



First phase of **PR-ENG** concluded - now the hard work starts

The Student Administration Process Engineering project (PR-ENG) was initiated in March 2015 to analyse the student administration process with a view to identifying potential efficiencies while decreasing risk. The first phase of the project concluded in September 2015, and will be followed by the implementation phase starting in February 2016.

An external consultancy was contracted to facilitate the project, and, together with members of the UFS ICT Services and staff from the Directorate for Institutional Research and Planning (DIRAP) who were seconded to the project, facilitated workshops with 166 representatives of all the business processes relating to the 'UFS student walk'.

Thirteen primary processes, their various sub-processes, as well as nine enabling processes were identified for consideration. In addition, 518 internal controls were defined and integrated, 860 hand-overs were defined and integrated within processes, and 28 hand-offs were defined and integrated between processes.

All of the processes identified were contextualised and then the primary processes followed a structured methodology whereby each was analysed, redesigned and integrations identified. The project methodology entailed involving various stakeholders for each process participating in multi-day workshops to explore governance, people, process, data and technology aspects of each process. The processes were redesigned in order to address inefficiencies, control gaps, integration issues, and accountability. "Through the analysis we identified a number of opportunities for improvement, both short term as well as more complex changes. Some of these changes will already have a direct impact on the

university's administrative processes during 2016," says Dr Lis Lange, Vice-Rector: Academic and Chairperson of the PR-ENG Steering Committee.

The project achieved a number of key outcomes. The tangible deliverables include a design that specifies rationalised, simplified, and standardised processes, an institutional 'heartbeat' timeline that organises all processes into a chronological order showing dependencies, and allocation of accountability and responsibility for individual processes. According to Dr Lange the intangible accomplishments include a heightened appreciation of process ownership, an awareness of how processes impact and rely on each other, and an improved level of communication between stakeholders. "For me, this in itself is a meaningful achievement," Dr Lange says.

"This is fourth time in my career that I've been involved in such a project and without a doubt the one project that I've seen the goodwill of people to participate and to change. Although the output was massive and the intent to really introduce changes a huge effort, the real work now lies ahead for the second phase. I am excited about the next three years and what it will bring to us all," says Dr Vic Coetzee, Coordinator of the PR-ENG project.

- By Lacea Loader

Foreword

Kovsies are on the move! Each year, we present a beautifully-painted canvas, with the colours of staff and student achievements in research, sports, community engagement; the list goes on, as they go above and beyond the call of duty.

We are now entering the last quarter of the year, so let's look back at the giant leaps we have taken. We should be proud to say that we have taken the opportunity to lead critical conversations on national issues such as university language policy, the strengthening of diversity and gender equality on our campuses, food insecurity, and many more.

The "cherry on the cake" is our star students, who have placed us on the world stage in sports, the arts, and presentations on international platforms. Now this is what the UFS has come to be known for – leadership through excellence.

Keep it up Kovsies!!



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dumela is compiled by the Department of Communication and Brand Management at the University of the Free State

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All Facebook quotes are published as they appear on Facebook



Trends reshaping social media: social networks are becoming search engines.



While Google isn't going anywhere anytime soon, the way that users search for services and products has expanded outside simple SEO. Eighty-eight percent of consumers online are influenced by reviews and online comments by other consumers. They are looking directly to sites like YouTube and Facebook (where every company has a presence), or in apps like Yelp. Pinterest, in particular, has a beneficial role in this shift: its market is largely dominated by women in their 30s with young families, a demographic known to do most of the shopping. The service is also shopping focused, bouncing users from their tiles straight to company websites at an exponentially increasing rate.

Related: Taking Aim at Google, Facebook Builds a Mobile Search Engine

Source: <http://www.entrepreneur.com/article/249747>

– By Mamosa Makaya



To keep our campus clean, newly designed designated areas to stick posters are now available around the Bloemfontein Campus. For poster approvals contact Lebo Mashego at Office 2142 SRC Building. For UFS branding approval contact Martie Nortje: nortjemm@ufs.ac.za



B|SAFE
TAKE ACTION



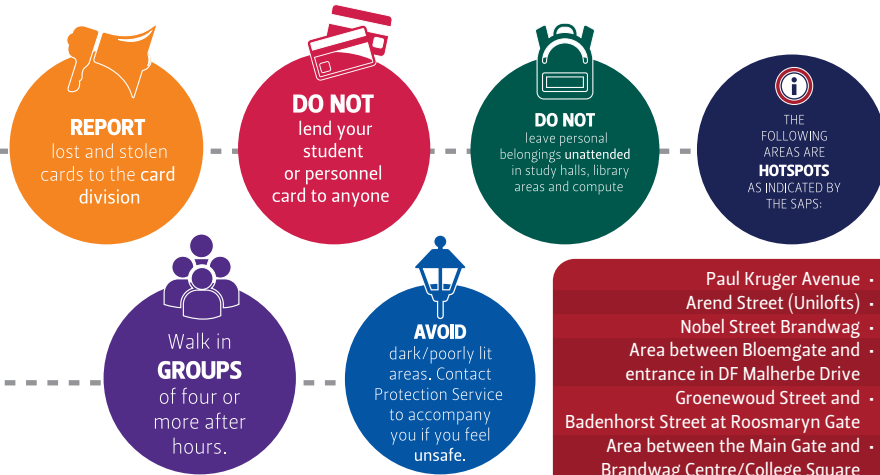
WHO TO CONTACT:

Protection Services:

- Bloemfontein Campus: 051 401 2634/2911
- Qwaqwa Campus: 058 508 5460/5175
- South Campus: 051 505 1217

ER 24 ambulance services:

0800 051 051 (Bloemfontein) | 084 124 (Qwaqwa)
Netcare: 082 911
Health and Wellness (social worker): 051 401 3258
Student Counseling and Development: 051 401 2853



- Paul Kruger Avenue
- Arend Street (Unilofts)
- Nobel Street Brandwag
- Area between Bloemgate and entrance in DF Malherbe Drive
- Groenewoud Street and
- Badenhorst Street at Roomsmaryn Gate
- Area between the Main Gate and Brandwag Centre/College Square

IMPORTANT DATES IN OCTOBER AND NOVEMBER

- 1-30 October: Posting Presence, by Dot Vermeulen, Johannes Stegmann Art Gallery.
- 11-12 November: Conference on historical perspectives on Zimbabwe's recent past, Bloemfontein Campus.
- 16 November: Excellence in Teaching Awards, EBW Building

NOTICEBOARD

UV se spoedgrens is 40 km per uur

Vroeër vanjaar het prof Jonathan Jansen, Visekanselier en Rektor, persoonlik vir elke personeellid 'n brief geskryf wat beklemtoon hoe ernstig bestuur padveiligheid op kampus beskou.

“Die veiligheid van personeel, studente en besoekers op kampus is 'n absolute prioriteit vir die leierskap van die universiteit. Ek doen dus 'n beroep op jou, as motoris, om ag te slaan op die spoed waarteen jy op kampus bestuur,” het hy gesê.

Die spoedgrens op al die kampusse van die universiteit is 40 km per uur. Personeel en studente word ook gemaan om te stop sodra 'n voetganger die straat oorsteek.



Die Departement Kommunikasie en Handelsmerkbestuur het ook al op verskeie platforms die belangrikheid van padveiligheid gekommunikeer. Die sluit in boodskappe op Facebook, 'n reklamebord by die Hoofhek op die Bloemfontein-kampus en 'n inligtingsdag waar daar spesifiek op padveiligheid gefokus is.

Persone wat nie gehoor gee aan padreëls nie, sal vervolgt word. Beskermingsdienste het boetes opgeskuif om in lyn te wees met dié van die Mangaung Verkeersdepartement. Die tariewe is ook op verskeie amptelike kanale van die UV aan studente (ufs4life e-posse) en personeel (Digest) gekommunikeer.

Foto: 'n Ongelukstoneel soos vroeër vanjaar is tydens 'n padveiligheidsinligtingsdag gesimuleer. –Deur Leonie Bolleurs

We speak to **Tshepile Motaung**

Tshepile Motaung, better known as *Ausi Lillian*, is the welcoming voice at the Qwaqwa Campus switchboard.

"I have seen this campus grow from strength to strength"

"I thoroughly enjoy my work, it enables me to contribute towards making the UFS a pleasant place for the public to engage with, whether it be parents, students, or members of the public. I like to welcome them warmly, even though we never see each other," she said.

She has been with the university since 1989 when she joined as a cleaner. "I had been working as a switchboard operator at the then Qwaqwa Hotel, and when I joined the university, there was no vacancy at the switchboard—which is my first love. However, after two months, I was promoted to the switchboard," she said. She is the recipient of the university's Long Service Award, for 25

years of continued service, an award she received in November 2014.

"I have seen this campus grow from strength to strength. The university has also been good to me as all my children have all graduated from UFS, and are now professionals in various fields"

The switchboard environment requires patience and good customer service, qualities which she has come to be known for. When she is not at the switchboard, she loves gardening, dancing, listening to gospel music, and outdoor life. —By Thabo Kessah

Photo: Thabo Kessah



Tshepile Motaung

Is perfect even possible?

We all have secret, impossible dreams. The ones involving winning Wimbledon, losing 10 kg and getting fit and, you know, world peace. I have them, but I don't put much energy into achieving any of them. Except the second one, sort of: I do stick to every new attempt at dieting for at least two days before giving in to the twin temptations of bread and wine.

So, if you're also guilty, I want to know: what's the thing with our desire to achieve perfection? Why do we disregard all our other ridiculous dreams, but invest so much time in something that is as unachievable? We proudly call ourselves perfectionists while fiddling with a piece of work that is long overdue for completion, and avoid doing some things altogether, because we wouldn't be able to do it "perfectly". Be honest: how often have you encountered perfection? Could its scarcity be taken as an indication that it doesn't exist?

I don't know much about economics, but I have heard of (and experienced) the law of diminishing returns. If I ever need to explain this law, attempting to achieve perfection would be the perfect example! So, I decided to channel the energy I would have spent chasing the impossible ideal on developing the judgement and discipline to stop when something is "more than good enough". No-one has even noticed the difference.

—By Hettie Human



My ma sê ôk so

Die tooth fairy gaan net na die Engelse kinders se huise. Ek en al die Afrikaanse kinders moes met die tandmuis tevrede wees. Die tandmuis het glo VIR die tooth fairy gewerk en, anders as die tooth fairy, het die tandmuis nie blinkertjies op jou voorkop gestrooi of 'n mooi dankiesêbriefie gelos nie. Die tandmuis het net die tand gevat, die 20 sent in jou skoen gelos en pad gevat. Jy moes maar self uitwerk of daai 20 sent die ware waarde van jou tand was.

Maar een tandewisseldag vergeet die tandmuis sowaar van my. Ek staan daai oggend op en my tand lê nog net so in my skoen. My ma vertel vir my dat die tandmuis seker na baie kinders se huise toe moes gaan, "... maar kom eet maar nou jou ontbyt en drink jou Milo, miskien kom hy nog."

Nie lank nie, of my ma gil en kom uitasem by die kombuis in, omdat die tandmuis sopas oor haar voet gehol het. My pa lawe haar met suikerwatertjies en ek gaan kry my 20 sent in my skoen.

Daardie week staar ek elke kind se mond aan om te kyk wie het ook tande gewissel. Ek wou weet wat is die huidige waarde van tande. Want sien, ek het agtergekom ek wissel gans te stadig tande om ryk te word uit die besigheid.

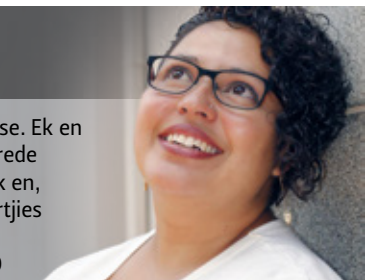
Dit was toe dat ek besef rou stampmielies lyk PRESIES soos tande. En ek steel drie rou stampmielies uit die kas en sit dit ewe in drie verskillende skoene. My skoolskoen, my kerkskoen en my tekkies. Want so gaan die tandmuis nie agterkom hy word uitoorlê nie.

Wel, my ma het op die stampmieliestande afgekom voor die tandmuis nog eers 'n reuk kon optel. Maar toe eindig ook nie daar nie.

My ma was bitter teleurgesteld in my bedrog. Sy het onmiddellik die tandmuis gaan bel en gevra om met die tooth fairy te praat, want René was skelm en sy moet gestraf moet word. Die tandmuis het laat weet daar gaan 'n saak oopgemaak word en ek moet in die tandhof verskyn. Ek het nogal gewonder hoe lyk die tandetronk.

Verder wou ek graag die tooth fairy ook ontmoet – ek kan tog Engels praat. Maar ek dink die tooth fairy het nie juis belang gestel in Afrikaanse kinders se tandemisdrywe nie. Deesdae wonder ek of die tooth fairy en tandmuis al hul huis in orde gekry het.

—Deur René-Jean van der Berg



The experts say:

Microorganisms that break down oil

In 2010, almost five million barrels (800 million L) of crude oil leaked into the Gulf of Mexico after a drilling rig exploded and sank. Yet, within months much of the contamination had disappeared.

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“natural seeps from the ocean floor have been releasing oil into the world’s waters for aeons.”

How was that possible?

Microbes that break down oil

Consider: Scientific research has shown that an array of marine bacteria can break down the long-chain carbon molecules present in oil. Professor Terry Hazen, an environmental microbiologist, described these organisms as “oil-seeking missiles.” Such organisms were partly responsible for what took place in the Gulf of Mexico, as described at the outset.

“In a sense, it is no surprise that the seas should host oil-hungry microbes,” says a BBC report on the topic. After all, “natural seeps from the ocean floor have been releasing oil into the world’s waters for aeons.”

Granted, human efforts in cleaning oil spills are productive. Yet, man’s best efforts to clean up oil spills may do more harm than good. Chemical dispersants interfere with natural processes that break down oil. Added to that, such chemicals are toxic and have lasting ill effects on the environment. But nature’s oil-decomposing capacity, including oil-hungry microbes, enables the sea to activate a self-cleansing process without the negative side effects of artificial methods.

Source: <http://www.jw.org/en/publications/magazines/g201509/oil-eating-bacteria/>
– By Mamosa Makaya

Project to support TB and HIV-related stigma reduction interventions among healthcare workers



At the back: Prof Lucius Botes (Dean: Humanities), Prof Corli Witthuhn (Vice-Rector: Research), Dr Glen Taylor (Senior Director: Research Development).

In front: Dr Michelle Engelbrecht (Deputy Director: CHSR&D), Dr Asta Rau (Director: CHSR&D).

In the context of a devastating HIV-TB co-epidemic and severe human resource shortages in the health sector, HIV- and TB-related stigmas among healthcare workers threaten the health of the workforce as well as the health of broader populations utilising public health facilities.

In response, the Centre for Health Systems Research & Development (CHSR&D), together with research associate, Prof Edwin Wouters, from the University of Antwerp, submitted a proposal to conduct a randomised control trial in order to assess scientifically the extent and sources of HIV & TB stigmas among the healthcare workforce, and to refine and test innovative stigma-reduction interventions among healthcare workers in randomly- selected public health sites in the Free State Province.

The proposal was successful, and R4, 3 million of funding was secured from the Flemish Interuniversity Council (FLIR) VLIR-UOS.VLIR-OUS. The design applies a combination-prevention approach, which takes into account clinical, behavioural, and structural vectors of HIV & TB stigmas. Stigma reduction interventions will target stigmas at three socio-ecological levels—individual, community, and socio-structural.

The project is being conducted in close collaboration with the Free State Department of Health. Specific attention will be given to continuous dialogue with relevant stakeholders to ensure optimal dissemination of evidence-based recommendations to combat HIV and TB stigmas.

—By Michelle Engelbrecht

Cow dung holds the solution to electricity crises

Researchers at our Department of Microbial, Biochemical and Food Biotechnology might soon unlock the answer to load shedding, using cow dung or organic waste matter.

Reitumetse Molaoa, laboratory assistant at the department, explains that many countries have already begun generating electricity from cow dung and food waste through a process known as biogas production.

“In South Africa, a number of industries, including waste water treatment facilities and farms, have caught on to this technology, using it to generate heat and to power machines.”

Biogas is produced in a digester, an oxygen-free space in which bacteria break down or digest organic material fed into the system. This process produces biogas naturally. A mixture mainly of methane and carbon dioxide, biogas, which consists mostly of methane gas, can be used for cooking, heating, lighting, and powering generators and turbines to produce electricity. The remaining liquid effluent can be used to fertilise crops, as it is high in nitrogen, phosphorus, and potassium.

“But we know very little about the interaction of the bacteria inside the biogas digester. To use biogas as a sustainable fuel source, we need to understand and describe the bacteria population and its growth dynamics inside the digester to produce biogas optimally.”

Reitumetse and the team are now investigating how the bacteria responsible for producing the biogas (methanogens) function. This knowledge puts them on the brink of producing biogas.

“Our research is trying to find out how these methanogens (and their unique genes) interact with the chemicals inside the digester to discover the best way to produce methane gas.”

—By René-Jean van der Berg



Reitumetse Molaoa

New Institute in the School of Medicine to focus on cardiovascular diseases



The Robert WM Frater Institute for Cardiothoracic Research in the UFS's Faculty of Health Sciences will be opened officially in November this year. The institute will focus on the research and treatment of cardiovascular diseases.

With a new institute for cardiothoracic research to be opened shortly, research into and the treatment of cardiovascular diseases will soon form a major part of the Department of Cardiothoracic Surgery.

The Robert WM Frater Institute for Cardiothoracic Research in the UFS Faculty of Health Sciences will conduct a wide variety of research projects aimed mainly at information and diseases in South African context. Clinical and peri-operative research and basic scientific research will also receive attention.

This institute, under the leadership of Prof Francis Smit, Head of the Department of Cardiothoracic Surgery, will be opened officially in November this year.

A sophisticated laboratory has been equipped for the institute, with heart-valve mechanics and fluid dynamics to be tested and developed here.

"The interaction and viability of tissue are analysed in the Animal Research Centre, where preparations and tissue are implanted in animal models. The institute has close ties with several other universities, both nationally and internationally," Prof Smit says.

Another division in the institute is the Wheels of Hope Programme, financed by John Williams Motors and Life Rosepark Hospital, in collaboration with the UFS and the Central University of Technology, focuses on rheumatic heart disease detection programmes at schools in Central South Africa.

The bio-engineering division, which houses the homograft bank where human valves are prepared and cryopreserved (freezing to -180°C) for transplanting and preservation, also forms part of the Robert WM Frater Institute. The institute is currently preparing decellularised tissue for use in heart surgery, and future production of a new generation heart valves. The process of tissue decellularisation and sterilisation was developed here.

-By René-Jean van der Berg

Konsep van Sosiale Entrepreneurskap tydens die 2015 Indaba bevorder

Die Kantoor vir Gemeenskapsbetrokkenheid was die borg vir die Bloemshelter 2015 Indaba oor Sosiale Entrepreneurskap. Die driedag-konferensie is tussen 31 Augustus en 2 September 2015 op die Suid-kampus gehou. Enersdenkende borge is by 'n dialoog betrek met die doel om die probleem van werkloosheid met behulp van sosiale entrepreneurskap aan te pak.

Internasionale en plaaslike sprekers het teoretiese en praktiese oplossings aangebied wat deur middel van organisasies sonder winsbejag (OSW's) en gemeenskapsgebaseerde organisasies (GBO's) ingestel kan word om sosiale entrepreneurskap te bedryf en te onderskryf. Die UV-akademici – dr Deidré van Rooyen (Sentrum vir Ontwikkelingsteun), me Anita Venter (Sentrum vir Ontwikkelingsteun), me Heidi Morgan (Departement Arbeidsterapie), me Vanessa Booysen (Skool vir Verpleegkunde), prof Mabel Erasmus (Gemeenskapsbetrokkenheid), en mnr Willem Ellis (Sentrum vir Ontwikkelingsteun) – het tydens hulle aanbiedings uiteenlopende inisiatiewe as voorbeelde gebruik wat ingestel is om hierdie wyd-erkende sakefilosofie te ondersteun.

'n Verskeidenheid uitstallings van aantreklike projekte deur deelnemende OSW's en GBO's het 'n eiesoortige karakter aan die forum verleen. Dit was tydens die opsommende gesprekke duidelik dat die byeenkoms die belangrikste doelwit bereik het om sosiale entrepreneurskap te bevorder, wat uiteindelik tot progressiewe sosiale hervorming sal lei. -Deur Dikgapané Makhetha

Omgewingsvriendelike oesproduksie-projek deur Boiteke Tehuis vir Gestremdes, Batho-lokasie.



Hoof trekke

Die UV het die afgelope twee maande weer vele positiewe publisiteit in die media verkry met verskeie hoogtepunte en suksesse wat bereik is.

• Kovsies se goue sportster, Wayne van Niekerk, het die media oorheers met sy talle internasionale oorwinnings die afgelope maande. Wayne se mees onlangse oorwinning as die geskiedkundige wedloop in Beijing waar hy 'n Afrika-rekord vir die 400 m-naelloop gebreek het. Die hele Bloemfontein het 'n spesiale verwelkoming vir hom by die Bram Fischer-lughawe gehou en met 'n oorwinningsfees by die UV vir sy prestasies asook vir ander studentepresteersers by die UV. Daar was nasionaal in Sport24, *Sunday Times*, *Times*, *The New Age*, SABC- en eTV-nuus oor hom berig.

• Tydens sy vergadering van 6 Junie 2015 het die Raad van die Universiteit van die Vrystaat (UV) 'n mandaat aan die senior leierskap verleen om 'n formele hersiening van die

UV se Taalbeleid, deur middel van 'n omvattende konsultasieproses met alle belanghebbendes van die universiteit, te onderneem. Hierdie hersiening sal lei tot 'n voorstel aan die Raad, wat die beheerliggaam van 'n openbare universiteit is, asook die hoogste gesag wat ingevolge die Grondwet institutionele taalbeleid mag bepaal. Die hersiening is 'n oop proses met drie breë moontlike opsies – dat die parallelle voertaalbeleid behou word; dat geringe aanpassings aan die beleid gemaak word; dat groot veranderinge aan die bestaande beleid gemaak word. Hieroor is in die *Volksblad*, *Bloemfontein Courant*, *The New Age* en *Mail and Guardian* berig.

• Twee professors aan die Universiteit van die Vrystaat is pas aangewys as ontvangers van navorsingsleerstoele deur die Nasionale Navorsingstigting (NNS) se Suid-Afrikaanse navorsingsleerstool-inisiatief. Die navorsingsleerstoele beteken 'n massiewe geldelike inspuiting vir navorsing in elk van die betrokke vakgebiede – dié van prof Pumla Gobodo-Madikizela van die UV se Sentrum vir Trauma-, Vergifnis- en Versoeningstudie, en prof Felicity Burt van die Departement Mediese Mikrobiologie in die Fakulteit Gesondheidswetenskappe. Hieroor is in *The New Age* en *Bloemfontein Courant* berig. –Deur René-Jean van der Berg

WORD SEARCH

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D A L E D N A M J C B
R T A O D E I O N N C
A G G L D K H U R O T
C N C X M L C P Ê I A
T I Y H O A S T S T C
N T V T R L T R N A E
E T T U T H I U I U I
D O N W R S W T E D S
U W H E V I L H L A V
T S E N E V E S K R O
S A O Q P S W E L G K

Find the 13 words hidden in the grid below. These words can be read up, down, forward, backward or diagonally and some can overlap; which means a letter can be part of two or more words. See if you can find them all.

Kleinsêr

Welwitschia

Mandela

Graduation

Student card

Kovsiecat

Swotting

Alma

Seven

Three

Lotto

Truth

Odeion

VOX POP

October is breast cancer awareness month. These are messages of encouragement to those suffering from breast cancer, and those who have survived it. By Hatsu Mphatsoe



Annemari Eksteen –Senior Officer: DIRAP

For many of us, 'cancer' is a foreign, far-off word. Something that only happens to others. Breast cancer is not just any cancer – it touches the very being of every woman that has to live with it, a part of her deepest identity. Let us therefore stand in solidarity with our brave sisters who are fighting this disease, drawing hope from those who have survived it, declaring loudly the well-known quote: Cancer is so limited! It cannot cripple love, it cannot shatter hope, it cannot corrode faith, it cannot destroy peace, it cannot kill friendship, it cannot suppress memories, and it cannot conquer the spirit.



Pulane Moliko – Senior Assistant Officer: Linguistics and Language Practice

When my uncle's wife was diagnosed with breast cancer, that's when I realised it's not a death sentence. Family support is vital, and talking about the disease with friends and family really helps a lot. To those who survived breast cancer, you have won the race, you give us courage and hope, you proved that with the right treatment and early detection, it can be beaten. My uncle's wife survived breast cancer. Knowledge is power!



Lindsay Mathe –Student

To those suffering from breast cancer, we keep you in our prayers, and we hope for a medical breakthrough in that regard. And to the survivors, really, you are inspiring actually to live on after tackling such a huge disease.



Denise Visser –Student

I would just like to say that I strongly believe that everything happens for a reason, and it will make you stronger. God has a plan with your life, and, just because you are going through a difficult time, doesn't mean you won't achieve greatness, so don't stop shooting for the stars.

IDEAS lab

at South Campus to launch
open distance learning
into **cyber space**

The South Campus is about to provide the delivery of distance learning with an even wider reach. In line with its vision to broaden access to higher education, the move is towards the edge of online learning. The result: a niche centre called the IDEAS lab.

The IDEAS lab will serve as a hub dedicated to the design, recording, and delivery of online programmes. These lecture-capturing facilities are not exclusive to programmes of the South Campus, however. Should a lecturer wish to have a class session recorded, this service is also available to faculties throughout the university.

Prof Daniella Coetzee, Principal of the South Campus, says that “the IDEAS Lab is a dream come true, because if we want to keep up with what is happening in the rest of the world in terms of distance education, we have to acquire the best: expert staff; equipment, and a state-of-the-art-facility.”

Through a combination of video, sound, text, and images, the IDEAS lab will provide a media-rich experience for students. The lab will expand on the successes of the current Internet Broadcast Platform (IBP) project. Not only are these lectures broadcast online to students, regardless of their geographical location, but can be distributed in DC/DVD or print format as well.

The South Campus is ready to embark on the design and development of at least six formal, completely-online programmes. An urgent need exists, especially for a fully-online teacher programme, since no such programme exists nationally. Consequently, the UFS has the opportunity to become the first tertiary institution in the country to offer fully-online teacher and FET lecturer education programmes.

“The IDEAS Lab,” says Prof Coetzee, “will be working with the curriculum design and development section of the South Campus and faculty writers to design and develop cutting-edge online programmes. This will put the UFS at the forefront of online programmes in South Africa.”

—By Michelle Nothing

Disposability, forms of violence and zones of non-being

Dr Buhle Zuma is a postdoctoral research fellow in Trauma, Forgiveness, and Reconciliation Studies at the University of the Free State, and tags the body of his work as ‘Psycho-political Thought on Black Existence’. The current focus of his research is the investigation of the issue of ‘disposability’ in black communities. This forms part of an overarching research project, spearheaded by Prof Pumla Gobodo-Madikizela, that explores “Trauma, Memory, and Representations of the Past”.

“The research project that Prof Gobodo-Madikizela is leading is extremely important at this moment in post-apartheid South Africa,” Dr Zuma says. “Questions of trauma and memory are at the heart of how, as a people, we have gone about imagining and representing both our past and present since 1994.”

Dr Zuma’s research will explore the ways in which disposability articulates itself in the routine of everyday life of black communities, and, more specifically, how it is articulated in the lives of young black people. Some of the questions he seeks to answer are: How do structural and symbolic forms of violence translate in the lives of young black people in the townships? How does this violence correspond with the violence to the flesh committed by young people against each other? Is the language and discourse of trauma adequate in capturing the complexities and nuances of structural and symbolic violence and ‘disposability’?

“My intention,” he says, “is that my work within the project would contribute to a different, critical and imaginative way of thinking about both the conditions of life that contribute to making the lives of many poor black people a ‘veritable hell’, and how we might begin to think about how to help one another to get out of these ‘zones of non-being’.”

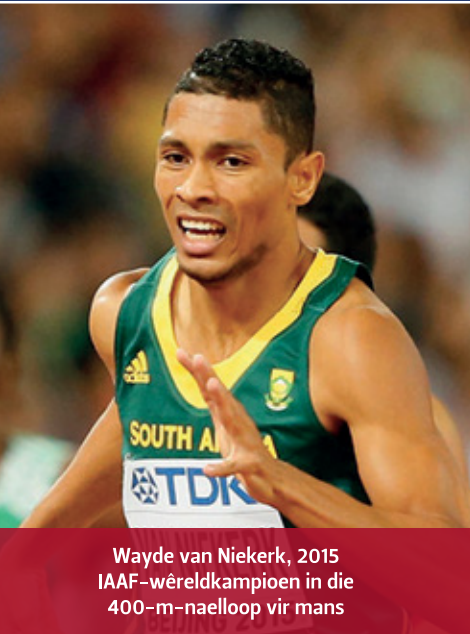
A quality that constantly shows up in Dr Zuma’s work and life is disdain for injustice. But what ultimately gives him hope, though – in his work as well as his life – is the triumph of the human spirit over limitations. —By Michelle Nothing

Buhle Zuma



Kovsie-studente verower nie net Suid-Afrika nie, maar ook die res van die wêreld.

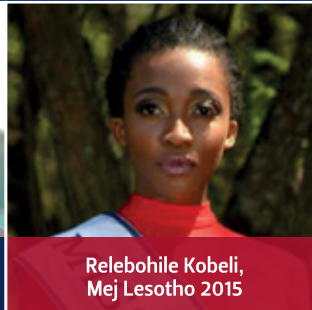
Gedurende 2014 en 2015 het studente van die Universiteit van die Vrystaat op verskeie gebiede presteer. Die UV-gemeenskap is baie trots op hierdie uitnemende prestasies.



Wayde van Niekerk, 2015 IAAF-wêreldkampioen in die 400-m-naelloop vir mans



Nicole Walraven, 2015 SA onder-21 Vrouehokkiespeler van die jaar



Relebohile Kobeli, Mej Lesotho 2015



2014 Varsity Netbal-kampioen en wenner van 2014 Nasionale Premierliga



Shimlas, 2015 Varsitybeker-kampioene



Rolene Strauss, Mej Wêreld 2014



Veritas, 2015 Nasionale Sêrkampioen in die ATKV Universiteite Sêrkompetisie



Andricia Hinckemann, Mej Aarde 2015, Tweede Prinses



UV se Debatsvereniging aangewys as 2015 Suid-Afrikaanse Nasionale Universiteite Debatkampioene



Marjolein, tweede plek in die 2015 ATKV Universiteite Sêrkompetisie



Varsity Sewes-kampioene 2015



Elzane van der Bergh, Dowe Mej Suid-Afrika 2014



KovsieTennis, 2014 USSA-kampioene

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Ongeveer 600 ontvang graad by UV se lenteplegtigheid



Fotos: Charl Devenish

Vyfhonderd nege-en-negentig graduandi het die vrugte van hul arbeid gepluk by vanjaar se Lentegradeplegtigheid wat op 17 September 2015 plaasgevind het.

Kwalifikasies is toegeken aan graduandi in die Fakulteite Geesteswetenskappe, Opvoedkunde, Regsgeleerdheid, Teologie, Ekonomiese en Bestuurswetenskappe, Gesondheidswetenskappe en Natuur- en Landbouwetenskappe.

By die geleentheid was Ubuntu die boodskap aan graduandi tydens beide plegtighede.

'n Hoogtepunt by die geleentheid was toe prof Jeffrey Sachs, 'n vooraanstaande Amerikaanse ekonoom en filantroop, vereer is met 'n eredoktersgraad. Prof Sachs was ook die gasspreker by die gradeplegtigheid en het die Ubuntu-boodskap ondersteun. "Die wese van medemenslikheid is

die hoeksteen van sukses. Julle is die rykdom van Suid-Afrika, want julle kennis is die sleutel tot SA se welvaart," het hy gesê.

Prof Sachs het graduandi versoek om hulle swaarverdiende kennis met wysheid, regverdigheid en vrymoedigheid te gebruik.

Prof Jonathan Jansen, Visekanselier en Rektor van die UV, se boodskap het hierby aangesluit. "Gee jou liefde, aandag, omgee en nog meer weg. Wat julle ook al het, gee dit weg. Gee julle liefde, aandag, omgee en nog meer weg," het hy gesê.

—Deur Leonie Bolleurs 



Time to upgrade your IT skills?

If your answer is yes, then the IT Academy in the Staff Development office in the Human Resources Department have what you need.

According to Juanita Burjins, Assistant Director at Human Resources, the academy is offering a variety of IT skills training, such as Microsoft Office and more advanced courses on how to create and publish web pages, and computer security training.

For more information on the whole spectrum of courses available, staff can

contact Clidean Swiegelaar on swiegcc@ufs.ac.za for more information. Staff can also look out for advertisements published in Digest on a regular basis.

The academy was established to enable the UFS to provide staff with IT skills using leading technology at industry level. The IT Academy has also been operational at the South Campus from 1 September 2015. The academy provides training for support staff as well as service workers.

This initiative is a partnership between Staff Development and ICTISE on the South Campus. –By Leonie Bolleurs

Gesondheid en Welstand se gesonde leefstylroetes nou oop vir almal



Die UV se Sentrum vir Gesondheid en Welstand en Kopsiesport het op Loslitdag, Vrydag 4 September 2015, 'n gesonde leefstyl op die kampus bekendgestel, met die klem op stap- en drafroetes. Die talle vlieënde tutu's, tesame met verspotte uitrustings wat deur die skare angstige en opgewonde drawwers vertoon is, het die toon vir die geleentheid aangegee.

Hierdie inisiatief word deur bestuur ondersteun, wat versoek het dat 'n gesonde leefstyl onder studente en personeel aangemoedig word. Met hierdie projek kan personeel en studente in 'n veilige omgewing oefen. Die roetes, wat rolstoelvriendelik is, sal in die toekoms ook na fietsryroetes uitgebrei word.

Verskeie departemente het die geleentheid in groot getalle

ondersteun, met spanne wat gevorm is om deel te neem. Personeel en studente was opgewonde om te sien wat om elke hoek en draai van die roetes op hulle wag. Prof Nicky Morgan: Viserektor Bedryf, het die lint by die amptelike opening van die roetes geknip. Prof Morgan was self baie opgewonde oor die geleentheid, en het energiek tussen die drawwers en stappers deurgeveg.

In sy toespraak tydens die opening, het Pieter du Plessis, Uitvoerende Assistent vir die Viserektor: Bedryf, gepraat oor die belangrikheid daarvan om gesond te bly deur iets eenvoudigs te doen soos om te stap, wat 'n goedkoop manier is van gesond bly.

Arina Engelbrecht, wat aan die hoof van die Welstand-program staan, het gesê: "Ons het baie goeie terugvoer van die massa mense gekry wat dit bygewoon het, en talle het gesê hulle sal voortgaan om van die roetes gebruik te maak."

Hierdie geleentheid vorm deel van die Menslike Projek van die UV en sal ook bewusheid by personeel en studente skep vir mense met gestremdhede. –Deur Hatsu Mphatsoe

Walk a mile in my shoes – Kovies present an outstanding paper on gender equality

For centuries, people have worn shoes; to work, to school, to carry them to their future destination. Shoes symbolise the hope which the human race carries. They may represent the paths we have taken from where we came from to where we are going. #inOURshoes is a global gender-equality campaign which seeks to dismantle gender-based discrimination, and to challenge society to re-think traditions by stepping out of stereotypes. By launching the #inOURshoes campaign at the 7th Annual Millennium Campus Conference, two UFS students shared the invaluable opportunity to lend their voices to the plight against gender inequality.

The story of OUR shoes: Chiara Claassens, is a BCom Law graduate, who works at the Centre for Teaching and Learning, and serves as the treasurer of the Juridical Society. She believes in a world where the value of an individual's professional career should not be defined by their gender. Laura-Jane Watkins is a final-year Law student, who works at the Institute for Social Justice and Reconciliation on the Transformation Desk, and serves as a charter member of the UFS Rotaract club and Vice-Chairperson of the Juridical Society. She believes that equal education for all will transform perceptions that perpetuate the cycle of systemic gender-based violence and gender inequality.

Although scarred by its segregated past, South Africa is a beautiful country that has one of the world's most liberal constitutions, based on human dignity, equality, and freedom. Like many other countries, it is plagued by gender discrepancies, that are demonstrated by the disturbing number of rape cases and the abuse of traditional practices. The rape capital of the world is how South Africa has been described: generating statistics such as an estimated 500,000 rapes a year; one every 17 seconds. During a research project, a quarter of men in the Eastern Cape Province, when interviewed anonymously by the Medical Research Council, admitted to committing rape at least once. Three-quarters of them said their victim was under 20 years of age. Child marriage, the labour disadvantage of domestic workers, rape, corrective rape, and human trafficking are the result of existing inequalities.

"When it comes to violence against women, there are few practices as harmful, or as widespread, as early marriage" Archbishop Desmond Tutu

"There is no culture which determines that a human being can diminish, oppress, and discriminate against another human being. Culture is the best of the values we as human beings cherish." – Graça Machel –By Laura Jane Watkins



Laura-Jane Watkins (left) and Chiara Claassens (right).

Book launch concludes Women's Month on a poetic note

The poetry collection is dedicated to narrating and celebrating the life journey of a single woman with many stories

Women's Month ended with a merger of literature and creativity at the UFS with Tessa Muller making her debut as an author. The poet launched her first book titled *Dedications of Colour: The Poetry Collection* on 26 August 2015 on the Bloemfontein Campus.

Not only a self-described author, poet, and orator, Tessa is also the community service senior officer and first generation project manager at the University's Bloemfontein Campus. The mother of six and founder of the Heidedal-based PropheTezz Youth Foundation dedicated five years of her life to her book.

Tessa says the non-fiction spoken word book is based on how she, as a woman, experienced life over a period of five years. "This book for me is a very personal journey. From the first to the last page, there is a piece of me. Poetry was my salvation five years ago when I went through my divorce."

She expressed her gratitude for the opportunity to turn her ideas into reality that Tsholo Tlhomelang, her publisher, gave to her.

Tessa was once Tsholo's mentor. They met when Tessa worked as an advisor at the UFS's Economic and Management Science faculty. Tsholo was then president of Students in Free Enterprise (SIFE) – now known as Enactus – and was a BA Human Resource Management student at the University. With Tsholo now the founder of Huba Publishing and Tessa a published author, their roles have been reversed.

"I believe that the universe conspired to get Tessa and me to where we are today," said the young entrepreneur, who was born and bred in Thaba'Nchu.

–By Valentino Ndaba

Author Tessa Muller celebrates her first book with publisher Tsholo Tlhomelang.



“I will make a difference by being the difference,” says iPad winner

Annemie Grobler from the Faculty of Health Sciences was the winner of an iPad Air. She entered a competition that was launched by the Department of Communication and Brand Management to determine how staff would make a difference, in line with the new Strategic Plan 2015–2020 of the university.


In less than 150 words she said:

“I will make a difference by being the difference. I will not be discouraged, disheartened or fazed by people’s apathy or antagonism towards my honest and heartfelt attempts to mark our university as the point of departure for the respectful but challenging journey of discovery, which is tertiary education.

“I resolve to start each day with a burning enthusiasm to sacrifice my selfish attempts to favour myself or that which seems safe and known.

“I resolve to tackle each week with a fervent passion to embrace all of humanity by directing my energy

towards acting for the common good of my department, my university and my country.

“I resolve to face the future with the firm belief that in truth is the light of wisdom, as I apply my mind, my skills, myself to create a healthy and happy South Africa – lighting the way forward for the world.” –By Leonie Bolleurs 

Leonie Bolleurs from the Department of Communication and Brand Management and Annemie Grobler.



Photo: Hannes Pieterse



Prof Jeffrey Sachs (centre) with Prof Philippe Burger, Head of Department: Economics (left), and Prof HJ Kroukamp, Dean of the Faculty of Economic and Management Sciences (right).


Prof Jeffrey Sachs presented with honorary doctorate at Spring Graduation Ceremony

“Quality education is the best accelerator for sustainable growth. Universities have a unique role to play in this regard,” Prof Jeffrey Sachs said during a lecture he presented at the University of the Free State (UFS) Faculty of Economic and Management Sciences. He gave an insightful overview of the new Sustainable Development Goals (SDGs) of the United Nations. The 17 SDGs replace the Millennium Development goals of the past 15 years. In a major achievement, 193 countries will sign the goals at the United Nations (UN) in New York on 25 September 2015.

Prof Sachs is the director of The Earth Institute Quetelet professor of Sustainable Development, and professor of Health Policy and Management at Columbia University [www.columbia.edu]. He is also a special advisor to the UN Secretary-General Ban Ki-moon on the Millennium Development Goals,

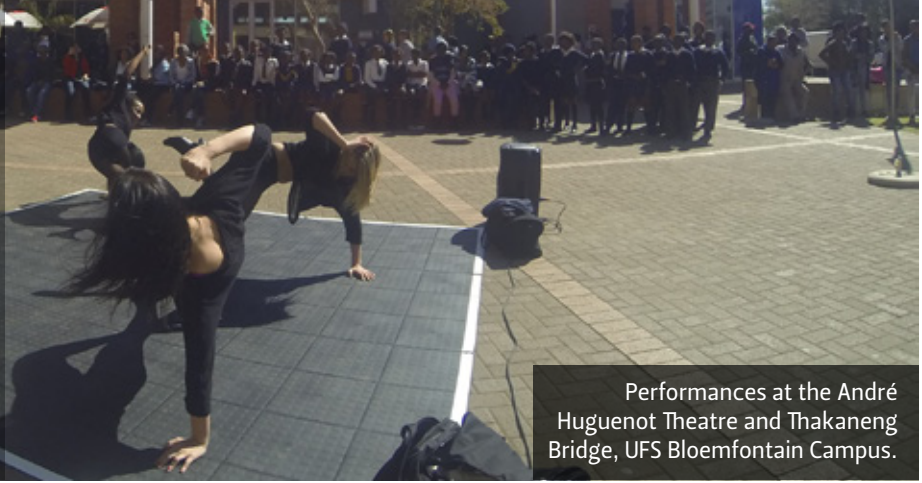
and director of the UN Sustainable Development Solutions Network. Another accolade now added to his résumé is an honorary doctorate in Economics conferred on him by the UFS at the Spring Graduation Ceremony on 17 September 2015 for outstanding achievements and contribution to academia.

“South Africa is not achieving sustainable development. It has the highest inequality in the world with high unemployment among the youth. Quality education is the best accelerator for growth,” Prof Sachs said. He used the high education investment in Korea as an example of that country’s growth. Prof Sachs added that the government cannot achieve the SDGs on its own. “It is important for the country and universities to take on the goals. Universities can apply pressure, influence and provide solutions.”

–By Mamasa Makaya 

Empty Promises

– Movement against human trafficking: a street dance experience



Performances at the André Huguenot Theatre and Thakaneng Bridge, UFS Bloemfontain Campus.

Empy Promises is an extraordinary 20-minute theatre production, supported by the National Arts Council of South Africa and the UFS Department of Drama and Theatre Arts.



The performance uses a “perform anywhere” set-up, created for busy public spaces, such as sports fields, recreational areas at schools, mall atriums, and public squares. The cast of three female dancers perform in the style of “street dancing” on a rolled-out dance-mat to a specifically-created music mix playing over an informally set-up sound system.

What starts out as a sexy and inviting performance soon turns dark as the realities of female objectification that goes hand-in-hand with sex trafficking is uncovered. The aim is to entice male spectators to take part in the proposed objectification first, and then expose them to the harsh realities that the female objects observed.

The purpose is to “Kill the market” by creating awareness of the actual trauma that takes place behind the scenes of the sex trade industry. Female spectators will be able to identify with the characters in a cathartic way, and awareness of the dangers of sex trafficking will be achieved.

Prof Beatri Kruger, Adjunct Professor in Public Law, has done extensive research on human trafficking in the country. She facilitated the involvement of drama and theatre as well as other alternative communication methods to combat human trafficking. In celebrating Arts and Social Justice Week during 4–15 August 2015, *Empty Promises* was performed at the Hugenot Theatre to an audience of 300 scholars, followed by a panel discussion, led by Prof Kruger. It was also performed at Thakaneng Bridge to a crowd of UFS students, and in the Heidedal Community Hall to a mixed crowd of parents and children.

The production was a collaborative effort between directors Walter Strydom and Marijda Kamper (staff members at the Drama and Theatre Arts Department, UFS), choreographer Mark Anthony Dobson (a Master’s student in the Drama and Theatre Arts Department, UFS), dancers Sumarié van der Berg, Zizi Matu, and Lariska Knoetze (students of the Drama and Theatre Arts Department, UFS), and technical coordinator Michael Garbett (a graduate of the Department of Drama and Theatre Arts, UFS)

More performances are scheduled in Bloemfontein for the remainder of the school year.
–By Marijda Kamper

WORD SEARCH – SOLUTION

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Goodluck to all staff and students who will be writing exams ...
love Sparkie

Five **Kovsies** drafted into **SA** hockey squad

The South African Hockey Association (SAHA) has named four University of the Free State (UFS) hockey players for inclusion in the SA women's squad ahead of the looming Africa Cup of Nations tournament, scheduled to take place from 23 October to 1 November 2015 at a venue yet to be determined.

Nicole Walraven, Cornelle Botha, Tanya Britz, Line Malan, and Izelle Lategan have all been drafted into the squad of 24 players from across the country that will undergo assessment at a selection camp before the squad is trimmed down to 18 players. The final 18 will go on to represent the country at the ACN.

"It is an honour and a privilege for us to have players selected for the South African women's hockey squad camp," said KovsieSport's hockey manager, Frans van der Watt.

"It is the first time that we have had five players selected for the camp," he added.

The quintet formed the core of the UFS women's hockey side that lost to the University of Johannesburg (UJ) in the final of the Varsity Hockey competition in May this year, and which represented the university at the University Sport South Africa (USSA) tournament from 29 June to 3 July.

-By Mamello Oliphant



Can *bleeding* goats *bleat*?

'n Antropoloog doen in 1960 navorsing in Angola se afgeleë ruigtes. Hy merk op dat die man altyd vyftig treë voor sy vrou deur die bosse loop. Vyftig treë agter haar volg die kinders en so vyftig treë agter hulle kom die trop blërende melkbokke aan. Na al sy vrae oor hoekom dit só is, antwoord die pa: "There are many hungry lions here! I'm the man! I must protect my wife, my children and my goats!" In 1990 besoek die antropoloog weer dieselfde gebied en loop weer die familie raak. Hy merk op dat hulle nou presies in die teenoorgestelde volgorde deur die bosse stap. Bokke voor, dan die kinders, dan die vrou en seker honderd treë verder agter die kinders kom die pa voetjie-vir-voetjie aangeskuifel. Weer vra die antropoloog wat die rede vir die omgeswaai dan nou is? "Very easy," kom die antwoord. "Landmines, my friend ... Landmines!"

Which brings me to my point. I'm glad that I didn't have to be serve on the UFS or any other university's Language Policy Committee. Those of you who were involved in any conflict situation will know the fear and danger of walking into a field where landmines might be planted. On this Language Policy Road they can expect landmines planted by various people with different philosophies and agendas. Bultjie just hopes that the field was cleared by the time this Bultjie gets published. It's a time for sober thoughts and calm negotiations. Nugter (sal die beste) weet! Ek kan nie anders as om aan oud-president Thabo Mbeki se wyse woorde op 27 Augustus in 1999 te dink nie:

"The building blocks of this nation are all our languages working together, our unique idiomatic expressions that reveal the inner meanings of our experiences. These are the foundations on which our common dream of nationhood should be built ... The nurturing of this reality depends on our willingness to learn the languages of others, so that we in practice accord all our languages the same respect. In sharing one's language with another, one does not lose possession of one's words, but agrees to share these words so as to enrich the lives of others. For it is when the borderline between one language and another is erased, when the social barriers between the speaker of one language and another are broken, that a bridge is built, connecting what were previously two separate sites into one big space for human interaction, and, out of this, a new world emerges and a new nation is born ..."

Wat 'n wonderlike ideaal! The fact is that we walk the same road as students, academics and warm-hearted South Africans who all love our campus and our country. We all had a change of hearts and minds twenty years ago. Isn't it time to revive that attitude of goodwill? We've stunned the world in the past. Can we achieve that again, or do we want to blow up the goats that feed us? Will they bleed or bleat?

Smeer aan en kom!