde en 'n eindstryd. Die laaste wedstryd sal op 7 April gespeel word. 'n ENB Varsitybeker-feestoernooi

word ook vir die Paasaweek in April in George beplan waar al agt spanne elk drie ligawedstryde sal speel.

Prof. Frederick Fourie, Rector en Visekanselier aan die UV, sê: "Ons is reg hiervoor. In 'n era van semi-professionele sport kan sport tot nog 'n hoër vlak opgelig word. Dit is waaroor dit gaan – professionalisering."

'n Koshuis van die kampioenspan se universiteit sal ook die geleentheid kry om in George te speel. Dit sal dan vir die eerste keer in die Suid-Afrikaanse rugbygeskiedenis bekend word wie die beste koshuisrugby speel.

Prof. Willemse serves on Absa boards

Prof. Johan Willemse, Departmental Chairperson of the Department of Agricultural Economics, has been appointed as an independent non-executive director on the boards of the Absa Group and Absa Bank from 1 January 2008. He belongs to the South African Agricultural Writers Association, is a regular columnist for various agricultural periodicals, and has been a presenter and programme advisor on national television in respect of agricultural matters.

Prof. Willemse also studied at the University of Illinois with a Cochrane

Fellowship bursary in 2003. He has his own agriculture consulting business and has won numerous national agricultural awards and achievements.

He was a member of the Ministerial Task Group that evaluated the 1992 drought aid to farmers and was appointed by the Minister of Agriculture and Land Affairs in 1997 to advise on the implementation of the Marketing of Agricultural Products Act.

Prof. Willemse is a specialist on agricultural marketing, strategy and policy formulation.

Marketing wins first prize



Photo: Armand Swanepoel

The proud staff from UFS Marketing are, from the left: Ms Martie Nortje, Ms Elizabeth Mohammed, Ms Sulet van Heerden, and Mr Philmon Bitso.

Printed marketing materials produced by UFS Marketing were chosen as the best in the external marketing: marketing material and brochures category at the Unitech congress in Durban. The materials were designed by Chrysalis Advertising and Publishing.

Unitech is an umbrella body for marketing and communications professionals in higher education in South Africa. UFS Marketing competed against other tertiary institutions that took part in the excellence awards to claim this prestigious honour.

Jool 'n groot sukses



Foto: Gerhardus Bosch

Die wenvlot wat deur Huis Karee, Huis Marjolein en Huis Vergeet my Nie vir die Jool gebou is. Volgens me. Karen Scheepers, Bestuurder: Kowsiejool, het koshuise vanjaar, ondanks die minder tyd wat hulle gehad het vir vlotbou, hulself oortref en het die standaard van die vlotte verhoog. Die kroningsbal van Kowsies se joolkoningin was ook 'n groot sukses. Chéni Prinsloo is as koningin gekroon en Marcia van Tonder en Line Morrison onderskeidelik as eerste en tweede prinses.

Dr Huysamen shed light on performance

The implementation of the performance management process commenced in 2006, with the Rector and the Executive Committee of the Executive Management (Exco), and was cascaded to the level of directors/deans and departmental heads/assistant-directors during 2007. Forty four individual and 28 group sessions were held during 2007 and the performance plans of people who attended the sessions were completed.

Dr Renalde Huysamen, Head: Performance Management and Staff Development in the Centre for Higher Education Studies and Development, said: "We realise that performance management is a complex process to implement, therefore the Technical Committee made a decision *not* to include other levels of staff in the performance management process for 2008. It is important that staff members who attended sessions in 2007 first feel comfortable with the system before it is rolled out to other levels."

To assist staff with the implementation of performance management, Dr Huysamen will deliver a one-hour session aimed at explaining the implementation of the Work Environment Diagnoses instrument. On-going training on receiving and providing feedback will be conducted by an external provider, to empower line managers to carry out the performance appraisal task at the end of 2008.

Staff members from the Faculty of Law, who attended this training in 2007, felt that it is an absolute necessity. Prof. Voet du Plessis, Head of the Department of Mercantile Law, said: "Practice is needed to ensure that people know how to give and receive feedback."

Training will commence in 2008 to certify that departmental heads are comfortable with the Performance Management IT system.

Prof. Niel Viljoen, Chief Director: Operations, and Prof. Driekie Hay, Vice-Rector: Academic Planning, requests that staff attend the mentioned sessions for 2008.

Koppie koffie met...



‘Mense moet kan sê ek het hulle harte aangeraak’

Positief, passievol en vol vrae. Dit is hoe jy prof. Driekie Hay, nuwe Viserektor: Akademiese Beplanning, kan opsom.

Haar passie om ander te leer borrel sommer oor. “Van kleins af het ek ’n aanvoeling en passie gehad om almal om my te help leer, veral akademies. My pa was baie keer vies, want as hy by die huis kom is daar ’n klomp kinders om die eetkamertafel aan wie ek die werk wat hulle nie verstaan nie, verduidelik. Ek geniet dit ook baie as mense en veral studente vrae vra. Dit was nog altyd belangrik vir my om ander te help om hul potensiaal te bereik,” sê sy.

Prof. Hay het in die Grabouw-distrik grootgeword. Op Grabouw het sy matriek geskryf in ’n skool met 126 kinders. Later verwerf sy haar B.A.graad en Onderwysdiploma aan die Universiteit van Stellenbosch.

Haar eerste pos is as Xhosa-onderwyseres in Bellville in Kaapstad. Later werk sy by die Kagisanong Onderwyskollege in Bloemfontein, waar haar belangstelling in hoër onderwys geprikkel word. Sy was ook betrokke in die akademie by die FET Kollege in Bethlehem en later Vista Universiteit in Welkom.

1994 was nie net vir Suid-Afrika ’n nuwe begin nie. Prof. Hay besluit om meer ernstig op hoër onderwys te fokus. In 1998 begin sy by die Buro vir Akademiese Ondersteuning in die Sentrum vir Hoëronderwysstudies en -ontwikkeling waar sy werk tot Maart 2004 toe sy oorstap na die Sentrale



Prof. Driekie Hay.

Universiteit vir Tegnologie in die pos van Dekaan: Akademiese Ontwikkeling.

Nie eers ’n volle kwartaal terug by die UV, en prof. Hay merk op dat sy regtig beïndruk is met dit wat met die universiteit gebeur het in die tyd toe sy weg was. “Daar is baie vlakke van vernuwing, veral die instandhouding van fasiliteite op kampus, die benadering ten opsigte van studente-ondersteuning, die bestuur van finansies en ook die paradigmaterskuiwe ten opsigte van transformasie en diversiteit. Hier is ook ’n positiewe energie om die UV, wat navorsing betref, goed te posisioneer. Die mate van entoesiasme en toegewydheid is ook groter as voorheen. Almal het een visie, om die universiteit uit te bou tot werklike uitmuntendheid. Ek ervaar iets van vooruitgang.

“Ek is ook trots om met Kopsies geassosieer te word omdat dit ’n instan-

sie is wat erns gemaak het om op ’n georganiseerde wyse drie tale/kulture te akkommodeer. Dit het my veral opgeval met die verwelkoming van die eerstejaarsstudente,” sê sy.

Prof. Hay het ook drome vir die UV oor die volgende twee jaar. “Dit sal baie vir die UV beteken as meer van sy programme en kwalifikasies studente se nommer-een-keuse kan wees. Dit is reeds sigbaar dat studente van die Suid-Afrikaanse Ontwikkelingsgemeenskap (SAOG) asook ander oorsese lande by die UV studeer omdat hulle glo hulle die beste kwalifikasie in ’n sekere veld aan dié universiteit kan verwerf. Ons het egter nog te min voorbeelde van sulke kwalifikasies, maar ek glo dat die kluster-inisiatief ’n verskil op die gebied sal maak,” sê sy.

Prof. Hay, ’n “mens mens”, raak opgewonde oor die klein dingetjies in die lewe soos om iemand se hart aan te raak. Sy verstom haar ook oor ’n mooi sonsondergang, haar honde se humor, en haar huisie op Nieu-Bethesda. “My gesin is ook natuurlik vir my belangrik. Ek het twee dogters, Hannerie (eerstejaar op universiteit), en Martinette (graad 9) asook ’n seun, André (matriek),” sê sy.

Boeke fassineer prof. Hay. “Tans lees ek bestuurs- en leierskapboeke soos Stephen Covey se *Everyday Greatness*. Ek het nog altyd geglo dat ’n goeie leier iemand is wat ’n omgewing skep waar mense kan gedy en opgewonde kan wees oor die werk wat hulle doen,” sê sy.

CDS presents research findings to portfolio committee

Dr Zacheus Matebesi, Senior Lecturer in the Department of Sociology, presented findings on the study of conflict in South African cities: An analysis of service delivery related protests, to the Portfolio Committee on Provincial and Local Government in the National Assembly in Cape Town. The study, which analyses the reasons for the wave of protests in

municipalities around the country, was conducted by the Centre for Development Support (CDS) in 2006 and 2007.

Dr Matebesi said: “The CDS was encouraged to engage with the South African Local Government Association (SALGA), the South African Human Rights Commission and the Public Protector with the view to having joint initiatives.”

2007 in retrospect a good year



Staff listen attentively to the opening lecture.



Five mega-projects to help reposition the UFS in the next five years as one of South Africa's leading universities was the focus at this year's official opening. Prof. Frederick Fourie, Rector and Vice-Chancellor, gave a brief report-back on 2007.

One of the major projects of 2006/7 was the Quality Assurance Audit. The audit panel of the Higher Education Quality Committee indicated that there were no serious quality risks or quality gaps in the core business of the university.

The university itself identified several quality-related challenges in the documentation that was prepared for the panel and many quality-improvement projects have gone ahead such as the launch of the Department of Student Development and Success. "We hope that the impact of this new department and its programmes on student success rates will become visible soon and be sustained into the future," said Prof Fourie.

Prof. Fourie also reported on another major project, the Strategic

Cluster Initiative. The content and focus of the six academic clusters have been finalised and all but one were formally approved by Senate in 2007. So far academics from 27 departments and ten centres are involved in the cluster project.

He said: "Although we faced the challenge of getting academics to work together in multi-disciplinary teams, it was a fascinating journey of discovery of common ground, and seeing colleagues being surprised at how much mutual enrichment there could be between their different areas of expertise.

Prof. Fourie also highlighted progress with the draft Institutional Charter. "An analysis of discussions among academic staff, support services and students on all three campuses by the Planning Unit about the Institutional

Charter proved that although there are a wide range of views on aspects of the charter, the ideas and basic principles of the charter have already started to influence thinking and policy-making at the UFS.

"In terms of the Transformation Plan, most of the projects are proceeding well," reported Prof. Fourie. The integration of student residences is also proceeding smoothly. However, Prof. Fourie did acknowledge that the diversity target for white male students who should be living in formerly black male residences has been very difficult to attain.

A big step forward for the UFS was the approval of the Employment Equity Plan in November 2007.

In the sport arena the UFS not only continued to have many successes in 2007 but a number of initiatives were put in the pipeline to ensure the realisation of the Sport Commercialisation Division, and the Centre for Exercise and Sport Science Services.

Lastly Prof. Fourie reported on the facilities on campus. "Management takes seriously the need to create an enabling physical environment for staff and students to perform at their best and the upgrading of and development of new facilities and parking in 2007 such as the Chemistry Building, the PC Laboratory and the Exam Centre are proof of this," he said.

Diprojeke tse hlano tsa bohlokwa di tla tlisa phapang bokamosong ba UFS



Balaodi ba ntshana se inong pele mokete wa pulo o qala.

Dilemong tse hlano tse tlang yunivesithi e tla tsepamisa maikutlo diprojekeng tse hlano tse kgolo ho beha setsha sena sa thuto mae-mong a hodimo ntlheng tse kang bo-leng le tshebetso, ha mmoho le mena-hanong ya setjhaba, dikgwebo, ditsheng tsa mona hae le tsa matjhaba tsa thuto e phahameng, le ho boradipolotiki.

Nakong ya pulo ya semmuso ya UFS, Prof. Frederick Fourie, e leng morekoro ebile e le motlatsa motjhanselara, o hlwaile dintho tse hlano tse tlamehileng ho lokiswa e leng:

- Ho kenywa tshebetso ka katleho ha Strategic Academic Clusters tsepamisong ya tsebo thutong le diphuputso UFS.
- Ntshetsopele le ho kenywa tshebetso ha mekgwa e metjha ya ho ruta le ho ithuta.
- Ho batla mehlodi e metjha ya tijelete e le ho fokotsa ho tshepela ho thuso ya mmuso le ditefello tsa dithuto.
- Ho theha moetlo o motjha bakeng sa yunivesithi ka ho phethela Institutional Charter.
- Diphethoho tse ntseng di tswelapele mahlakoreng ohle a UFS.

Ho ya ka Prof. Fourie, Strategic Clusters – tse thakgotsweng ka 2006 – ke morero wa bohlokwa haholo oo sepheo sa ona e leng ho beha yunivesithi ena sehlohlolong lefatsheng makaleng a tsheletseng. Di Clusters tsena ha di ya tsepamiswa diphuputso feela, empa di kenyeletsa dithuto tse phahameng (postgraduate) ho fihlela ho tse tlase (undergraduate), ha mmoho le tsela ya dithuto.

Prof. Fourie o boletse hore ba babatse tshebetso e kgabane diphuputso le dintleng tsa dithuto tsa kgwebo mafapheng le makaleng ao eseng karolo ya di Clusters tsena tse hlwalweng mothating ona, mme a re ba tla tswelapele ho di tshehetsa. O itse tse ding tsa dintlha tsena di ka nna tsa fetoha di Strategic Clusters tse ntjha nakong e tlang.

Jwaloka projeke ya bobedi o hlwaile ho thehwa ha mekgwa o motjha wa ho ruta le ho ithuta ho hlabolla sekgahla sa jwale sa katleho. Projeke ena e kenyeletsa dithuto tse tlase le tse hodimo. O boletse hore boleng ba ho ruta le ho ithuta bo bohlokwa haholo hobane bo ama maphelo a dikete-kete tsa baithuti ka ho otloloha.

Mehlodi e metjha ya tijelete ho etsa hore yunivesithi e ikemele, ke projeke ya boraro, haholo-holo nakong ena eo

thuso ya mmuso ya ditjhelete e nyehlang le ditekanyetso tsa palo ya baithuti. Mehlodi ena e bohlokwa bakeng sa ho tsetela ho boleng ba thuto le di-sebedisweng tse hlokalahalang.

Prof. Fourie o boletse hore projeke ya bone e mabapi le moetlo wa yunivesithi ke teko e ntseng e tswelapele ho etsa hore basebetsi le baithuti ba ikutlwe ba amohelohile yunivesithing ka ho ananelwa ha Institutional Charter.

O itse Charter e hlalosa melawana e mabapi le seo yunivesithi ena e tla-mehileng ho ba sona kamora diphe-thoho. Sepheo sa melawana ena ke ho theha maemo a matle bakeng sa ho phethelwa ha mokgahlelo wa diphe-thoho, o tla etsa yunivesithi ena ya bo-leng bo hodimo, e hlokanng kgethollo ya mmala le ya bong nakong e tlang.

O itse ntle le sena mafapha kapa makala a UFS a ka thefulwa ke semorabe le dikgohlano tsa sepolotiki. O boletse hore sena ha se seo yunivesithi kapa naha ena e se batlang.

Projeke ya bohloko ke leano la diphe-thoho le thakgotsweng ka selemo sa 2007. Prof. Fourie o re ho tlamehile hore morero ona o latelwe ka matla jwalokaha e le maikemisetso a yunivesithi ho tlisa diphethoho. O re diyunivesithi tsohle di tla tlameha ho tobana le phepetso ya diphethoho mme UFS e ka ithoma pele ntlheng ena jwalokaha e ile ya etsa nakong e fetileng ka ho laola diphethoho ka bokgabane le ho theha khampase moo bohle ba amohelohile.

Ntle le diprojeke tsena tse hlano tsa bohlokwa, balaodi ba UFS bo boetse ba hlwaya projeke e tla tswelapele ho tshehetsa le ho matlafatsa diphuputso le dithuto tsa diphuputso tsa makala, ha mmoho le projeke ya ho aha lebitso le letle le ho ntshetsapele serithi sa yunivesithi mekgatlong ya ditaba le mehopolong ya setjhaba.

Prof. Fourie o phethetse ka hore, ka ho tsepamisa maikutlo diprojekeng tsena tse hlano ba tla kgona ho dula ba le motjheng wa seo e leng sa bohlokwa morerong ona – se tla tlisa phapang bokamosong ba yunivesithi ena.

Spring vroeg weg – en doen dit reg!

Ben kan saam met jou kyk na jou geld- en versekeringsake:

- Gaan jy vanjaar aftree?
- Het jy beleggings, en hoe gaan dit met hulle?
- Is jy gerus oor ál jou finansiële sake?
- Voldoen jou versekering aan jou huidige en toekomstige behoeftes?
- Het jy voorsiening getref vir ongelukke, inperking en ander onvoorsiene gebeure?
- Is jou boedel en testament in orde?

Dit is gewoonlik die mense wat sterk wegspring, wat eerste kom waar hulle graag wil wees.



Ben Opperman

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5 Minute



Moenie moan nie, maak geskiedenis!

Was toe so! Terug van die vakansie. Groen swembad, siek hond en dooie gras. Gelukkig kom die reën, hond herstel vinnig en swembad word gered met die laaste geld vir Januarie – die langste, langste maand. No. Bultjie didn't bungee this holiday as promised. Those guys are ridiculous! R550 for a quasi suicide jump down the bridge? That gave me an adrenalin rush that far exceeded the possibilities of a jump. So I rather joined the White Deaths in the ocean. At least you can see those sharks coming!

And then it all started again. Registration, rag, first-year madness all over campus and postgraduates driving you wild with "please-can-I-finally-hand-in" looks in their eyes. Kry die studiehandleidings gedruk. Skryf die navorsings- en jaarverslae, beplan studieterreine vir nagraadse mense en herskeduleer alle klasse en aktiwiteite, sonder om met ander klasse te bots volgens die rooster wat Eishcom voorsien wat (soms) in siklusse werk wat slegs Statistiek verstaan! So everything is quite normal again!

Ag wat, maar ons kla nie! Kla maak 'n mens net moeg. 'n Kollega sê mos daar is twee soorte mense. Die eerste groep begin hulle sinne met "Nee. Jy sien, die probleem is dit." Die ander groep begin met "Ja. Dit is waar wat jy sê. Daar mag dalk 'n paar komplikasies wees waarna ons betyds moet kyk." Nou reken die kollega as iemand met 'n "nee" begin, dan weet jy hier is 'n negatiewe mens en jy hol! Met 'n "ja" aan die begin van die sin, bly jy staan en jy kan saamwerk met die mens. So laat ons maar die jaar aanpak met 'n "ja." Dit sluit nou alles in van die Cheetahs tot by *General Electric* se probleem met *Awol Electric*.

I wonder why students from all over the world come to Kopsies to do the Advanced Diploma and Master's Degree in Disaster Management? Does it say something? All I know is that Prof. Jo van As can only do his research in

the swamps up north; as that's the only place he can find the *goggamatotter-tjies* irritating the small fish. Anyway, all I know is that Kopsies is an interesting place to do workshops. The Office of Diversity tackles things that most other institutions tend to ignore. Their diversity sensitisation workshop for first-entering first-year students and seniors is such an example. Keep up the good work JC, Billyboy, Tibe, Joe and Shirley. I hope a visit to experience harmony in nature was part of the plan.

Bultjie discovered two wonderful places of interest last year. The Boyden Observatory and the game trips in Woodland Hills just out of town. I've seen 22 species in one hour excluding Mammie and the kids. Thanks Sweis – a Kopsie student guide – for the experience! Wellness Committee take note! Take us all there one Friday night and you've done your job for the year.

Geluk aan prof. Driekie wat weer terug is. Wees gewaarsku kollegas! Sy

gaan vir ons dreun! So terloops vir prof. Magda op Stellenbosch gesien en in haar mooi toespraak spog sy met mede-Kopsies wat sy die aand daar tussen die hogere wynlandige gaste opmerk. Dis Kopsietrots wat dik in ons mense hier en in dié van oud-kollegas loop. Nou gedra vir julle mooi die jaar, presteer en leef in harmonie soos net Kopsies kan. Dan rapporteer Bultjie weer teen die einde van die jaar oor julle so oulik was. Lees intussen verlede jaar se jaarverslae en tik julleself met trots op die skouer.

Lastly, welcome to newly appointed academic and support staff. You'll find that Kopsies is 'n lekka plek to work. Maar soos Blou Willem Theron daai jare op Varsity gesê het: "Ek studeer nie Geskiedenis nie, my ou maat. Ek maak geskiedenis!" Sterkte en maak jul merk!

Bultjie

Business cycle shows reduction in volatility



Prof. Philippe Burger.

Better monetary policy and improvements in the financial sector that place less liquidity constraints on individuals is one of the main reasons for the reduction in the volatility of the South African economy. The improvement in access to the financial sector also enables individuals to manage their debt better.

These are some of the findings in an analysis on the volatility of the South African business cycle done by Prof. Philippe Burger, Departmental Chairperson of the UFS's Department of Economics.

Prof. Burger delivered his inaugural lecture on the topic "The ups and downs of the South African Economy: Rough seas or smooth sailing?"

Programme in Language Practice presents lectures



The Programme in Language Practice presented two lectures. Prof. Luc van Doorslaer from the Lessius Hogeschool in Antwerpen, Belgium, presented a lecture: "Translation and the media: A not so obvious research combination", and Prof. Terrence Wiley from the Arizona State University in the United States of America, spoke on: "Language rights in the USA: The role of the community in language preservation". Here are, from the left: Prof. Doorslaer, Jackie Naudé, Departmental Chairperson of the Department of Afroasiatic Studies, Sign Language and Language Practice, Wiley, and Theo du Plessis, Head of the Unit for Language Management.

Dr Makhetha open Regeerkunde



Van die gaste wat die voordrag bygewoon het, was van links: dr. Choice Makhetha, me. Lineo Molise, Adjunkminister van die Departement Binnelandse Sake, Lesotho, prof. Gerhardt de Klerk, Dekaan van die Fakulteit Geesteswetenskappe, me. Mpeo Mahase-Moiloa, Minister van Justisie, Menseregte, Korrektiewe Dienste, en Grondwetlike Sake in Lesotho, en dr. Tania Coetzee, Programdirekteur van die Program vir Regeerkunde en Politieke Transformasie.

Agt-en-dertig studente van regoor die land, Lesotho en Namibië het 'n kontakssessie vir die Magister-program in Regeerkunde en Politieke Transformasie, wat deur die UV aange-

bied word, bygewoon. Die openingsvoordrag is deur dr. Choice Makhetha, Adjunkdekaan van Studentesake, gelewer met die tema: "Is constitutional democracy strengthening in South Africa?"

UFS and CUT work together

The Department of Public Sector Management (UFS) and the School of Government Management at the Central University of Technology (CUT) will be hosting two national conferences in a joint effort in Bloemfontein this year.

From 28-29 October 2008 the institutions will host the annual conference of the Association of Southern African Departments of Public Administration and Management (ASSADPAM), and from 30-31 October 2008 the annual conference for South African Association of Public Administration and Management (SAAPAM) will be hosted.

Foreign students study disaster management

Students in the Advanced Diploma and Master's degree in Disaster Management visited the UFS for their first contact session. The course, presented by the Disaster Management Training and Education Centre for Africa (DiMTEC), is over two years and attracts a large number of foreign students.

Personeelontwikkeling kry erkenning

Die Fakulteit Geesteswetenskappe het aan 130 akademiese personeellede wat gedurende 2007 aan die fakulteit se personeelontwikkelingsgeleenthede deelgeneem het, erkenning verleen. Sertifikate is aan almal oorhandig.

Prof. De Waal honoured for nature conservation

Prof. H.O. de Waal, conservation expert and associate professor in the Department of Animal and Wildlife and Grassland Sciences, was honoured by the Free State Department of Tourism, Environment and Economic Affairs for his contribution to the conservation of the province's bio-diversity.

Taalbestuur praat by colloquium

Vyf lede van die UV het aan 'n internasionale colloquium aan die Universiteit van Antwerpen rondom die tema *Meertaligheid en uitsluiting – perspektiewe op taal en samelewing* deelgeneem. Die colloquium is 'n opvolg op 'n internasionale simposium wat aan die UV gehou is.

Volgens prof. Theo Du Plessis, Direkteur: Eenheid vir Taalbestuur, is die handeling van hierdie simposium tydens die colloquium in boekvorm bekendgestel as deel van die Eenheid vir Taalbestuur se publikasie-reeks, *Studies in Language Policy in South Africa*.

Prof. Du Plessis sê: "Die colloquium het bygedra tot 'n beter begrip van die dinamiek binne meertalige gemeenskappe."

Die colloquium is ook deur me. Susan Lombaard, prof. Johan Lubbe en mn. Roelof Geyser bygewoon.

"Ter uitlewing van die tema, meertaligheid en uitsluiting, is lesings in Afrikaans, Engels en Nederlands aangebied," sê prof. Du Plessis.

RIEP trains subject advisors



At the training session were, from the left, front: Dr Matie Hoffman, Department of Physics, Ms Ria le Grange, Ms Granny Moatshe, and Mr Chris de Wet, subject advisors from the Department of Education in the Northern Cape; back: Mr Cobus van Breda, RIEP, Ms Sharon Paulse, Ms Providence Kilelo, and Mr Riekie Willemse, subject advisors from the Department of Education in the Northern Cape.

The Research Institute for Education Planning (RIEP) trained Grade 12 Science teachers in preparation for the implementation of the National Curriculum Statement for Physical Sciences this year. The Physical Sciences subject advisors of the Northern Cape Department of Education attended a three-day workshop

on campus where the new Grade 12 subject content was discussed.

Lecturers from the Departments of Chemistry and Physics were involved in the training sessions. Similar training sessions for a hundred Physical Sciences teachers in the Northern Cape will take place in Kimberley and Springbok.

Qwaqwa honours quality in student life



Mr Paulos Mohosho, Chief Magistrate: Phuthaditjhaba, and Dr Elias Maletle, Campus Principal, during the presentation of the awards.

The office of Mr Teboho Manchu, Deputy Director Student Affairs on the Qwaqwa Campus, initiated a gala event to recognise individuals that demonstrated excellence in spheres of

student life such as leadership, culture, sports, exemplary behaviour and preservation of residences. Bursaries were also awarded to students with outstanding academic performance.

Distinguished members from the local community, the business sector and the majority of students attended the occasion. Also present were Dr Ezekiel Moraka, Vice-Rector: Student Affairs, Dr Choice Makhetha, Deputy Dean: Student Affairs, and Mr James Letuka, Director: KopsieSport.

Mr Manchu said: "Through this function we seek to redefine the division of student affairs as one of the fundamental pillars of academic success, total graduate throughput, institutional stability, and memorable student life."

During the function the newly elected SRC was inaugurated by Mr Paulos Mohosho, Chief Magistrate, with Dr Moraka handing official SRC blazers to each of the SRC members afterwards. Several SRC members received academic awards for leading by example.

Respect indigenous knowledge, says academic



At the lecture were, from the left: Dr Gregory Alexander, Department of Psychology in Education; Dr Priscilla Settee, Saskatchewan University, and Mr Micheal Van Wyk, Department of Curriculum Studies.

Indigenous peoples from various countries are concerned that non-indigenous people want to exercise control over indigenous plants and knowledge, according to Dr Priscilla Settee, an Associate Professor in the Department of Native Studies at the University of Saskatchewan in Canada, and a member of the Cumberland House Cree Nation, the largest tribal group in that country.

Delivering a lecture at the UFS, Dr Settee said these attempts to claim the patenting rights to plants have created tremendous tensions within communities, which also endangers biodiversity.

"Science gives the capacity to destroy all life on earth and indigenous

peoples can no longer co-exist with the current neo-liberal model of development and knowledge production based on imperialist and racist thought. My own response to this situation is to respect indigenous peoples' knowledge and rights to the land. Ultimately, for me it is about indigenous rights to self-determination," she said.

Dr Settee stressed that the many species of plants and other resources have value to Indigenous communities because of their intrinsic worth to the community and the belief that biodiversity is common property.

"The privatisation of plant knowledge is a serious matter for people

who rely on their backyards for cures and foods and who turn to healers who may give their knowledge as gifts," she argued.

She used arguments from Dr Vandana Shiva, activist for indigenous knowledge and protection of biodiversity from India. He coined the term *Bio-piracy* in opposition to the methods used in biotechnology, ethnobotany and the "Green Revolution". She said, according to Dr Shiva, an economic system that reduces all value to market prices and all human activity to commercial transactions is the root of biodiversity exploitation.

She said this causes a serious clash of values between cultures that subscribe to this economic system and cultures whose world view are based on non-monetary values.

"Biodiversity is yet another western legal concept not founded on the respect for the rights of indigenous peoples but rather serves, through ethnobotany, to economically empower pharmaceutical companies and multinational corporations dealing in these products," she explained.

Dr Settee said the discourse regarding development has to change. She suggested that universities establish formal linkages between indigenous and local communities (civil society) and the academy; and produce a critical mass of indigenous scholars, among other things.

Fulbright scholar on sabbatical at UFS



Prof. Josephine Allen, Associate Professor of Policy Analysis and Management in the College of Human Ecology at Cornell University in the United States, and holder of a Fulbright Scholarship, will spend her sabbatical at the UFS and the University of Fort Hare. She will establish a research network of academics for discussing research, policy and strategies in the areas of gender equality, environmental sustainability, and HIV and Aids. She will mainly work in the Faculty of the Humanities and with the Centre for Health Systems Research and Development. At a contact session with her were, from the left: Prof. Engela Pretorius, Vice-Dean: Faculty of the Humanities, Dr Aldo Stroebel, Head: Internationalisation, and Prof. Allen.

Studente kry plek om te jool



By die oorhandiging van die Joolplek vir studente was, van links: prof. Frederick Fourie, Rektor en Visekanselier, mnr. Natie Botes van die bouaannemers Ströhfeldt Sikeye Joint Ventures, me. Edma Pelzer, Direkteur: Fisiese Hulpbronne en Spesiale Projekte, dr. Natie Luyt, Dekaan: Studentesake, en Jolice Neniëls, vierdejaar-LL.B-student.

'n Droom van dr. Natie Luyt, Dekaan: Studentesake, is ver-wesenlik toe 'n kuierplek waar studente met geleenthede soos jool en intervarsity kan kuier, voltooï en aan studente oorhandig is.

Die Joolplek maak voorsiening vir tien vlotbou-areas, elk met sy kragpunte (tans tydelik) en skeepsvrachthouer (ook tydelik). Daar is ook twaalf buitekrane en vyf hoëmasligte op die perseel. In totaal is 650m² van dié area geplavei.

Die totale onderdakarea beslaan 1 100 m², wat 'n oop stoep, kombuise,

croeg en verhoog met kunstenaars-kleedkamers asook badkamers vir mans en dames en gestremde persone insluit. Die perseel, wat ook 520m se hout- en baksteenbankies insluit, kan 1 200 mense akkommodeer.

Die totale projektkoste van dié fasiliteit het R6,3 miljoen beloop, waarvan Absa net meer as vyftig persent bygedra het.

Dr Luyt sê: "Ek het nog altyd 'n skuur gesoek waar studente tydens jool en intervarsity kan kuier. Ons het 'n eerste-klas, Eerstewêreldfasiliteit gekry," sê hy.

Landbousentrum hou eerste veiling vir die jaar



By die eerste veiling wat vanjaar by die Lengau Landbou-ontwikkelingsentrum aangebied is, was sowat 500 skape en 320 beeste te koop aangebied. Volgens dr. Léan van der Westhuizen, Senior Lektor in die Departement Dierkunde en Entomologie, was hierdie die eerste maandelikse veiling vir die jaar wat voortaan sal plaasvind. "Dié veilings is 'n diens wat die UV aan kommersiële sowel as opkomende boere lewer," sê hy. By die veiling was, van links: dr. Van der Westhuizen, mnr. Tim Martin, BKBLouwid, en mnr. Wynand Boshoff, verkoper van vee op die veiling.

Boost for organic farming

Recently there has been a big demand for organic vegetables; however it is not easy for a small vegetable farmer to obtain organic certification. According to Mr Charl Pienaar from Goodbugs in the Paarl, the Low External Inputs Sustainable Agriculture (LEISA) philosophy is the answer.

The Centre for Agricultural Management and Mr Pienaar presented a short course on vermiculture at the Mangaung-University Community Partnership Project (MUCPP) in Mangaung.

According to Mr Pienaar vermicompost made by the little red worm *Eisenia fetida*, also called red wigglers or compost worms, is not as well-known in South Africa as in other countries. "As people are using more natural products, vermicompost has become all the more important," he said.

With the LEISA philosophy one will rather use materials available locally and inexpensively, or even free to do the same or better job instead of using expensive external farming inputs such as chemical fertilisers, chemical weed killers, insecticides and pest-control chemicals.

Mr Pienaar showed how vermicompost made from pre-composted abattoir manure can be made in used bakkie and tractor tyres. It is the most practical and least expensive type of housing for earthworms with little supervision needed.

"Within six months one will be able to harvest the highest grade of organic fertiliser available," said Ms Dora du Plessis of the Centre of Agricultural Management and co-ordinator of the workshop.

The worms can later be used for starting new vermicompost projects.

The two vegetable garden projects at MUCPP will be used as pilot programmes to make vermicompost that will eventually lead to job creation and an income for the gardeners.

More information is available at: www.ufs.ac.za/agriman or contact Ms Du Plessis at 051 401 2557.

Nuwe personeel verwelkom

Die Afdeling Personeelontwikkeling by die Sentrum vir Hoëronderrysstudies en -ontwikkeling (SHOSO) het vyftien nuutaangestelde dosente, en negentien ondersteuningspersoneel tydens 'n algemene oriënteringsfunksie verwelkom. Akademiese personeel het ook die algemene akademiese oriëntasie-werkswinkel bygewoon.

Volgens dr. Renalde Huysamen, Hoof: Prestasiebestuur en Personeelontwikkeling in SHOSO, is die doel om hulle toe te rus met kennis oor die universiteit sodat hulle hul volle potensiaal kan bereik.

Die nuwe dosente is deur prof. Frederick Fourie, Rektor en Visekanselier, verwelkom waarna prof. Driekie Hay, Viserektor: Akademiese Beplanning, hulle oor die verwagtinge en eise wat aan hoër onderwys gestel word, ingelig het. Prof. Niel Viljoen, Hoofdirekteur: Bedryf, het personeel daarop gewys dat goeie kliëntediens die hoeksteen vorm waarop die sukses van die UV gebou word.

Die program, wat oor twee dae gestrek het, het ook sprekers ingesluit wat onder meer gepraat het oor perso-



By die werkswinkel was, van links: mnr. Wilhelm Hoffman, Departement Landbouweerkunde, me. Marietjie du Plessis van SHOSO en koördineerder van die werkswinkel, mnr. Henry Jordaan, Departement Landbou-ekonomie, mnr. Dumisani Nxumalo, Departement Handelsreg, en me. Azette Swanepoel in die Departement Arbeidsterapie.

neelontwikkeling, prestasiebestuur, hantering van diversiteit in die klas-kamer en die ontwikkeling en implementering van Samelewingsdiensleer aan die UV.

Terugvoering oor die sessie was positief en een van die deelnemers, Pulane Malefane, het opgemerk "I am glad that I am now a proud member of the UFS, a Kowsie!"

Dr Erasmus contributes to international curriculum

Dr Mabel Erasmus, Head of the Division Service Learning in the Centre for Higher Education Studies and Development, was invited as keynote speaker to the third Annual Conference on International Service Learning: Advancing Research and Practice that was held at the Indiana University – Purdue University Indianapolis (IUPUI).

The conference brought together mostly practitioners, researchers, and scholars from the United States (US) to critically examine international service learning (ISL) as a way to engage US students in educationally meaningful international service and learning experiences.

The organisers requested Dr Erasmus to give an international perspective on the current conceptualisation of and research on American ISL. In her address she also focused on how reciprocity in international service learning could be advanced, through the exchange of students and academic staff; research collaboration; and joint knowledge construction aimed at the development of global citizenship.

Dr Erasmus was also invited to contribute a chapter to a book on international service learning that forms part of the IUPUI Service Learning Monograph series.

Personeel skakel oorsee vir navorsingsmetodes

Samelewingsdiens in die kantoor van die Dekaan: Geesteswetenskappe het 'n videokonferensie aangebied om personeel wat belangstel om navorsing te doen oor samelewingsdiensleer meer op hoogte te bring van die basiese navorsingsmetodes wat gevolg kan word. Die sessie was deur prof. Bob Bringle, Direkteur: Sentrum vir Diensleer aan die Indiana University – Purdue University Indianapolis in die Verenigde State van Amerika, en sy medewerker, me. Julie Hatcher, aangebied.

Prof. du Preez receives medal

Prof. James du Preez, Departmental Chairperson of the Department of Microbial, Biochemical and Food Biotechnology, was awarded a silver medal for exceptional original published research at the bi-annual congress of the South African Society for Microbiology held in Grahamstown.



Leatitia Pienaar, Strategiese Kommunikasie, skryf:

Baie dankie vir al die gebede wat die afgelope paar jaar, en veral die afgelope paar maande, vir my opgegaan het. Ek weet nie wie almal gebid het nie, maar weet wel dat die Here die gebede verhoor het.

Julle gebede het my deur baie moeilike tye gedra.

Dankie ook aan die UV-bestuur wat dit vir my moontlik gemaak het om op 'n herstelpad te kom. Daar is nie altyd waardering vir wat julle vir die personeel doen nie. Ek besef weer ons sal ver moet gaan om mense soos julle daar buite te kry.

Diversity workshops conducted



The Office of Diversity held diversity sensitisation workshops for first-year students as well as seniors. The aim is to empower students with skills to manage diversity within the residences and in the lecture rooms. The workshops formed part of the university's orientation programme for new students. They were run by, from the left, front: Mr Billyboy Ramahlele, Director: Office of Diversity, Ms Shirley Du Plooy, Lecturer: Anthropology, Ms Tibe Kibe, Tutorial co-ordinator, Mr Joe Serekoane, Lecturer: Anthropology; and back: Mr J.C. van der Merwe, Lecturer: Philosophy.

Aanstellings en bevorderings

Aanstellings

Dr. C. Esterhuysen as Senior Lektor/Senior Spesialis in die Departement Anatomiese Patologie

Dr. E. Coetzee as Senior Lektor/Senior Spesialis in die Departement Chemiese Patologie

Dr. J.M. Nel as Senior Lektor/Senior Spesialis in die Departement Interne Geneeskunde

Dr. V.B. Stellenberg as Senior Lektor/Senior Spesialis in die Departement Neurochirurgie

Dr. H.F. Potgieter as Senior Lektor/Senior Spesialis in die Departement Diagnostiese Radiologie

Dr. S. Joubert as Senior Lektor/Senior Spesialis in die Departement Interne Geneeskunde

Dr. J. van den Berg as Senior Lektor/Senior Spesialis in die Departement Psigiatrie

Dr. K.E.E. Mashego as Senior Lektor/Senior Kliniese Sielkundige in die Departement Psigiatrie

Prof. M. Haschke as Medeprofessor in die Departement Geologie

Mev. J. Moolman as Senior Lektor in die Odeion-Strykkwartet

Mnr. P.J. Moolman as Bestuurder: Simfonie-Orkes in die Departement Musiek

Mnr. J.J. Swanepoel as Adjunkdirekteur: Hoof Rugbyafrigting by KopsieSport

Me. D. Sutton as Senior Lektor in die Odeion-Strykkwartet

Bevorderings

Me. S.J. van Jaarsveld na Adjunkdirekteur in die Departement Menslike Hulpbronne.

Dr. R. Botha na Senior Lektor in die Departement Strafrege en Geneeskundige Reg

Dr. N.P. Swartz na Senior Lektor in die Departement Romeinse Reg Regsgeskiedenis en Regsvergelyking

Prof. E. Van Heerden na Medeprofessor in die Departement Mikrobiologie, Biochemiese en Voedselbiotegnologie

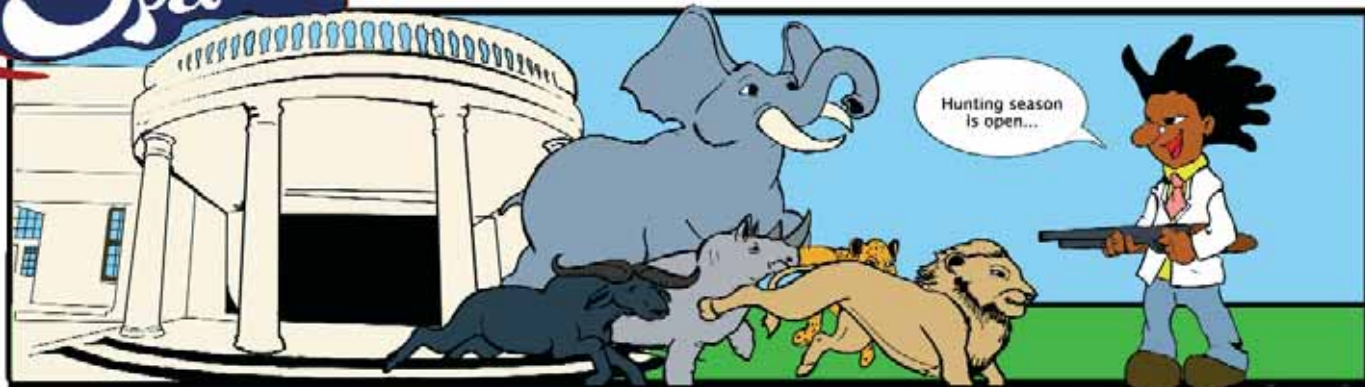
Dr. C.H. Pohl na Senior Lektor in die Departement Mikrobiologie, Biochemiese en Voedselbiotegnologie

Dr. O.M. Ntwaeaborwa na Senior Lektor in die Departement Fisika

Me. L. van der Merwe na Senior Lektor in die Departement Statistiek/Wiskundige Statistiek

Prof. J.A. van den Berg na Medeprofessor in die Departement Praktiese Teologie

Prof. H.C. Janse van Rensburg na Uitstaande Professor in die Sentrum vir Gesondheidsstelselnavorsing en Ontwikkeling



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Publikasiebesonderhede

Dumela word saamgestel deur UV: Strategiese Kommunikasie.

Redakteur: Leonie Bolleurs

Uitleg: Chrysalis Advertising & Publishing

Drukwerk: CTP Book Printers

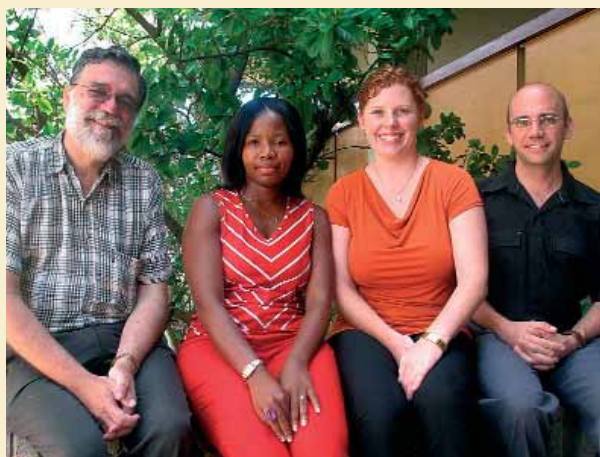
Menings wat in *Dumela* gelug word, weerspieël nie noodwendig die van die redakteur, Afdeling: Strategiese Kommunikasie, of die UV nie.

RIEP trains education staff

The Research Institute for Education Planning (RIEP) trained thirty trainee area managers from the Department of Education in the Northern Cape in the Family Math Science Programme. The training was made possible with a sponsorship from Absa. Here are, from the left, back: Mr Marlin van Heerden, Department of Education, Northern Cape, Mr Cobus van Breda, RIEP, Ms Zine Mogorosi, Absa, Ms Mandisa Lebitso, Department of Education, Northern Cape, Ms Susan Koen, Department of Education, Northern Cape; front: Ms Elizna Prinsloo, Project co-ordinator, RIEP, and Ms Lorraine Botha, Facilitator, RIEP.



Vier dien op bestuur van linguistevereniging



Vier personele van die Departement Afro-Asiatiese Studie, Gebaretaal en Taalpraktyk, is op die bestuurskomitee van die Linguistevereniging van Suider-Afrika verkies. Hulle is, van links: prof. Jackie Naudé, redakteur van die geakkrediteerde tydskrif Southern African Linguistics and Applied Language Studies, me. Nikiwe Matebula, tesourier, me. Leandra Ehlers, webbladredakteur, en mnr. Cobus Snyman, sekretaris.

Adresplakker

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