

From the **editor's** desk

The second half of the year brings to mind how much we have achieved so far, and the various challenges we have faced as a community in the higher education sector.

In this edition of Dumela, the focus is on your stories as colleagues in the various faculties and departments, your hard work in research, teaching and learning as well as the amazing talents you possess. We also take a look at the employee engagement survey results, and the array of projects and events undertaken at all our campuses, from stakeholder relationship building to water-saving projects. With much of the year still ahead of you, let's keep on moving and shaking!!

Retraction: on behalf of the editorial team, I would like to apologise for the incorrect inclusion of Botshelo Vinger as the daughter of Dr Gift Vinger, Registrar: Governance and Policy, in the graduation article on page 9 in Dumela 2 of 2016.

–By **Mamosa Makaya** 



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Ons praat met Maryka Holtzhausen



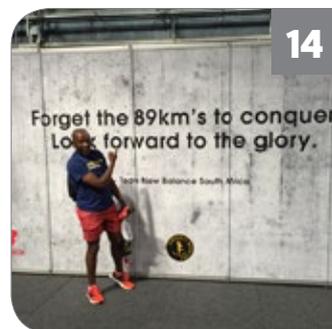
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Frank – on running the Comrades and beating the odds

Social media: If you want to get **credit** for that pic, **don't** upload it

Don't take it from me, take it from Amanda of I Am Baker. She recently wrote a post on her blog about how she found accounts on Instagram who had taken photos from her website and posted them as their own. She didn't get credit anywhere, and one of the pictures was even uploaded to an Instagram contest.



The pictures got upwards of 24 000 “hearts” on Instagram. That's 24,000 people that could've been directed to Amanda's website to see her work, and were not. Long story short, she contacted both Instagram and the accounts that posted her picture to no avail. Instagram never responded, and luckily for the owners of the infringing accounts, Amanda is a nice person.

So read the last sentence in the T's & C's – You agree to pay for all royalties, fees, and any other monies owing any person by reason of content you post on or through the Instagram Services 



Source: <http://thesocialu101.com/6-things-everyone-should-know-about-instagram/>

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UFS employees have **their say.** Results of workplace engagement survey

The Human Resource Department (HR) conducted a survey to measure employee engagement on all three campuses of the university. A report of the results was released in April 2016. Using the Thomas Engage measurement, the university conducted the survey in order to drive possible interventions to increase workplace engagement, to support the strategic success factors (human and academic project and support services) in order to achieve its objectives, as specified in the University's Strategic Plan (2015-2020).

An email with a link to the online questionnaire was sent to personnel on 16 February 2016. Two weeks were given to complete the assessment. A total of 1316 out of 2291 staff members completed the survey, yielding a response rate of 57%. Thomas Engage measures the following seven-factor model of workplace engagement: Voice, Togetherness, Challenge, Clarity, Freedom, Recognition, and Growth.

The results indicated an overall workplace engagement score of 67% for Bloemfontein, South, and Qwaqwa Campus. This was broken down into three levels namely: low, moderate, and high levels of workplace engagement.

The results indicated the following percentage of low, moderate, and high levels of workplace engagement:



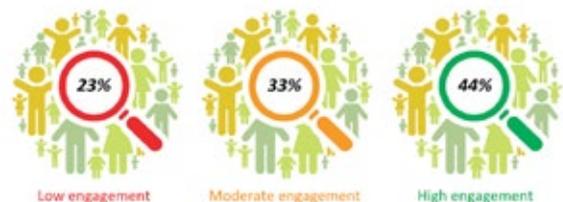
Relationships

While many personnel indicated that their relationships in the team are effective, and that they are listened to, supported, and valued, 32% reported a lack of co-operation, trust, and support within the university. The relationship-driver results indicated the following percentage of low, moderate, and high levels of workplace engagement:

Role

Many personnel indicated that they enjoy their work and find their roles/positions challenging and rewarding with clear goals, autonomy, and flexibility. However, a percentage (23%) indicated that their work is not engaging, and that their role does not always match their strengths and talents, that they do not feel trusted to use their initiative, or to make decisions.

The role-driver results indicated the following percentage of low, moderate, and high levels of workplace engagement:



Reward

Over and above remuneration, reward is defined further as an employee's need to be appreciated for their efforts, and to be acknowledged when they have done a good job. While personnel indicated that they feel appreciated and valued with appropriate development, 41% indicated that the lack of praise, recognition, and honest feedback with limited opportunities to develop and progress are issues of concern.

The reward-driver results indicated the following percentage of low, moderate, and high levels of workplace engagement:



Taking action – possible interventions

Organisational Change – Policies, processes, and procedures

Research indicates that organisations with high levels of workplace engagement have policies, processes, and procedures which support the drivers of engagement, such as reward and recognition schemes, performance appraisal systems, personal development programmes, and flexible working policies.

Currently, the Human Resource Department is reviewing and adjusting the policies, processes, and procedures of the university to address these issues. The planned actions will reflect fairness, equality, and inclusion, and will ensure that poor performance and/or behaviour are addressed. Further areas that will be assessed include Employee-work environment fit, remuneration strategy, and talent management.

For a copy of the full report, contact Dr Renalde Huysamen, Director: Human Resources. -By **Mamosa Makaya**

Ons praat met **Maryka Holtzhausen**

Tydsbestuur bo-aan **Maryka se lysie**

Sy is die Protea-kaptein, speel vir die Vrystaat-Crinums én rig 'n paar netbalspanne af. Wat min mense egter weet, is dat Maryka Holtzhausen óók sedert Oktober 2015 'n kantoor op die Universiteit van die Vrystaat (UV) se Bloemfontein-kampus het en vir KovsieSport werk.

Om by alles uit te kom, begin Holtzhausen, wat meer as 80 toetse vir Suid-Afrika gespeel het, se dag reeds om 05:00 en stap sy eers weer ná sonsondergang by die huis in. "Goeie tydsbestuur is bo-aan die lysie. Ek glo vir alles wat jy graag wil doen sal jy tyd maak," sê sy.

Sy stap al 'n lang pad saam met die UV. Volgens Holtzhausen het sy sewe jaar vir die Kovsies gespeel. Haar laaste wedstryd was in 2014 se USSA-eindstryd. Dit was toe sy in 2015 vanaf Engeland, waar sy vir Loughborough Lightning gespeel het, teruggekeer het, wat sy die Kovsie-spelers begin afrig en later deur die UV aangestel is.

Sy is 'n Kovsie-hulpafriigter en ook nou betrokke by die Kovsie-netballiga vir koshuise. Hierdie hulpdoel rig ook skolenetbal by Oranje Meisieskool af en meen dit is 'n manier om 'n "verskil in die spelers se lewens te maak".

Al kan die 29-jarige blondkop nog lank vir Suid-Afrika speel, is sy nie seker wat die toekoms inhou nie. Sy sê sy was bevoorreg om in elke moontlike toernooi te kon speel en probeer net haar beste gee en 'n goeie beeld uitdra.

–Deur **Jóhann Thormählen** 

As alles goed gaan, sal die voormalige Kovsie-staatmaker, Maryka Holtzhausen, in 2016 'n tiende jaar vir die Proteas netbal speel. Sy werk deesdae ook vir KovsieSport. **Foto: Jako Pienaar.**



Expectations vs **Reality**



I have always imagined that by the time I hit my late 20s, I would have had it all figured out. Little did I know that nothing I had expected would have panned out the way I thought it would.

I did it right? I passed matric well and studied at a good institution and got my Journalism degree. My expectation was that straight out of university, I would get an internship, much like the one in *The Devil wears Prada* – getting free clothes and living coffee and vegan salads.

The reality was that I would have to apply for countless internships, most of which were unpaid. I would not have a snazzy yellow Mini Cooper to get around with, because my internship salary was only enough to get me a vetkoek and slap chips every other week.

I may not have a great apartment or acquired that snazzy Mini Cooper, but, finally, I am starting to make a decent living, and my expectations are not as hard to realise now as they were when I started out.

–By **Oteng Mpete** 

Capitalising on “getting it”

Some people dream of climbing Mount Everest, making a million, or swimming with sharks. I've always wanted to play the piano. I didn't think it was an unrealistic goal (compared to climbing Mount Everest, making a million, or swimming with sharks). After all, I like music, especially piano, I can type really fast, and I don't give up once I've set my mind to something.

So, a couple of years go, I enrolled for piano lessons. It didn't take me long to realise my sister-in-law (a cellist) was right: it's not a matter of eye-hand coordination or practising until you get it right. After six months, still stuck on *Twinkle, twinkle little star*, I could hear my teacher's mental sigh when I arrived for my lesson. I gave it a year, and gave up. I just didn't "get" it – neither the way music "works" nor the physical demands.

I had an *aha!* moment in my weekly art class, when a fellow wannabe artist didn't know which colours to mix to get a certain shade of ochre – while I did, without even thinking about it. I "get" that. I also "get" how language works, while anything containing a numeral causes an immediate acceleration in my heart rate (but not the good kind!).

I had always had this idea that, if I wanted to do something badly enough, I would be able to do it. Not true. Sorry. At least, this reality check has not affected my enjoyment of piano music! –By **Hettie Human** 



Prof Venter **breaks** the silence on **adolescent ADHD**



Adolescents are often defiant, leading parents to assume that it is just a stage that young people are going through and, like every other stage, their child will get over it. However, while some adolescents go through the same issues, including academic failure, alcohol and substance abuse, low self-esteem, and parental conflict, others begin to present with attention deficit hyperactivity disorder (ADHD).

ADHD is a brain-based disorder, its symptoms linked to many specific brain areas. Other contributory causes include low birth weight, prenatal maternal smoking, or other prenatal complications. Although family interaction may help to reduce or worsen the impact of the symptoms of ADHD, parenting styles do not cause ADHD.

According to Prof André Venter of the Faculty of Health Sciences, adolescents suffering from ADHD often present with other disorders - mood disorders, anxiety disorders and depression, learning disabilities and bipolar disorder - in addition to ADHD. Often the impact of ADHD on adolescents causes them to have lapses in judgement. Adolescents diagnosed with ADHD, together with other disorders, have difficulty being social, exhibiting antisocial behaviour and excessive substance abuse, impulsive sexual behaviour causing sexually transmitted diseases and teenage pregnancy.

Prof Venter suggests that, initially, treatment for ADHD should address the comorbidities attached to ADHD. Parents should consider the intervention of a psychologist for treatment to reduce the core symptoms of the disease. *-By Oteng Mpete* 

Prof André Venter

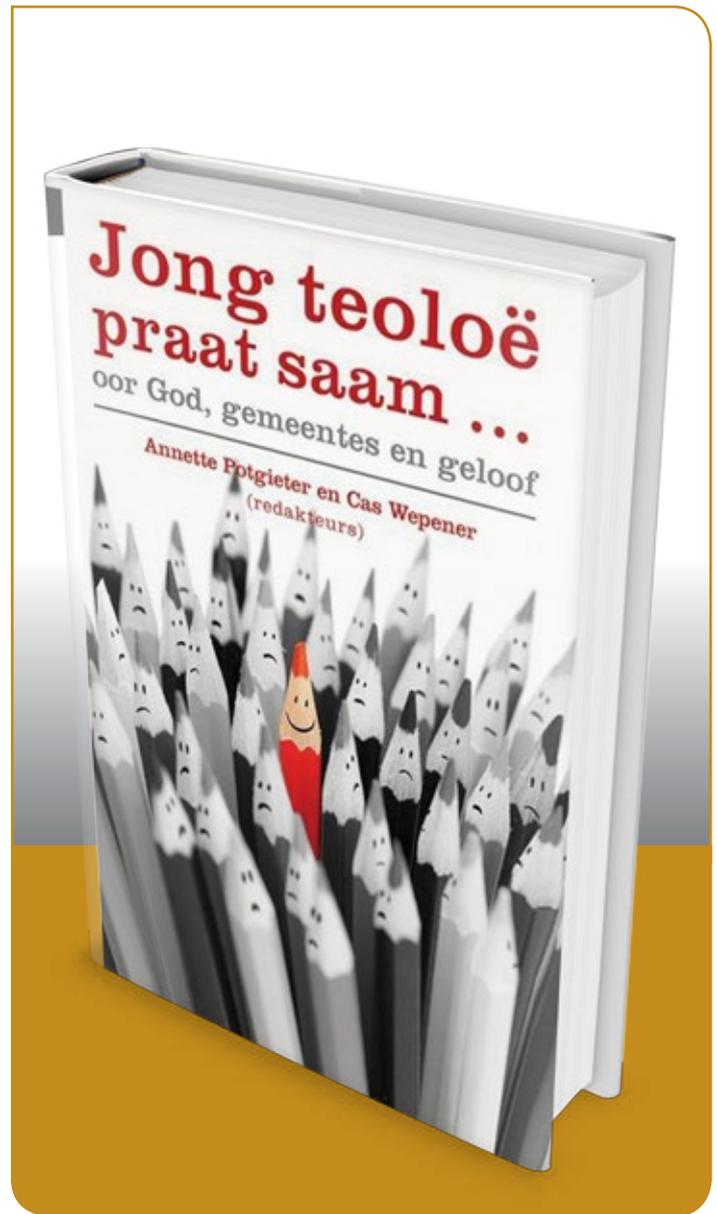


UV-teoloë lewer bydrae tot bekroonde boek

Die boek, *Jong teoloë praat saam*, met prof Cas Wepener (UP) en Annette Potgieter as mederedakteurs, het die 2016 Desmond Tutu-Gerrit Brand-prys gewen vir debuutwerk in 'n amptelike Suid-Afrikaanse taal.

Drie finalejaarstudente van die Fakulteit Teologie aan die Universiteit van die Vrystaat (UV) se bydraes verskyn ook in die boek. Een van die studente, ds Marlene Oosthuizen, is tans programdirekteur in die fakulteit. Haar tema is: "A possible interpretive approach for reading Song of Songs sexually and spiritually". Al die bydraes in die boek is die grondslag van finalejaarteologiese M-skripsies wat hulle moet indien as deel van die afhandeling van hulle graadstudies.

In sy voorwoord tot die boek sê prof Fanie Snyman, Dekaan van die Fakulteit Teologie aan die UV, dat dit die eerste keer in Suid-Afrika is waar die resultate van finalejaarskripsies op dié manier aan 'n breër gehoor bekendgestel word. By navraag het hy gesê, "Dat hierdie boek met dié toonaangewende prys bekroon word, is 'n besondere erkenning van die werk wat 'n nuwe, opkomende geslag teoloë doen." -*Deur Eugene Seegers*



There is **hope** in the **education**

"Hope is a tangible and concrete construct that should be rooted in the learning and training of teachers,"

said **Dr Beryl Botman**, a postdoctoral research fellow at the Institute for Reconciliation and Social Justice (IRSJ).





Independent contractor gets first break with UFS development programme

David Harris of Atlang 45 Civil and Construction is the first contractor to complete the University of the Free State (UFS) Independent Contractors Development Programme successfully. After this programme, David is ready to work on his own projects.

"I can now do a project confidently, knowing that it will be successful," said David, who started his first project in June. In this first project, his task is the paintwork for the external façade of the Scaena Building on the Bloemfontein Campus.

This programme was developed by University Estates, in collaboration with professional contractors, construction programme specialists, cost consultants, architects, professional project managers, and auditors. It addresses the educational and training needs of identified skilled workers and budding entrepreneurs in the construction industry.

The university acts as facilitator in providing tuition and training to equip contractors to complete projects of a larger scale successfully without the external involvement of third parties. According to Nico Jansen van Rensburg, Senior Director, University Estates, the recent contract-signing event was a memorable occasion. "We witnessed a new era where our institutional organisation works to make a positive impact to the building industry," he said. **-By Leonie Bolleurs** 



At the signing event were from the left: Belinda Moshoenyane from LimCo QS, Arbitration and Project Management CC, Thato Block, Assistant Director: Facilities Planning, and David Harris of Atlang 45 Civil and Construction. **Photo: Leonie Bolleurs**

system of our country

She presented her research paper, "Educators, praxis, and hope: A philosophical analysis of post-apartheid teacher education policy" based on the theoretical ideologies of Paulo Freire's *Pedagogy of the Oppressed*. The presentation was held at the Faculty of Education on the Bloemfontein Campus on 13 May 2016.

Dr Botman brought a personal and enduring spirit to a conversation that makes some people in the higher education industry nervous – for transformation to work, it has to have a strong philosophy based on hope.

"I am a farmer. I have no hope for a future that is different from today". These words are taken from Paulo Freire's work," said Dr Botman. She said that the South African context and environment is similar to this understanding. People cannot live for today, but should live for tomorrow if hope is to manifest itself."

"The South African education environment needs to adopt a progressive consciousness that is future-orientated, "You need to be hopeful, if you are radical. You need to be able to envision a new society and a new world," said Dr Botman.

She concluded by mentioning that a renewed vision of a hope-orientated philosophy and pedagogy needs to be adopted by education institutions. There is a need for an inclusive exploration of education philosophies and education systems, not only European and Western but also African and Eastern as well. **-By Oteng Mpete** 

From the left: Dr Beryl Botman and Dr Willie Nel

WORD SEARCH

Supplied by XWord (Pty) Ltd

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

Find 21 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.

1. alumni
2. apply
3. Bloem
4. caring
5. date
6. fashion
7. fun
8. hectic
9. jeans
10. love
11. mobile
12. modern
13. prof
14. Qwaqwa
15. rugby
16. soccer
17. swot
18. tablet
19. tennis
20. Twitter
21. UFS

Interesting Snippets of UFS history

The first computer services

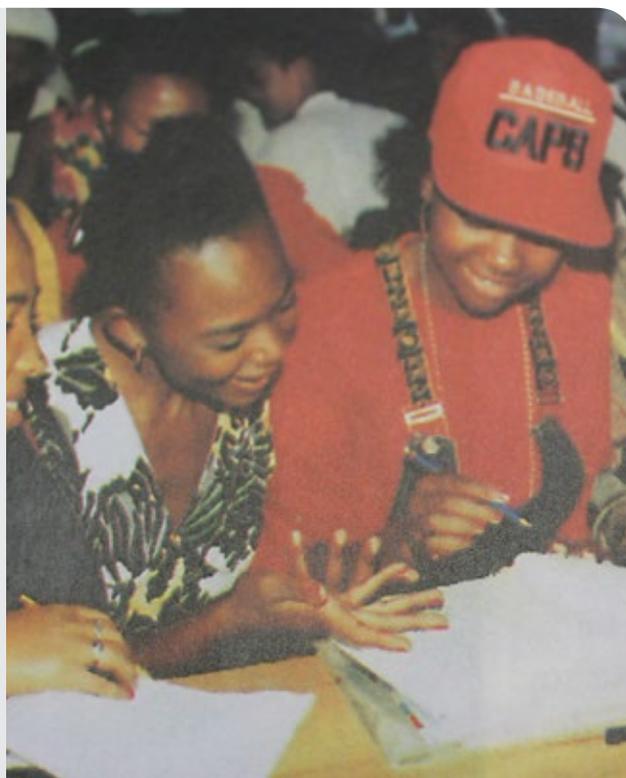
The first Univac 1106 computer was installed in one of the wings of the Flippie Groenewoud Building in March 1976 where it filled a large room. This computer had a memory of 131 000 words, and was the first to have online terminals. Word processors were acquired for academics: first, the small, portable Olivetti M10 (for a small group of selected academics) in 1983, and later, M24s were used. On the night of 23 September 1976, Finance staff worked all night to transfer staff salaries, using the first QPAC salary system. They finished the task before sunrise, albeit with many a crisis.



The career preparation programme – the key to transformation

The career preparation programme was the result of a pioneering partnership between Higher Education and Further Education Sectors. It had existed before but adopted the name in 1993 as one of the great success stories of the university's service to the community. It provided a special one-year access programme mainly for black students with only senior certificates (matriculation without university exemption) with a lot of potential.

At the time, it was the only programme of its kind in the country, and those who completed it successfully were eligible to apply for study at universities or technikons. In 2004, 2 500 students on the programme, pursued further studies at the University of the Free State, with 840 being awarded degrees including 68 Honours, eight Master's, and four medical degrees. –Source: *From Grey to Gold. The First 100 years of the University of the Free State.* ❏



Staatjies by Shimlas® - makietie gedeel



Broers by die Shimlas se 50-jaar-reünie. Chris Kasselmann, prof Basie Verster, Joggie Jansen, Eben Jansen, Harold Verster, Sas Kasselmann en Tokkie Kasselmann was van die oud-Shimlas en broers wat die feesviering op die Universiteit van die Vrystaat se Bloemfontein-kampus bygewoon het. Foto: Van Zyl Naudé.

Staaltjies en stories was volop toe oud-Shimlas onlangs die ryke tradisie van dié rugbyspan gevier het.

Lede van die toer van 1966 na die destydse Rhodesië (nou Zimbabwe), toe die naam Shimlas 'n eerste keer gebruik is, tot meer onlangse rugbyspelers van die Universiteit van die Vrystaat (UV) se eerste rugbyspan het saam makietie gehou. Joggie Jansen, Gysie Pienaar, Helgard Müller en Franco Smith was van die bekendes wat die verrigtinge op 13 en 14 Mei 2016 tydens die Shimlas se 50-jaar-reünie op die Bloemfontein-kampus bygewoon het.

Die Shimla-rugbytradisie het ontstaan op die Kovies se

bogenoemde toer in 1966 en die bestuur van die UV-rugbyklub bang was h uitgebundede Kovies-span sou groot slae kry. Daarom het prof Wickie Mostert, die destydse Kovies-afrigter, op 'n versamelnaam, die Shimlas besluit. Die woord *Shimla*, die naam van 'n dorp in Indië, is al van 1918 af deel van die universiteit.

“Ons eer die eerste en oorspronklike Shimlas. Dit is ongelooflik om te sien hoe hulle steeds h spesiale band het,” het Marius van Rensburg, die UV-rugbyklub se voorsitter, met verwysing na die 1996-groep by 'n funksie op 14 Mei 2016 in die Callie Human-sentrum gesê. Koekoes Reinecke, kaptein van die Shimlas in 1966, het h spesiale beker van dié toer aan die UV-rugbyklub geskenk. “Ek glo in die toekoms sal dit net nóg beter met die Shimlas gaan,” het hy gesê. –*Deur Jóhann Thormählen*

Effectiveness and readiness – crucial during emergency and crisis situations

Protection Services, under the leadership of Noko Masalesa, held a meeting recently to thank all role players who helped the university during student protests.

Representatives from the South African Police Service (SAPS), the SAPS Public Order Policing, Mangaung Emergency Rescue and Fire, security service providers including Fidelity, Protea, ID TEK, Mafoko, and colleagues from the campus attended the meeting.

According to Masalesa, the aim of the meeting was to reflect on lessons learnt during student protests, so that areas needing improvement can be identified. “We will then develop action plans to ensure that the university responds and manages its emergency and crisis situations effectively,” he said.

Prof Nicky Morgan, Vice-Rector: Operations, also attend the meeting, and voiced his appreciation on behalf of the university management for the support received from these



At the meeting with role players were (from the left): Prof Nicky Morgan, Vice-Rector: Operations; Cornelius du Preez, Station Officer: Mangaung Fire and Rescue; Lieutenant-Colonel Munsamy Kanathasen, Public Order Police; Brigadier Kgothatso Ramokotjo, Station Commander: Park Road Police Station; Assistant Divisional Officer Patrick Senti, Mangaung Fire and Rescue; and Noko Masalesa, Director: UFS Protection Services. **Photo: Leonie Bolleurs**

stakeholders, especially during the period of the student protests. “We do understand that the police have a huge responsibility towards the whole community,” he said.

Masalesa said that, as a way forward, similar forums will be established on the Qwaqwa and South Campuses. “This will ensure that the safety of our students will have the dedicated attention of the SAPS management. Furthermore, we are going to conduct joint emergency drills for various scenarios to test and enhance our readiness and effectiveness,” he said. –*By Leonie Bolleurs*

Prof Willem Kruger

award-winning

wildlife and nature photographer

Prof Willem Kruger, Head of Department of Clinical Community Health at the Faculty of Health Sciences, is also an award-winning photographer. We find out what inspires him and what gives his photography the winning edge.

Nonsindiso Qwabe: Where did it all start? What sparked your interest in photography?

Prof Kruger: I took up photography because of my wife, who started taking photography lessons in 2010. Although I didn't have much interest at first, I decided to join her on her photography trips outdoors. I soon discovered the opportunities to capture unique scenes in nature. I was excited to be able to share with the rest of the world what nature has to offer.

Nonsindiso Qwabe: What inspires you when you take those photographs?

Prof Kruger: I love nature, wildlife, and the great outdoors. Photography takes me to places I would never have gone to if it were not for the motivation to get that unique shot. I like capturing any activities of animals in the wild, because some of their actions are so quick that it is hard for the human eye to follow and register them. With a camera lens, you can show people what the naked eye cannot see.

Nonsindiso Qwabe: What competitions have you entered and what awards have you won?

Prof Kruger: I have entered and won several awards, locally and internationally. I am very proud of my work, and I am glad it has been well received across the globe. Some of the awards include:

- The Photography Society of America (PSA): Who's Who in Nature photography - #20 on the world rankings in 2013 and #16 on the world rankings in 2014
- Getaway Gallery - finalist with one photo in 2014, finalist with three photos in 2015, finalist with already three photos in 2016 (current competition is still running)
- Royal Photographic Society (RPS) in the United Kingdom: Gold medal winner in the RPS Screen competition in 2014 ("Lioness and cub walking 1") **1**
- Photographic Society of South Africa (PSSA): Nature image of the year 2015 ("Lioness and cubs drinking water 3") **2**
- Annual Nature's Best Photography competition 2015: First runner-up in Mammals category: ("Almost") **3**. It also won awards in "photography salons" in Australia and India.
Second runner-up in Birds category ("Goshawk challenge") **4**
- "Weaver air fight" **5** won medals in South Africa and India
- Photographic Society of South Africa (PSSA): Winner of the Nature division of the Impala trophy 2015.

-By Nonsindiso Qwabe **✉**

Photos: Prof Willem Kruger



1



2



3



4



5

#PeopleOfKovsies Campaign

#PeopleOfKovsies is a campaign initiated by the Department of Communication and Brand Management to create a positive vibe on campus, and to promote engagement with students and staff on our social media platforms. It has been infiltrating common spaces and ordinary places to find these extraordinary qualities in you.

What could be better than one picture telling a story of a thousand words - the Kovsie story. So, when one of our #PeopleOfKovsies photographers come your way, don't run—stay! And smile. Or wink. Or pout. Or point. No matter what angle or pose, we want you to be part of our #PeopleOfKovsies “snapshot-and-quote” collection, revealing the essence of what exactly that #KovsieFeeling is.

“The beauty of Kovsies is not just in the buildings but in each individual striving to create a better future for generations to come.”



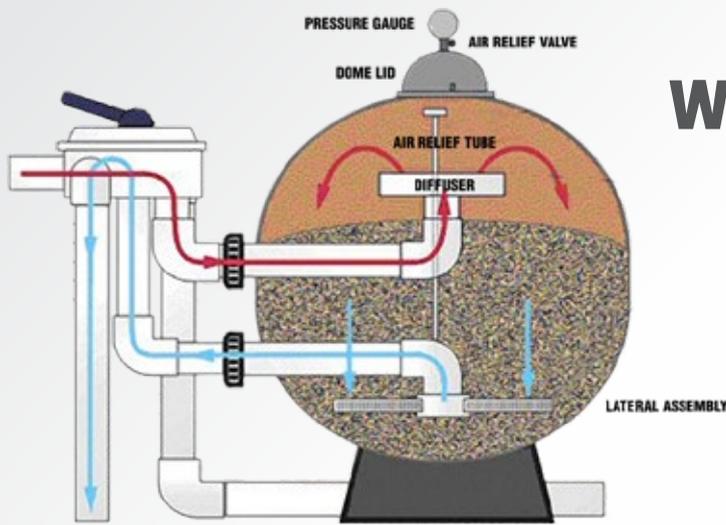
“I have found a lekker vibe amongst people at Kovsies, they are genuinely friendly and open.”

“What I enjoy about Kovsies: The environment is good, the people around here are cool, and the lectures and everything are just awesome.”



“My inspiration is to make a change.”





Water recycling system

at new residence on
South Campus **saves litres.**

In an effort to reduce wastage and facilitate recycling of one of South Africa's most precious resources, the toilet system at the new residence on the South Campus of the University of the Free State (UFS) will make use of grey water.

The project's design has already been approved, and is being implemented currently. Maureen Khati is the project manager, and the engineer who developed the system is Eon Kruger, Assistant Director of Facilities Planning. Domani building contractors and Henri Pretorius of Topology Architects have also been involved with the implementation of the 13-month-long project.

How it works

The system comprises two separate sewage lines: the first removes so-called "black water", which cannot be recycled. The second diverts "grey water", which is processed by means of a bio-filtration system, and utilised as recycled water.

The purification system has a capacity of 30 000 litres. Of that, only approximately 13 000 litres will be used for flushing toilets. The rest will be channelled into irrigation.

With the successful completion of this project, five similar systems will be undertaken on the Bloemfontein and Qwaqwa Campuses.

The system should be online by 1 July 2016. By then, the new South Campus residence will be operational and inhabited. **-By Eugene Seegers**



PRENG 2: visible changes

Online applications have increased from 872 in April 2015 to 3526 in April 2016. While online applications used to be a "thorn in the side" of the UFS administrative system, the old technology is still being utilised but in a more user-friendly way.

"This interim solution forms part of the Project Re-engineering (PRENG) 2. It has not solved every problem, but it has increased student interaction with the UFS" said Alita van Zyl, PRENG consultant at Mobius Actualising Change.

The total applications for April in 2015 and 2016 show a significant difference:

- 2015 = 872 online + 448 hard copy = 1 320
- 2016 = 3526 online + 453 hard copy = 3 979

The second challenge the university faced was converting applications into actual registrations by students. The **Operational Communication Framework** will change the way the UFS communicates with students. Communication will focus on the inclusion of visuals and the use of numbers, easy instructions, and checklists. This will ensure that the university is communicating effectively with "generation-Y" students and their parents. The "Kovsie guide", an animated character, will be present on all forms of communication between undergraduate students and the university.

-By Leonie Bolleurs

The Kovsie Guide, making communication to prospective and undergraduate students more accessible.





University staff
work together
to fund an
exceptional
student in
financial
need

Werner Henk Otto

The fees must fall campaign and the plight of students around the country have brought to the fore some of the deep-seated issues of disadvantaged students around the country. The movement awakened all involved, including staff of universities, who interact with students every day, teaching, mentoring and caring for their academic and social needs.

Meet Werner Otto, a lecturer in Business Management at the Qwaqwa Campus. He is a lecturer who aspires to make a difference in the lives of students. One such student is David Tshepo Motaung, who was then a final year BCom student. “I knew that he was a young man of exceptional character, very hard working and a committed individual,” Says Werner. At that point in time (2015) David was working in the department as a student assistant, helping Werner to mark modules throughout the year.

David wanted to study towards a BCom Honours degree but did not have the financial means to achieve that and would likely be forced to start working without having achieved his dream. This concerned Werner as he had grown to understand David and recognised his exceptional talent and strong academic performance.

In response to this and several other cases of students in need of funds, Werner approached the senior management of his department who had already put aside funds from the

department, coupled with public donor funds, and offered David the opportunity to fund his Honours degree.

“I feel very blessed to have people like Mr Otto in my life; he is not only a lecturer to me but a mentor as well. It is my plea to him, Johan Nel – who also did an admirable and remarkable job in helping me enroll for my Honours degree – and the faculty management of Economic and Management Sciences to do the same for other hard-working students to pursue their dreams. I say this because it’s not all of us who want to go for PGCE or employment straight after completing our first degrees. However, due to lack of information and financial means many are forced to do so,” says David.

“I feel privileged to have been in a position to be able to assist not only David but the youth of South Africa and our country as a whole. The more professionals the university produces, the more families and lives can be enriched on a daily basis,” says Werner. **-By Mamosa Makaya** ◀

Elzabie gaan haar familie by UV mis

Sy het destyds in 'n halfdagpos by die Universiteit van die Vrystaat (UV) begin werk, sodat sy steeds smiddae by haar kinders kon wees. Op 31 Mei 2016 het Elzabie Els, Senior Assistentbeampte by Akademiese Studentedienste, haar UV-familie ná 27 jaar gegroet. **Jóhann Thormählen** het met haar gesels.

Wanneer het jy by die UV begin werk?

Ek het op 3 Julie 1989 diens aanvaar. My jongste seun was toe drie jaar oud en ek het gevoel dat ek gereed was om weer die mark te betree, aangesien ek vir tien jaar by die huis was om my kinders te versorg. Rekenars was toe al in gebruik en ek het by die staatsdiens nog op 'n gewone tikmasjien getik. Jy raak uit voeling met veranderinge as jy vir te lank uit die mark is.

Wat het jou werk behels?

My werk het grotendeels uit sekretariële werk bestaan, asook heelwat administratiewe pligte.

Wat was die lekkerste?

Daar was baie, baie hoogtepunte, maar ek dink die feit dat ek altyd deur my seniors gerespekteer is vir die mens wat ek is, was vir my 'n hoogtepunt. Ek is altyd vertrou met die take wat aan my opgedra is en ons het as een groot familie saamgewerk en ontspan.

Wat gaan jy die meeste mis?

Dit sal 'n aanpassing wees om ná 27 jaar nie meer soggens om 04:30 op te staan vir werk nie. Ek gaan die personeel baie mis, want hier het ons ons lief en leed met mekaar gedeel.

–Deur Jóhann Thormählen

Elzabie Els het as tikster/sekretaresse by die UV se afdeling Akademiese Studentedienste begin werk en 27 jaar later as Senior Assistentbeampte klaargemaak. **Foto: Eugene Seegers.**



Lyndans meer as net cowboy-danse in die fliëks, sê lyndanskampioen van die UV

Mariska van Ghunt werk al sedert 2005 by die UV in die Departement Menslike Hulpbronne, waar sy nou Toesighouer oor die Afdeling: Voordele en Administrasie is. Wat Mariska in haar privaattyd doen, het die belangstelling van *Dumela* geprikkel. Leonie Bolleurs het 'n bietjie met haar gesels.

Mariska vertel dat sy in 2014 met lyndans begin het.

“Ek was lus vir 'n nuwe uitdaging. Iets waar jy oefening kry, maar wat ook lekker is. Dis darem baie goor om alleen te gaan *gym*. Soos die meeste mense het ek nie regtig geweet waarom dit gaan of wat presies dit behels nie. Ek het gedink dis daardie cowboydanse in die fliëks. Tot my groot verbasing is dit baie groter,” sê sy.

As iemand haar nou vra wat lyndans is, dan sê sy dat dit soos Ballroom en Latin is, maar dat jy nie 'n maat nodig het nie. Sy dans by the Bohams Dance School of Excellence.

“Die Suid-Afrikaanse Kampioenskapsreeks word SA World Dance Masters genoem. “In 2014 het ek die Starter Level, Open Division (ouderdomsgroep) gewen. Ek het weer in Mei vanjaar in die Kaap die Newcomer Open Division-afdeling gewen.

“Ons klub is weer hierdie jaar gelys as die beste klub in die land. Ons afrigter, Johan Bouillon, is uiters bekwaam en weet hoe om sy dansers se potensiaal te ontwikkel. Bloemfontein spog met die beste. Ons mede-afrigter, Stephan Steyn – 'n wêreldkampioen – is ook 'n dosent by Landbouweerkunde by die UV,” sê Mariska.

Mariska se droom vir die toekoms is om as danser die baie moeilike afdeling, Novist te wen. “Dalk nie volgende jaar nie, maar ek gaan ...” sê sy.

Terug by die werk wil Mariska bekend wees as iemand wat integriteit het, waarop jy kan staatmaak en wat 'n spesialis en kenner in haar veld is. Iemand wat weet hoe om met mense te werk en wat doelgerig is. “Ek wil 'n *legacy* nalaat,” sê sy. –Deur Leonie Bolleurs



Mariska (links op die foto) het eerste gekom by 'n lyndanskompetisie wat in Kaapstad aangebied is. Foto: Verskaf

Forget the 89km's to conquer.
Look forward to the glory.

Team New Balance South Africa

Frank Makhabane at
the Comrades, 2016
Photo: Supplied.

Frank on running the Comrades and beating the odds

He started running in 2011, and took up the sport more seriously in 2012. Then, a major injury kept him out for more than a year. However, Frank Makhabane, Residence Head at Conlaurês, would not let any challenge stand in his way. He started training again in 2015, completing the Two Oceans Ultra Marathon that year, in a time of 5 hours and 51 minutes, and in 5 hours and 17 minutes in 2016. He ran his first Comrades marathon on 29 May 2016 completing at a time of 9:46:41.

When he is not running major marathons, Frank is a Junior Lecturer at the Centre for Accounting, and is studying towards an MBA. He attributes his tenacity and will to succeed to his love of running. "Running boosts focus and discipline, I am a living example of that, and it translates to all areas of my life. The Comrades is a great achievement for any athlete in South Africa and the rest of the world – I challenge myself all the time," he said

He agrees that sacrifice is necessary to train as well as create a good work/life balance. As residence head, lecturer, and student, he is no stranger to pressure. "I run to teach my students that there is a relationship between health and academics. If I am a role model, then I want to be an inspirational and ambitious one, so I wake up at 4:00 am to start running from 4:30 am until 6:00 am three times a week. It is painful, but it's worth it." –By Jóhann Thormählen

Symposium addresses critical issues in marketing, advancement, and communication

Marketing, Advancement, and Communication in Education (MACE) presented its second National Directors' Symposium on the UFS Bloemfontein Campus on 1 and 2 June 2016. More than 50 delegates from universities and technical vocational education and training institutions across the country attended the symposium. The programme included discussions on pertinent issues concerning communication, marketing, and advancement in higher education. Speakers at the event included professionals from the media industry, communications, marketing, and business in South Africa and internationally. –By Mamosa Makaya

From the left are **Mamosa Makaya**, Deputy Director: Integrated Communication at the UFS and MACE Free State Chairperson; **Dr Reuel Khoza**, Regional Chairperson of Aka Capital and one of the speakers; and **Lacea Loader**, Director: Communication and Brand Management at the UFS and MACE National Chairperson.



Kovsies football team aims higher

Kovsies football manager and coach Godfrey Tenoff says he and his team have gone back to the drawing board, and are aiming higher for next season.

This comes after the Kovsies men's team won the SAB Regional League in the Mangaung region this year, but subsequently failed to triumph at the provincial finals, held in Qwaqwa last month. Winning the SAB League provincial finals would have secured Kovsies a berth in the ABC Motsepe League for next season.

Tenoff said they are targeting a top four finish in the forthcoming instalment of the University Sport South Africa (USSA) Championships after failing to impress at this year's event for which they were the hosts.

"We have to win the league again, the SAB league. We also want to finish in the top four of the USSA championships as early as December, because most of the players will have had the necessary experience of playing in the USSA championship.

"It will be nice to win with this team because they are so talented. But I must say that we have put in place a nice structure that will end up bringing us to that winning culture.

"Football is about silverware; it is about winning things," Tenoff added. *-By Mamello Oliphant* 



The Kovsies football team is regrouping and plotting to achieve more.

bultjie Voila! Registration frustration

Waiting for your girlfriend or wife to complete her make-up and hair, as well as to select the right dress and shoes for an occasion reminds me of my registration frustration at University decades ago. You had to stand in the line in the hot sun for hours. When you finally reached the Registration Desk, they asked you for some form that you didn't have with you and then you had to go back to the hostel to fetch it and fall in at the back of the line again. Remember? By the end of the registration process, you knew half of the then 2 300 students!

One had some fun as well. A very polite student from the Eastern Cape, who had never heard a word of Afrikaans, stood in the row in the early 1980s. Every time a female student arrived at the back of the line, he would let the student fall in the line in front of him. After watching him still standing on the same spot after about two hours, Bultjie walked up to him and asked, "Staan jy in die ry?" He looked at me with a big frown and politely asked, "Who is Stanley de la Rey?" By the way, that same student later took part in the Grow Your Own Timber Programme (GOOT), obtained an MA and became a lecturer at the UFS. He is now studying towards his PhD.

In those days, the Dean had to sign your registration form. One first-year guy desperately asked me, "Waar kry ek die Dekhaan!" I didn't know whom I should refer him to! If you were a fashionable guy in the 1970s with shoulder-length hair, a previous Dean, Prof HJM Strauss, would firmly advise you to go and cut your hair first and then come back for his signature! *Ka nnete-nnete kea o tjela ...* Or as we as children used to say, *Nannies kopêla!*

However, registration frustration is a thing of the past. The first impression of the UFS by students and parents must be one of efficiency. Therefore, thanks to the hard work of staff at Student Academic Services, the online application system is already open for students who want to register for 2017. One can apply online using one's mobile phone or tablet as well. So spread the word. The application fee of R260 has been waived, so act now. No precious academic or Rag time will be wasted next year by standing in long lines. You can rather use that time enjoying the swimming pool, Rag or date a new first year! *Only a Kovsie knows the feeling!*

Lastly, bookings are open for the shows at the Vrystaatfees. I'm proud to see how many Kovsie Alumni artists are involved in art projects and theatre, music and other professional productions. This festival is going to be a big one! I still can't understand why the winners of Sêr and Stage Door are not on the programme? Surely, they must get some space to perform? Please do so in future!

Love Bultjie

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