

2013 ANNUAL REPORT
SCHOOL OF NURSING
FACULTY OF HEALTH SCIENCES



UNIVERSITY OF THE
FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIVESITHI YA
FREISTATA



UFS·UV
HEALTH SCIENCES
GESONDHEIDSWETENSAPPE

TABLE OF CONTENTS

PAGE NO

1	Introduction	1
2	Research	1
3	Teaching and Learning	3
4	Community Engagement and Service Learning	6
5	Conclusion	9
Addendum A	Papers delivered and personnel achievements	10
B	Student Statistics	21

© Report compiled by: Mulder, M (Head: School of Nursing)

Typing and technical layout: Van der Merwe, P

1 INTRODUCTION

The year 2013 was characterised by various highlights, the main of which was the successful completion of the University based Nursing Education South Africa (UNEDSA) program that was initiated in 2009, and concluded in March 2013, after a four year period. .

The School of Nursing received a grant of R16 million from Atlantic Philanthropies to enable it to participate in the UNEDSA project. The School of Nursing has been the only one of the six University based training schools to successfully complete the project within the designated time frame.

"This however, does not mean that the transformation journey was always easy sailing. Initially some colleagues were opposed to change – they went through periods of fear of losing what they had been accustomed to, fear of the unknown, or that they would make mistakes or experience failure. Others, however, were eager to be part of the experience, and optimally made use of every opportunity to participate. As the project proceeded, its impact snow-balled and in the end we were all working together as a team, united in our effort to make a difference. We were all part of UNEDSA's striving to light the fire for nursing in South Africa" (2013, UNEDSA Report 2 – 3).

The School of Nursing has also excelled on all three levels of scholarship, namely Research, Teaching and Learning and Community Engagement and Service Learning.

2 RESEARCH

Research niche areas

- During 2012 two research niche areas were initiated under the guidance of Prof Yvonne Botma and Dr Marianne Reid. Throughout 2013, various post-graduate students were accommodated in these two research areas.
- For their specific research niche areas, Prof Yvonne Botma and Dr Marianne Reid and respectively received Thutuka NRF Grants worth R250,000.00 and R77,900.00, per three year cycle.

Research culture

- Academic staff could attend capacity building opportunities, according to their research needs (refer to Addendum A: 1.1 – 1.3).
- Various staff members formed smaller groups in the School to facilitate research, as well as for writing articles.
- Where appropriate, co-authors, such as Prof Lizeth Roets (UNISA) and Dr Mariaan Viljoen (School of Education, UFS), were appointed to write articles.
- A policy on scholarship incentives financed through third stream funds was developed. Incentives will be paid to the academic entities of staff that comply with the research requisites.

- Prof Yvonne Botma acted as chairperson of the steering committee that organized the 13th Annual Tau Lambda At-Large Research Conference in Bloemfontein.

Achievements

Exceptional achievements by academic staff related to research outputs or activities in the Faculty of Health Sciences were as follows:

- Mrs Mandie Jacobs received a trophy as the junior runner-up winner for her presentation at the Faculty Forum, titled:

“Standardized patient simulated practice learning applied to Psychiatric Nursing”.

- Mrs Anna-Marie Welman received a trophy as junior winner for her presentation at the Faculty Forum, titled:

“The learning experience of third-year Baccalaureate Nursing students on high fidelity simulation”.

- Dr M Reid and Prof Y Botma received the Kerneels Nel medal for the best research article in an Educational/Qualitative discipline titled:

“A framework to expand public services to children with biomedical healthcare needs related to HIV in the Free State, South Africa”

Published in African Journal of AIDS Research 2012, 11 (2): 91-98.

- Two Staff members, Mss Julie MacKenzie and Anna-Marie Welman, received SANTRUST scholarships and are currently in the pre-Doctoral phase.
- The following Staff members' names appear in the supervisors' hall of fame at the UFS Postgraduate School: Dr Idalia Venter, Prof Annemarie Joubert, Dr Lily van Rhyn and Prof Yvonne Botma.

Research Output

The School's research output increased from no outputs in 2011, to 4 in 2012, and 7 articles in 2013 (Refer Addendum A: 2).

Investing in scholarship development was money well spent. It brought about change in attitude towards research responsibilities and outputs. The enthusiasm and confidence of those who were part of this development process have increased by leaps and bounds.

Research: Postgraduate students

- Figure 1 reflects the Postgraduate student enrolments over the past five years. The decrease in student numbers in the Masters programme was due to stringent adherence to the progression rules and guidelines in order to cut out dry wood and clear up the programmes. The studies of students who had been in the programme for several years were discontinued.
- The curriculum review for the Masters' and PhD programmes was done with accompanying changes to the institutional rules which were approved at the Faculty Board Meeting in April 2013.
- Ten Masters' degree students graduated successfully during 2013. Four of these students, of which three are staff members of the School of Nursing, graduated *cum laude* (Mss Mari Prinsloo, Ronelle Jansen and Anna-Marie Welman). Ms Thandi Letsie, also a lecturer at the School, received her PhD degree.

3 TEACHING AND LEARNING

Short Learning Programmes

The sustainability of the short learning programmes remains a challenge. Since it is costly to present the programmes, extensive marketing is needed to attract sufficient attendees for the presentations to be feasible. A contributing factor is the financial difficulties experienced by our main client: The Department of Health.

As result, both quality assurance and marketing are continuous processes. Short learning programmes are revised every three years and marketing is done through advertisements, brochures, booklets, LCD-screens and personal contact.

- One hundred and sixty five Registered nurses have attended short learning programmes during 2013. Fifteen short learning programmes were presented.
- On recommendation of the Vice-Rector, Prof Driekie Hay, a proposal was submitted and approved by the council to change the name of the Centre for Continuous Nursing Education to the Academy for Continuing Nursing Education.
- The Academy for Continuing Nursing Education currently generates enough income to maintain itself, while also ensuring the sustainability of the infrastructure of the Teaching and Learning Facility (Benedictus Kok Building) of the School of Nursing through maintenance support.

Authentic Learning Spaces

- Phase II of the authentic learning spaces was completed during January 2013.
- The Midwifery space included an authentic home environment. A bath for simulated water births forms part of this setting. The Noele birthing simulator is used to facilitate teaching and learning in this environment.

- In order to promote home-based care, an informal house (shack) or “real life” example of the living conditions of previously disadvantaged people in informal settlements, was designed and equipped.
- A community hall setting can easily be converted into two reflection rooms. The development of Phase I and II was supported by funds from the Department of Higher Education, as well as from the School of Nursing.
- The construction of a new academic support area for nurse training was approved by the Top management of the University, and will start early in 2014.
- During 2013, respective delegations from the Departments of Higher Education and Health visited the Benedictus Kok Building, where the authentic learning spaces are housed.

Innovative teaching strategies

- Immersive Simulation with standardised patients and high fidelity simulators (mannequins) was implemented with much success as a teaching and learning strategy. Immersive simulation is when students are completely involved, and actively participate and lead decision-making while resolving a contextualised situation. The situation may be simulated by standardised patients, high fidelity mannequins or a mixture of the two. Immersive simulations follow a structured approach of briefing, doing and debriefing, which are video recorded. The recordings are available to students to review the simulation and reflect on their performance. Students learn most through the well-structured debriefing sessions that are facilitated by skilled facilitators.
- Students from the Department of Drama act as Standardised patients during simulation. Twenty eight standardised patient-sessions and twenty four high fidelity simulation sessions were presented during 2013. Four hundred and forty five students were actively part of this innovative teaching strategy.
- Research findings indicate that the School of Nursing's training empowers its students and enhances their self-confidence. Students have always been well trained but simulations provide the confidence to know that if they have to deal with cases in the wards or community similar to what they encountered in simulation, they will not be afraid or intimidated. Simulations afford students the opportunity to do things as they are done in the real world.
- The use of innovative teaching strategies has led to an improvement in transfer of learning as reflected in research outputs and student evaluations. However, more research is required to determine if immersive simulation does indeed translate into better patient care.
- Mrs Anna-Marie Welman has been approached by Forum for University Nursing Deans South Africa (FUNDISA) regarding the presentation of simulation workshops in Lesotho for the Nursing Education Partnership Initiative (NEPI).
- Dr Idalia Venter and the simulation co-ordinator, Ms Maria Phillips, have been invited by the CEO of FUNDISA, Prof Hester Klopper, to present a simulation workshop at the NEA/FUNDISA conference.
- In cooperation with Drexel University, Philadelphia, USA, the School of Nursing presented a second one week train-the-trainer simulation workshop for 25 trainers at the end of

2013. Staff from the School of Medicine and the School of Allied Health Professions were also involved in the training.

- The income generated from these workshops will be used for the maintenance of the very expensive high fidelity patient simulators and other equipment. The income generated also determines the number of sessions in which standardised patients will be used in future.
- The Drexel workshops, together with visits to other international institutions and the use of immersive simulation, have resulted in the fact that the staff of the School of Nursing is seen as experts in simulation.
- Under the leadership of Prof Yvonne Botma, the existing Simulation committee of the Faculty of Health Sciences has transformed into an interdisciplinary working group to initiate and maintain inter-professional education, practice and research in simulation.

Programme development

- A team of educators, under the leadership of Prof Yvonne Botma as the Head of the Education and Quality Assurance Portfolio, has reviewed the curriculum for the Baccalaureus degree in Nursing, bringing it into line with South African epidemiology, according to the new guidelines of SAQA, the CHE and SANC.
- In 2013, 262 students enrolled for the Undergraduate Programme, while 476 enrolled for the Post Basic Program and 55 were enrolled for the Post Graduate Programme (Refer to Addendum B). The decline in the student numbers in the Post Basic Program may be attributed to the fact that the University diplomas in Orthopaedics and Child Psychiatric Nursing have been discontinued due to poor interest. Wound care and HIV/AIDS care, that previously had been presented as certificate programmes, are for the first time being presented as short learning programmes from 2013 (Refer to figures 1 – 6).
- During the course of 2013, 274 students received University Diplomas in the Post Basic Programme and 38 received the Baccalaureus degree in Advanced Nursing. 33 students graduated with the BSocSc degree in Nursing (Refer to Figure 7).

International exchange program

- Two third year students, Tanya Basson and Annastasia Sehalabo, paid a three-week visit to the Appalachian State University, USA.

Taking the lead

- The University of Fort Hare and the Nursing Education Partnership Initiative/ICAP in Lesotho were assisted in the process of transforming Nursing education in their institutions and country by the School of Nursing.
- The Lesotho Government has also approached the School of Nursing to train a number of advanced midwives.
- Students in Advanced Midwifery from the Makerere University in Uganda attended classes and experience immersive simulations in Critical Midwifery skills at the School of Nursing in 2013.

- Boitekanelo College in Gaborone, Botswana are negotiating with the School of Nursing regarding the quality assurance of their Critical Care program. A partnership agreement will be signed early in 2014.

Memoranda of Agreement

- The School of Nursing collaborates with a number of clinical facilities to establish and maintain a clinical training platform. Memoranda of Agreement where signed with:
 - Netcare, Universitas and Pelonomi Hospitals
 - Fichardtpark retirement village
- The existing agreement with Department of Health was renewed.

Teaching and Learning Award

- Dr Idalia Venter was awarded the second prize at the Teaching and Learning Excellence Awards (Innovation Awards) in the category New Improved Technology in the classroom.

4 COMMUNITY ENGAGEMENT AND SERVICE LEARNING

Flagship and Other Special Community Engagement Projects

- **Mandela Month Celebrations**

At the Mandela Day initiative of the Faculty of Health Sciences on 31 July and 1 August 2013, the School of Nursing and the School of Medicine jointly had an exhibition on living a healthy lifestyle in the Mimosa Mall Centre in Bloemfontein. Pamphlets were provided to the public and the public's blood pressure was taken by volunteers.

As part of the Mandela month celebrations, first year students of the School of Nursing participated in the development of an activity park at a site in Heidedal. The community attended a celebration day in July during which the park was officially opened.

- **Transnet Phelophepa health train**

As part of the partnership agreement that the UFS, School of Nursing has with Transnet-Phelophepa, fourth year nursing students were sent for experiential learning placements on the train in January 2013.

During this two week placement, from 21 January to 01 February 2013, nine students were exposed to the community healthcare needs of both Colesberg and Kakamas residents. The clinical placement coordinator of the SON accompanied the group during their first week of placement.

- **Partnerships and participation**

Each service learning module at the School of Nursing has a partnership agreement with their respective partners. The partnership pool includes a number of service sector and community partners as suggested by the triad partnership model. Most of the partnerships are in the Heidedal area with the purpose to make a larger impact on a specific community. Partners are listed below:

- REACH Heidedal (NPO)
- Grade 1 learners at Olympia Primary School in Heidedal
- Primary Health Care Clinics (Opkoms, Thusong, Mmbana, Freedom Square, Langenhovenpark)
- Senior citizen facilities in Bloemfontein
- MUCPP Community Health Centre
- Heide Secondary School in Heidedal
- Families of Phase 7 Mangaung
- Lekhulong Secondary School: Partnership formation in process
- New Horizon Support Group Heidedal
- Talitha Cumi Kidz Heidedal
- Talitha Cumi Babies Heidedal
- Transnet: Phelophepa Train

- **Community Service Learning modules and other forms of Community Based Education (CBE)**

The four year undergraduate curriculum of the School of Nursing is embedded in CBE where students learn professional competencies in a community setting. Within this CBE context, five service learning modules are offered. In the post-graduate programme we offer three service learning modules as well.

UNDERGRADUATE PROGRAMME

i) First years: General Nursing Science, VRT116/128 and VRP114/124

In the first semester of 2013, the students completed a community survey and presented their findings in the Norman Doubell Hall in Heidedal. Health related activities associated with the survey took place in an open area in front of the Hall. Pedestrians were invited to visit the students' exhibitions.

In the second semester, the developmental milestones, vision and hearing of more than 160 grade 1 learners were assessed. A booklet containing activities to develop fine and gross motor skills developed by the students were given to each child. The activities were also completed under supervision of the students.

ii) Second years: Community teaching tool, VRP 214 & VRP 224

Second year nursing student groups were allocated to a specific Primary Health Care clinic or Old Aged Home during 2013. During the months of the academic year, They

attended the facility on every Monday and Wednesday. The student groups developed a community teaching tool based on the curriculum content and community relevance. They clarified the tools, and then donated them to the relevant communities for educational use.

iii) Third years: Nursing practical wound care project, VRP 324

Third year nursing students formed groups of 6 each and identified patients with chronic wounds in the community. They treated the patients and the wounds for 6 weeks and kept record of each visits' findings. Formative and summative evaluation took place in the form of a written report, demonstration of the wound care skill and presentation of the projects. This wound care module is integrated with the research methodology module to enhance learning and research skills.

iv) Fourth years: Psychiatric Nursing, NPP404

The service learning component within this module focuses on the development of life skills for primary school children. This year the learning needs of the children that came for afternoon care at Reach were evaluated. Group activities were planned accordingly. An example of such an activity is when the children made diaries that included personal messages and dreams to promote self-knowledge.

v) Fourth years: Postnatal home visits, VRP 404

Throughout 2013 students visited mothers at home within the first 10 days after birth, under the supervision of an advanced midwife. During these visits the focus was on mother and baby related challenges.

From 21 – 25 October 2013, a group of Midwifery and Psychiatric Nursing Lecturers took part in a benchmarking visit to KwaZulu-Natal. Observation of community projects in Coffee Bay, Pietermaritzburg and Dundee took place. Information gathered through this visit will form the basis of CSL activities at the School of Nursing in future.

POST BASIC PROGRAMME

i) Nursing Education, OVP104

In this module registered nurses further their studies in the field of nursing education. Authentic learning takes place through integrating theory into practice in the community, to empower health care workers with competence and skills related to community health needs. This module was showcased at the 4th Asia-Pacific Regional Conference on Service-Learning in June 2013, with the title:

"The service learning journey among students and communities in a triad partnership".

ii) Community Health post basic program, GMP 105

Students evaluate pre-school children for school readiness as part of their academic outcomes and compile activities for the parents to stimulate the development of the children. The aim is to foster community participation and empowerment. Through these activities children have a better chance to become school ready.

iii) Child health, KDP105

This module was offered for the first time during the second semester of 2013. The partnership with Reach was extended to include students who enrolled for this module. Students registered for this module are registered nurses that specialize in Child Health Nursing. The service learning component focuses on children with special needs, and equipping community workers with paediatric palliative care skills.

Awards

- Mrs Karin Venter and Mrs Ielse Seale received the Vice-Rector's award for Community Engagement, in recognition of Outstanding Service, Commitment and Excellence in the field of Community Engagement.

5 CONCLUSION

The year 2013 was an outstandingly best year. The School of Nursing went from strength to strength in all activities undertaken. Leadership was presented on various terrains.

"It cannot be denied that the transformation journey at times was precarious and unpredictable. In the end it developed in the form of a spiral – after each success we moved on to a new dimension at a higher level. The challenge we are left with now is to maintain the momentum of transformation and scholarship development, enhance our leadership position and attain new heights with our research output".
(Narrative Report to Atlantic Philanthropies, June 2013).

Prof Magda Mulder
Head: School of Nursing

ADDENDUM A
PAPERS DELIVERED & PERSONNEL
ACHIEVEMENTS

1. ATTENDANCE OF CONGRESSES / COURSES / WORKSHOPS, PAPERS PRESENTED AND INTERNATIONAL VISITS

1.1 PAPERS PRESENTED: National and International

BEKKER, E.	<ul style="list-style-type: none"> • 1) Appreciative Inquiry as Research Methodology in Midwifery and 2) The Status of Midwifery in Africa delivered at the 11th Annual Congress for the Society of Midwives of South Africa Post-Congress Workshop for ICM and PPH, Cape Town, 1- 9 December 2013
BOTMA, Y.	<ul style="list-style-type: none"> • A Conceptual Framework for Educational Design to Bridge the Theory Practice Gap delivered at the 24th International Nursing Research Congress, Prague, Czech Republic, 7 – 18 July 2013 • Making the Journey Together Through Simulation, Annual Nursing Education Conference, Gauteng, 2 – 4 September 2013
FICHARDT, A.	<ul style="list-style-type: none"> • 1) Emotional Wellness of Post-basic and Undergraduate Nursing Students at a South African University and 2) Needs of Children Affected by HIV and AIDS: Mangaung in the Free State delivered at the Royal College of Nursing International Nursing Research Conference in Belfast, 20 – 22 March 2013
FOURIE, S.	<ul style="list-style-type: none"> • Objectives and Benefits of Training Forensic Nurses to Aid in the Fight Against Gender Based Violence delivered at the Violence and Crime Symposium, Johannesburg, 15 – 17 October 2013
JACOBS, A.C.	<ul style="list-style-type: none"> • Simulated practice Learning delivered at the Building Children's Nursing for Africa, Cape Town, 16 – 19 April 2013 • Standardized Patient Simulated Practice Learning Applied to Psychiatric Nursing delivered at the Faculty Forum, Bloemfontein, 29 August 2013 • The Use of Appreciative Inquiry in Developing Authentic Leadership Among Nurses in a Care and Rehabilitation Centre delivered at the Free State Provincial Health Research Conference, 20 September 2013 and at the The First South African Appreciative Inquiry Conference, 26 - 27 September 2013
LESIA, M.	<ul style="list-style-type: none"> • Postnatal Home Visits by Midwifery Students delivered at the 11th Annual Congress for the Society of Midwives of South Africa Post-Congress Workshop for ICM and PPH, Cape Town, 2 – 6 December 2013
MACKENZIE, J.	<ul style="list-style-type: none"> • Do Nurses Neglect or Bully Their Young in Primary Health Care Clinics? delivered at the Faculty Forum, Bloemfontein, 30 August 2013 • Advanced Assessment Course delivered at the Saint George's University of London, London,

	25 October 2013
MPELI, R.	<ul style="list-style-type: none"> Needs of Children Affected by HIV and AIDS: Mangaung in the Free State delivered at the Royal College of Nursing International Nursing Research Conference, Belfast, 20 – 22 March 2013
NOGABE, L.	<ul style="list-style-type: none"> Powerful Partnership Formation and Powerful Celebration: A Case Study, Community Education and Service Learning Conference, Hong Kong, 1 – 10 June 2013
PHILLIPS, M.	<ul style="list-style-type: none"> World Critical Care Conference, Durban, 28 Augustus 2013 – 1 September 2013
ROOS, C.	<ul style="list-style-type: none"> Emotional Wellness of Undergraduate Nursing Students at a South African University delivered at the Sigma Theta Tau Conference and Publication Writing Workshop, Bloemfontein, 5 – 7 August 2013
SEALE, I.	<ul style="list-style-type: none"> Powerful Partnership Formation and Powerful Celebration: A Case Study delivered at the Community Education and Service Learning Conference, Hong Kong, 1 – 10 June 2013
SPIES, C.	<ul style="list-style-type: none"> Introducing HFS to Child Nurse Education delivered at the Building Children’s Nursing for Africa, Cape Town, 17 – 19 April 2013
VAN DER MERWE, P. L.	<ul style="list-style-type: none"> Peri-Operative Nursing Education – Then and Now delivered at the SATS Conference, Somerset West, 16 – 19 May 2013
VENTER, I.	<ul style="list-style-type: none"> Simulated Patient In Mental Health Nursing – The Agony and the Ecstasy delivered at the CPAS meeting, 15 February 2013 and the Annual Nursing Education Conference, Gauteng, 2 – 4 September 2013
VENTER, K.	<ul style="list-style-type: none"> The Service Learning Journey Amongst Students and Communities delivered at the Community Education and Service Learning Conference, Hong Kong, 1 – 10 June 2013 The Development of Champions for Service Learning Through Knowledge Sharing delivered at the Community Engagement Seminar, Potchefstroom, 18 – 20 September 2013
WELMAN, A.	<ul style="list-style-type: none"> The Learning Experiences of Third Year Baccalaureate Nursing Students on High Fidelity Simulation delivered at the Faculty Forum, Bloemfontein, 30 August 2013

1.2 CONGRESSES, COURSES, RETREATS AND WORKSHOPS ATTENDED: National and International

BEKKER, E.	<ul style="list-style-type: none"> • South Africa-Netherlands Research Programme on Alternatives in Development Research Capacity Building Initiative Workshop: Module 2, Durban, 20 – 27 January 2013 • South Africa-Netherlands Research Programme on Alternatives in Development Research Capacity Building Initiative Workshop: Module 3, Durban, 10 – 16 February 2013 • South Africa-Netherlands Research Programme on Alternatives in Development Research Capacity Building Initiative Workshop, Module 4, Durban, 7 – 13 April 2013 • South Africa-Netherlands Research Programme on Alternatives in Development Research Capacity Building Initiative Workshop, Cape Town, 23 June 2013 – 6 July 2013 • South Africa-Netherlands Research Programme on Alternatives in Development Research Capacity Building Initiative Workshop, Durban, 2 – 6 September 2013 • Sigma Theta Tau International Maternal and Child Health Leadership Academy, 28 – 29 October 2013 • 11th Annual Congress for the Society of Midwives of South Africa Post-Congress Workshop for ICM and PPH, Cape Town, 1 - 9 December 2013
BOTHA, B.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
BOTHA, D.	<ul style="list-style-type: none"> • South African Trust Workshop, Bloemfontein, 28 – 29 January 2013 • Difficult Dialogues Workshop, Bloemfontein, 13 – 19 May 2013 • Academic Writing Retreat, Bloemfontein, 5 – 7 June 2013 • African Doctoral Workshop, Stellenbosch, 1 – 5 July 2013 • Sigma Theta Tau International Conference, Bloemfontein, 5 – 7 August 2013 • Nursing Indaba, Bloemfontein, 22 August 2013 • Women and Child Symposium – Health Connecting Communities of Practice, Pretoria, 2 – 4 December 2013
BOTMA, Y.	<ul style="list-style-type: none"> • University-based Nursing Education Retreat, Paarl, 20 – 23 January 2013 • PLUME Project Workshop, Pretoria, 27 – 29 January 2013 • Council on Higher Education Workshop, Pretoria, 14 February 2013 • Council on Higher Education Workshop, Pretoria, 25 February 2013 • University-Based Nursing Education South Africa Capacity Building Workshop, Pretoria 3 – 6 March 2013

	<ul style="list-style-type: none"> • PLUME Project Workshop, Johannesburg, 11 – 14 June 2013 • Forum of University Nursing Deans in South Africa Advanced Research Methodology Workshop, Johannesburg, 16 – 21 June 2013 • Sigma Theta Tau International Conference, Bloemfontein, 5 – 8 August 2013 • Pearson Publishers Commissioning Workshop, Pretoria, 13 September 2013 • South African Nursing Council Workshop, Pretoria, 10 – 11 October 2013 • South African Nursing Council Workshop, Pretoria, 30 – 31 October 2013 • South African Trust Workshop, Gauteng, 4 – 6 December 2013
COETZEE, D.	<ul style="list-style-type: none"> • Nursing Education Association Workshop, Johannesburg, 25 March 2013
DELPOR, R.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013 • Workshop for Receptionists, Bloemfontein, 31 July 2013
DE VILLIERS, J.	<ul style="list-style-type: none"> • Best Practice Institute for Health Care in Southern Africa Workshop – Finding and Appraising Evidence, Potchefstroom, 13 February 2013
DEVENISH, E.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013 • University-Based Nursing Education South Africa Capacity Building Workshop, Pretoria 3 – 6 March 2013
ERASMUS, K.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013 • Budget Workshop, Bloemfontein, 3 October 2013
FICHARDT, A.	<ul style="list-style-type: none"> • University-based Nursing Education Retreat, Paarl, 20 – 23 January 2013 • University-Based Nursing Education South Africa Capacity Building Workshop, Pretoria 3 – 6 March 2013 • Faculty of Health Sciences' Retreat (Prof Peter Rosseel), Bloemfontein, 11 March 2013 • Sigma Theta Tau Conference, Bloemfontein, 5 – 7 August 2013
FOURIE, S.	<ul style="list-style-type: none"> • South African Professional Society on the Abuse of Children 14th Annual National Conference on Child Abuse – Towards Multi-Disciplinary Expertise in Handling Child Abuse, Pretoria, 19 – 21 June 2013
FOSTER, H.	<ul style="list-style-type: none"> • South African Professional Society on the Abuse of Children 14th Annual National Conference on Child Abuse – Towards Multi-Disciplinary Expertise in Handling Child Abuse, Pretoria, 19 – 21 June 2013
GERINGER, S.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013

	<ul style="list-style-type: none"> • Best Practices Administration and Office Management, Johannesburg, 3 – 6 December 2013
JACOBS, M.	<ul style="list-style-type: none"> • South African Trust Workshop, Bloemfontein, 28 January 2013 – 1 February 2013 • South African Trust Workshop, Bloemfontein, 4 – 8 March 2013 • Building Children’s Nursing for Africa Conference, Cape Town, 16 – 19 April 2013 • South African Trust Workshop, Bloemfontein, 27 May 2013 – 7 June 2013 • South African Trust Workshop, Bloemfontein, 8 – 12 July 2013 • South African Trust Workshop, Bloemfontein, 2 – 3 September 2013 • Gestalt Workshop, Pretoria, 4 – 6 September 2013 • Psychiatry Retreat, Trompsburg, 5 November 2013
JANSEN, R.	<ul style="list-style-type: none"> • Qualitative Research Methodology Workshop, Gauteng, 13 – 16 January 2013 • Psychiatry Retreat, Trompsburg, 5 November 2013
JOHANNES, D.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
JOUBERT, A.	<ul style="list-style-type: none"> • University - Based Nursing Education Retreat, Paarl, 20 – 23 January 2013 • Forum for Professional Nurse Leaders Workshop, Johannesburg, 25 – 27 January 2013 • University-Based Nursing Education South Africa Capacity Building Workshop, Pretoria 3 – 6 March 2013 • Faculty of Health Sciences’ Retreat (Prof Peter Rosseel), Bloemfontein, 11 March 2013 • Forum of University Nursing Deans in South Africa Advanced Research Methodology Workshop, Johannesburg, 16 – 21 June 2013 • African Doctoral Workshop, Stellenbosch, 31 June 2013 – 5 July 2013 • Sigma Theta Tau International Conference, Bloemfontein, 5 – 7 August 2013 • Annual Nursing Education Conference, Gauteng, 1 - 4 September 2013
KEEGAN, D.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013 • Regional Training Conference, Gauteng, 4 – 7 March 2013 • 1st Annual Leadership Forum (SETA), Johannesburg, 26 – 28 November 2013
KLOPPER, J.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
LEEPO, A.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
LETSIE, T.	<ul style="list-style-type: none"> • Sigma Theta Tau Conference Elsevier Publication Workshop, Bloemfontein, 8 August 2013 • Article Writing Workshop, Bloemfontein, 16 – 17 September 2013
LESIA, M.	<ul style="list-style-type: none"> • Academic Writing Retreat, Bloemfontein, 10 – 12 April 2013

	<ul style="list-style-type: none"> • Sigma Theta Tau International Conference Elsevier Publication Workshop, Bloemfontein, 8 August 2013 • 11th Annual Congress for the Society of Midwives of South Africa Post-Congress Workshop for ICM and PPH, Cape Town, 2 – 6 December 2013 • Resuscitation of the Mother Post-delivery Conference, Cape Town, 7 – 9 December 2013
MACKENZIE, M.J.	<ul style="list-style-type: none"> • Regional Training Centre Conference, Gauteng, 4 – 7 March 2013 • Hands-on Diabetes Workshop, Bloemfontein, 13 – 14 June 2013 • PhD Proposal Development Programme, Durban, 11 – 17 August 2013 • South African Trust Workshop, Cape Town, 10 – 14 September 2013 • South African Trust Workshop, Cape Town, 4 October 2013 • South African Trust Workshop, Cape Town, 7 – 11 October 2013 • Curriculum Workshop, Bloemfontein, 4 November 2013 • South African Trust Workshop, 25 - 29 November 2013
MOKHOBO, T.	<ul style="list-style-type: none"> • Wound Healing Association Of Southern Africa Workshop, Welkom, 9 April 2013 • Trauma Symposium, Newcastle, 8 – 9 June 2013
MPELI, R.	<ul style="list-style-type: none"> • Sigma Theta Tau International Conference Elsevier Publication Worskhop, Bloemfontein, 8 August 2013 • Qualitative Research Workshop offered by Witwatersrand University, Johannesburg, 8 - 11 September 2013 • Women and Child Symposium, Pretoria, 2 – 4 December 2013
MTSHISELWA, S.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
MULDER, M.	<ul style="list-style-type: none"> • University-based Nursing Education Retreat, Paarl, 20 – 23 January 2013 • Forum for Professional Nurse Leaders Workshop, Johannesburg, 25 – 27 January 2013 • Systematic Review Workshop - Finding and Appraising Evidence for Practice, Bloemfontein, 13 February 2013 • Council on Higher Education Workshop, Pretoria, 14 February 2013 • Wound Healing Association of South Africa Conference, Pretoria, 22 – 24 February 2013 • University-Based Nursing Education South Africa Capacity Building Workshop, Pretoria 3 – 6 March 2013 • Faculty of Health Sciences' Retreat (Prof Peter Rosseel), Bloemfontein, 11 March 2013

	<ul style="list-style-type: none"> • Forum for Professional Nurse Leaders Workshop, Bloemfontein, 16 April 2013 • Workshop on Article Writing by Prof Jonathan Jansen, Bloemfontein, 22 April 2013 • <i>Konflikbemaagtigde werksomgewing</i> Workshop, Bloemfontein, 17 May 2013 • African Doctoral Academy Research Workshop, Stellenbosch, 30 June 2013 – 5 July 2013 • <i>Hantering van die Rouproses</i> Workshop at Fichardtpark Retirement Village, Bloemfontein, 17 July 2013 • University of the Free State's Postgraduate School Workshop - Implementing a Personal and Professional Development Plan, Bloemfontein, 19 July 2013 • University of the Free State's Postgraduate School Workshop - Research Ethics: Conducting Responsible Research, 26 July 2013 • <i>Is ons 'n span of 'n groep?</i> Workshop by Prof T. Klopper, Bloemfontein, 1 August 2013 • Sigma Theta Tau International Conference, Bloemfontein, 7 August 2013 • <i>Dryfsand van Kantoornpolities</i> Workshop by Prof T. Klopper, Bloemfontein, 8 August 2013 • <i>Dekaansindaba oor Outerskap</i>, Bloemfontein, 8 August 2013 • Risk Management Workshop, Bloemfontein, 5 September 2013 • Faculty of Health Sciences Retreat, Bloemfontein, 6 September 2013 • Action Research Workshop, Bloemfontein, 9 – 10 September 2013 • Pearson Publishers Commissioning Workshop, Pretoria, 26 September 2013 • <i>Dekaansindaba: Agt Karakter Alphanumeriese Module Koderingsstelsel</i>, Bloemfontein, 10 October 2013 • Questionnaire Design Workshop, Bloemfontein, 24 – 25 October 2013
PHILLIPS, M.	<ul style="list-style-type: none"> • FUNDISA Simulation Workshop, Johannesburg, 2 – 4 April 2013 • South African Trust Qualitative Research Workshop, Bloemfontein, 27 – 31 May 2013 • Sigma Theta Tau International Conference, Bloemfontein, 5 – 7 August 2013 • World Critical Care Conference, Durban, 27 August 2013 – 1 September 2013 • Forum of University Nursing Deans in South Africa Simulation Workshop, Johannesburg, 2 – 4 September 2013
REID, M.	<ul style="list-style-type: none"> • Qualitative Research Workshop, Johannesburg, 14 – 16 January 2013 • PLUME Project Workshop, Pretoria, 27 – 29 January 2013 • Research Workshop, Bloemfontein, 4 – 6 February 2013 • Community Based Education Workshop – Department of Health (Northern Cape), Kimberley,

	<p>6 March 2013</p> <ul style="list-style-type: none"> • Forum of University Nursing Deans in South Africa Advanced Research Methodology Workshop, Johannesburg, 16 – 21 June 2013
SEALE, I.	<ul style="list-style-type: none"> • The Development of Champions for Service Learning Through Knowledge Sharing, Community Engagement Seminar, Potchefstroom, 18 – 20 September 2013
SPIES, C.	<ul style="list-style-type: none"> • Building Children’s Nursing for Africa Conference, Cape Town, 16 – 19 April 2013
SPERANZA, F.	<ul style="list-style-type: none"> • Publication Writing Workshop at the Sigma Theta Tau Conference, Bloemfontein, 8 August 2013 • Forum of University Nursing Deans in South Africa Simulation Workshop, Johannesburg, 2 – 4 September 2013
VAN DYK, L.	<ul style="list-style-type: none"> • Curriculum Workshop, Bloemfontein, 4 November 2013
VAN DER MERWE, P.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013 • Best Practices Administration and Office Management, Johannesburg, 3 – 6 December 2013
VAN LOGGERENBERG, I.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
VAN RHYN, L.	<ul style="list-style-type: none"> • Sigma Theta Tau International Workshop, Pretoria, 25 – 26 March 2013 • Forum of University Nursing Deans in South Africa Advanced Research Methodology Workshop, Johannesburg, 16 – 21 June 2013 • Qualitative Research Workshop offered by Witwatersrand University, Johannesburg, 8 - 11 September 2013
VENTER, I.	<ul style="list-style-type: none"> • College Principals Conference, Kimberley, 15 February 2013 • Nursing Summit – Launch of the Nursing Strategy, Johannesburg, 11 March 2013 • Forum of University Nursing Deans in South Africa Advanced Research Methodology Workshop, Johannesburg, 16 – 21 June 2013 • Sigma Theta Tau International Conference, Bloemfontein, 5 – 7 August 2013 • Annual Nursing Education Conference, Johannesburg, 2 – 4 September 2013 • Psychiatry Retreat, Trompsburg, 5 November 2013
VENTER, K.	<ul style="list-style-type: none"> • Annual Nursing Education Conference, Johannesburg, 2 – 4 September 2013 • Community Engagement Seminar, Potchefstroom, 18 - 20 September 2013
VERMEULEN, C.	<ul style="list-style-type: none"> • Administrative Staff Strategic Plan Compilation Session, Bloemfontein, 8 February 2013
WELMAN, A.	<ul style="list-style-type: none"> • National League for Nursing - Crucial Conversations in Nursing Workshop, Pretoria, 5 April

	<p>2013</p> <ul style="list-style-type: none"> • Sigma Theta Tau Conference and Publication Writing Workshop, Bloemfontein, 5 – 8 August 2013 • South African Trust Pre-Doctoral Preparation Programme Workshop, Durban, 12 – 16 August 2013 • South African Trust Workshop, Module 2, Cape Town, 9 – 13 September 2013 • South African Trust Workshop, Module 3, Cape Town, 8 - 11 October 2013 • South African Trust Workshop, Module 4, Pretoria, 24 – 29 November 2013
--	---

1.3 INTERNATIONAL VISITS

BOTMA, Y.	<ul style="list-style-type: none"> • 24th International Nursing Research Congress, Prague, Czech Republic, 7 – 18 July 2013
FICHARDT, A.	<ul style="list-style-type: none"> • Royal College of Nursing International Nursing Research Conference in Belfast, Fundamentals of Assessment Course in London, Benchmarking visit to AVAG Midwifery Academy Amsterdam-Groningen, International Confederation of Midwives Conference in Amsterdam, 19 March 2013 – 11 April 2013 • Course in Writing and Publishing a Research Article of Excellence, Turkey, 28 August 2013
JOUBERT, A.	<ul style="list-style-type: none"> • Sigma Theta Tau International 42nd Biennial Convention, Indianapolis, Indiana, USA, 16 – 20 November 2013
MACKENZIE, J.	<ul style="list-style-type: none"> • Advanced Assessment Course at the Saint George's University of London, London, 25 October 2013
MULDER, M.	<ul style="list-style-type: none"> • Sigma Theta Tau International 42nd Biennial Convention, Indianapolis, Indiana, USA, 16 – 20 November 2013
MPELI, M.	<ul style="list-style-type: none"> • Royal College of Nursing International Nursing Research Conference in Belfast, Fundamentals of Assessment Course in London, Benchmarking visit to AVAG Midwifery Academy Amsterdam-Groningen, International Confederation of Midwives Conference in Amsterdam, 18 March 2013 – 11 April 2013
NOGABE, L.	<ul style="list-style-type: none"> • 4th Asia-Pacific Regional Conference on Service-Learning “Service Learning as a Bridge from Local to Global: Connected World, Connected Future”, Hong-Kong, 1 – 10 June 2013

SEALE, I.	<ul style="list-style-type: none"> • 4th Asia-Pacific Regional Conference on Service-Learning “Service Learning as a Bridge from Local to Global: Connected World, Connected Future”, Hong-Kong, 1 – 10 June 2013
SPIES, C	<ul style="list-style-type: none"> • International Congress of Qualitative Inquiry, Illinois, 15 – 18 May 2013, Visit to Nursing School in Illinois, 14 May 2013, Visit to the Appalachian State University, 20 – 22 May 2013
VAN RHYN, L.	<ul style="list-style-type: none"> • International Congress of Qualitative Inquiry, Illinois, 15 – 18 May 2013, Visit to Nursing School in Illinois, 14 May 2013, Visit to the Appalachian State University, 20 – 22 May 2013
VENTER, K.	<ul style="list-style-type: none"> • 4th Asia-Pacific Regional Conference on Service-Learning “Service Learning as a Bridge from Local to Global: Connected World, Connected Future”, Hong-Kong, 1 – 10 June 2013
WELMAN, A.	<ul style="list-style-type: none"> • Advanced Assessment Course at the Saint George’s University of London, London, 25 October 2013 – 2 November 2013

2. PUBLISHED ARTICLES IN ACCREDITED JOURNALS

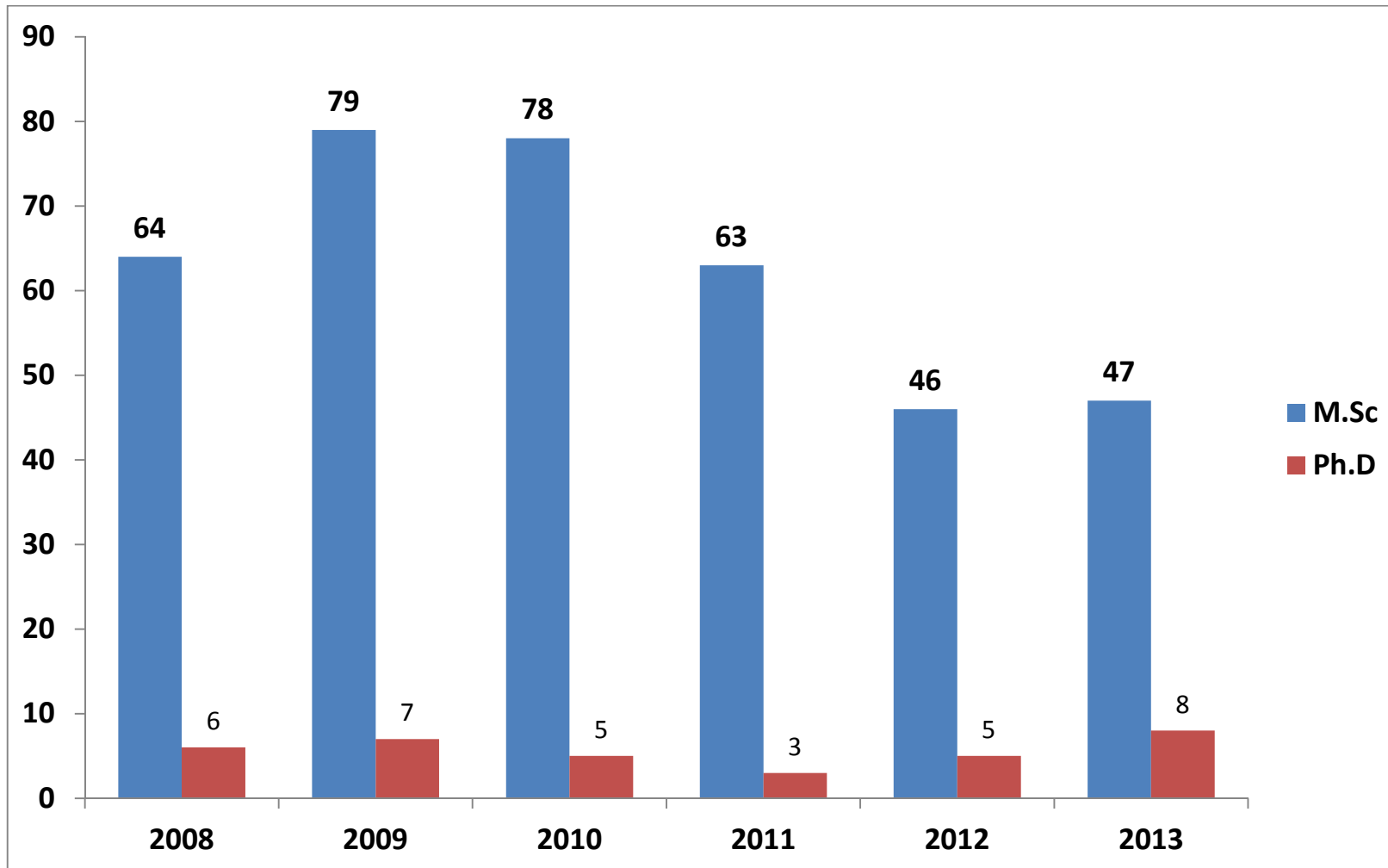
2.1 BASSON, H.A. & ROETS, L.	<ul style="list-style-type: none"> • Workplace wellness for HIV/AIDS-affected nurses in South Africa. British Journal of Nursing, 22(1): 38-44
2.2 JACOBS A.C., MACKENZIE, M.J. & BOTMA, Y.	<ul style="list-style-type: none"> • Learning experiences of student nurses on a healthcare train in the Free State province of South Africa. Africa Journal of Nursing and Midwifery, 15(1): 3-14
2.3 BOTMA, Y. & ROETS, L.	<ul style="list-style-type: none"> • Ways to improve research outputs of nurse academics in Sub-Saharan Africa. Journal for New Generation Sciences, 11(1): 31-41
2.4 BOTMA, Y., VAN RENSBURG, GH., HEYNS, T. & COETZEE I.M.	<ul style="list-style-type: none"> • A conceptual analysis of transfer of learning in Health Sciences Education. African Journal of Physical, Health Education, Recreation and Dance, 19 (S1): 32-43
2.5 VAN DYK, D.L. & BEZUIDENHOUT, H.	<ul style="list-style-type: none"> • Learning experiences of students during integrated management of childhood illness (IMCI) Training. Journal for new Generation Sciences, 11(2): 127-140
2.6 BOTMA, Y., HURTER, S. & KOTZE, R.	<ul style="list-style-type: none"> • Responsibilities of nursing schools with regard to mentoring. Nurse Education Today, 33(8): 808-813
2.7 LESIA, N.G. & ROETS, L.	<ul style="list-style-type: none"> • The utilisation of advanced midwives in the Free State province of South Africa. Africa Journal of Nursing and Midwifery, 15(2): 45-58

ADDENDUM B

STUDENT STATISTICS

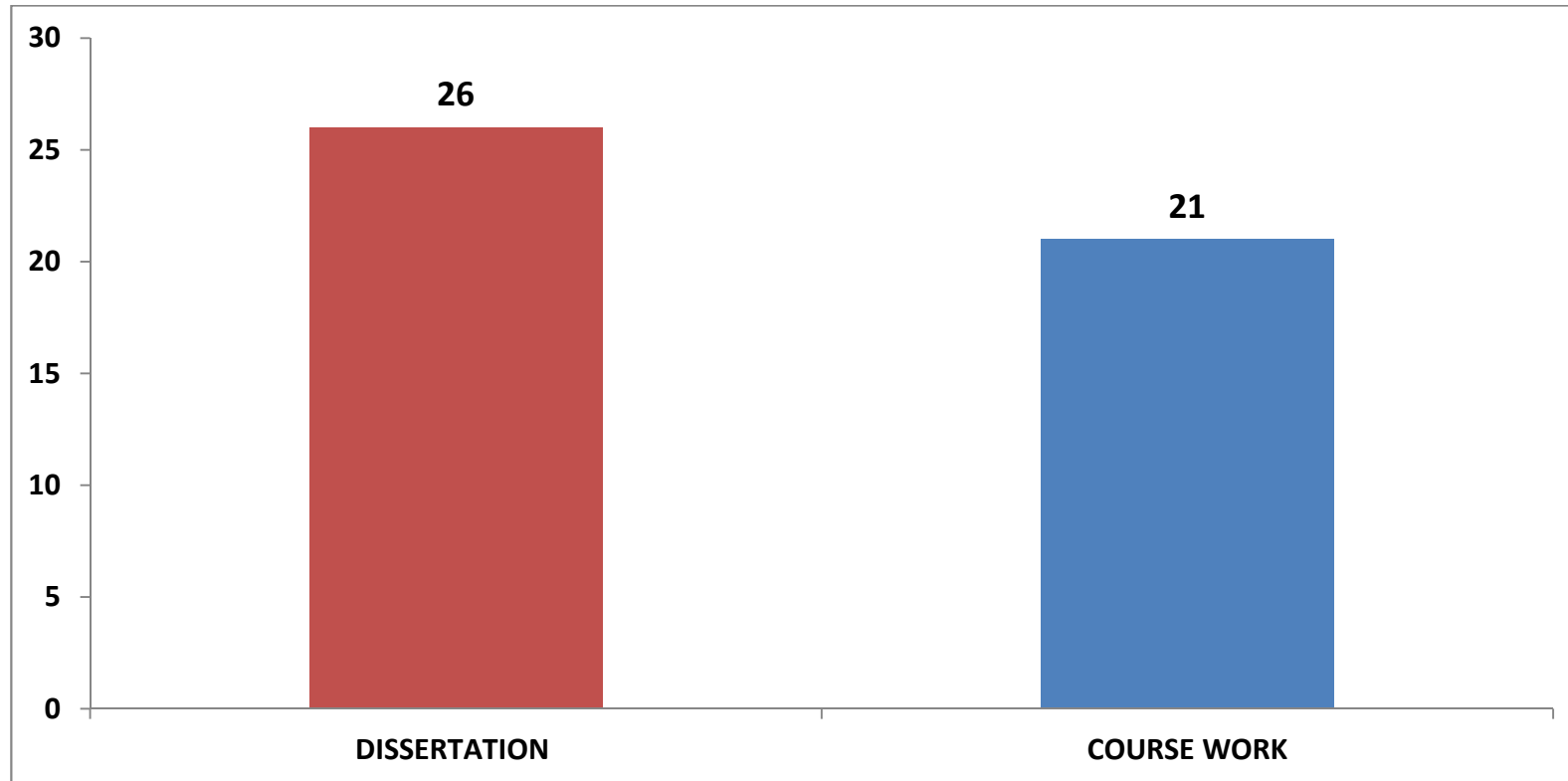
POSTGRADUATE PROGRAMME (2013)

Figure 1



NUMBER OF STUDENTS REGISTERED FOR MASTERS DEGREE (2013) (N = 47)

Figure 2



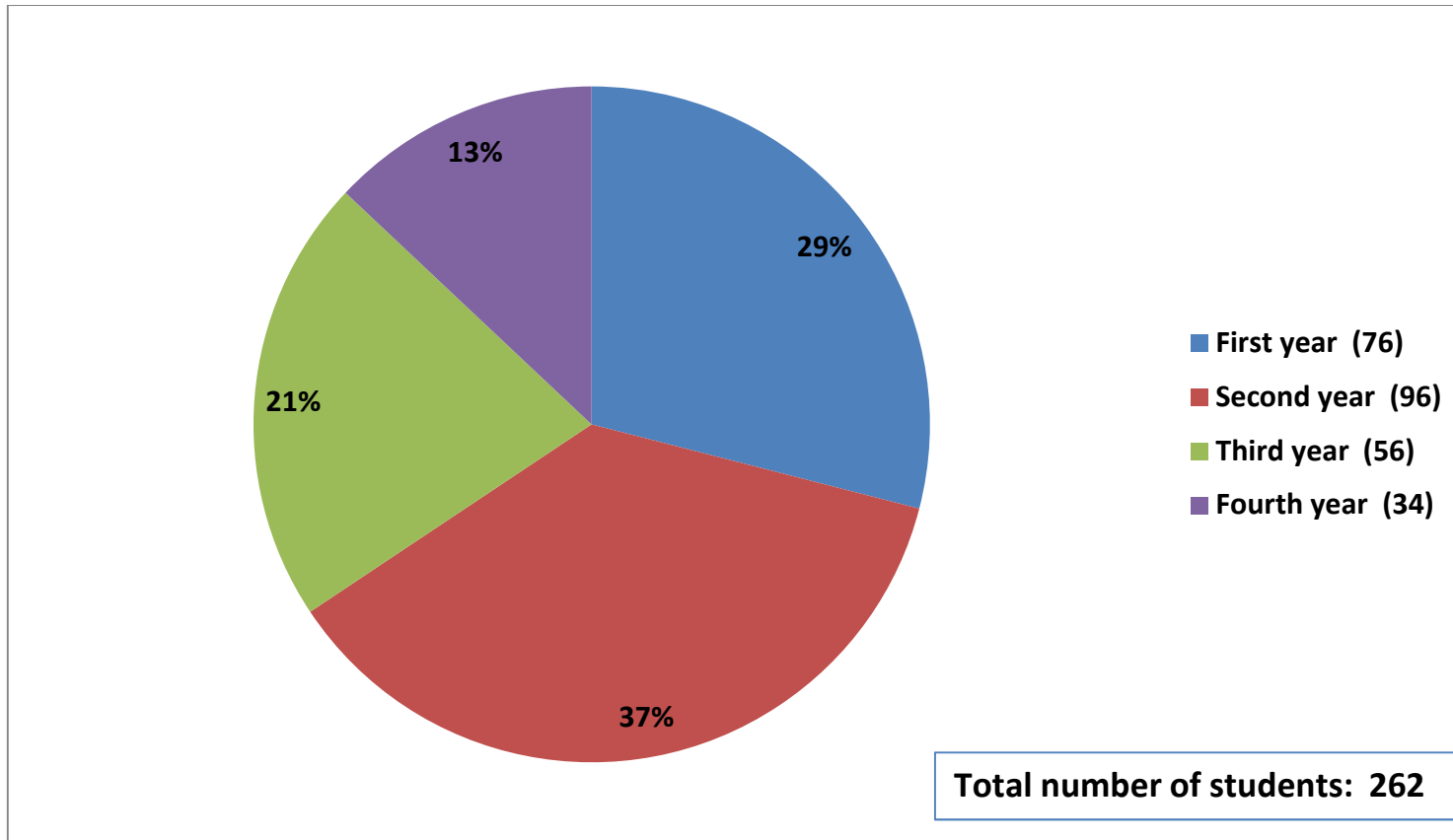
THREE ACADEMIC PROGRAMMES (2013)

Figure 3

	2013
• Undergraduate Programme	262
• Post-basic Programme	476
• Postgraduate Programme	
– M.Soc.Sc	47
– Ph.D	8
Students	TOTAL 793

UNDERGRADUATE PROGRAMME (2013)

Figure 4



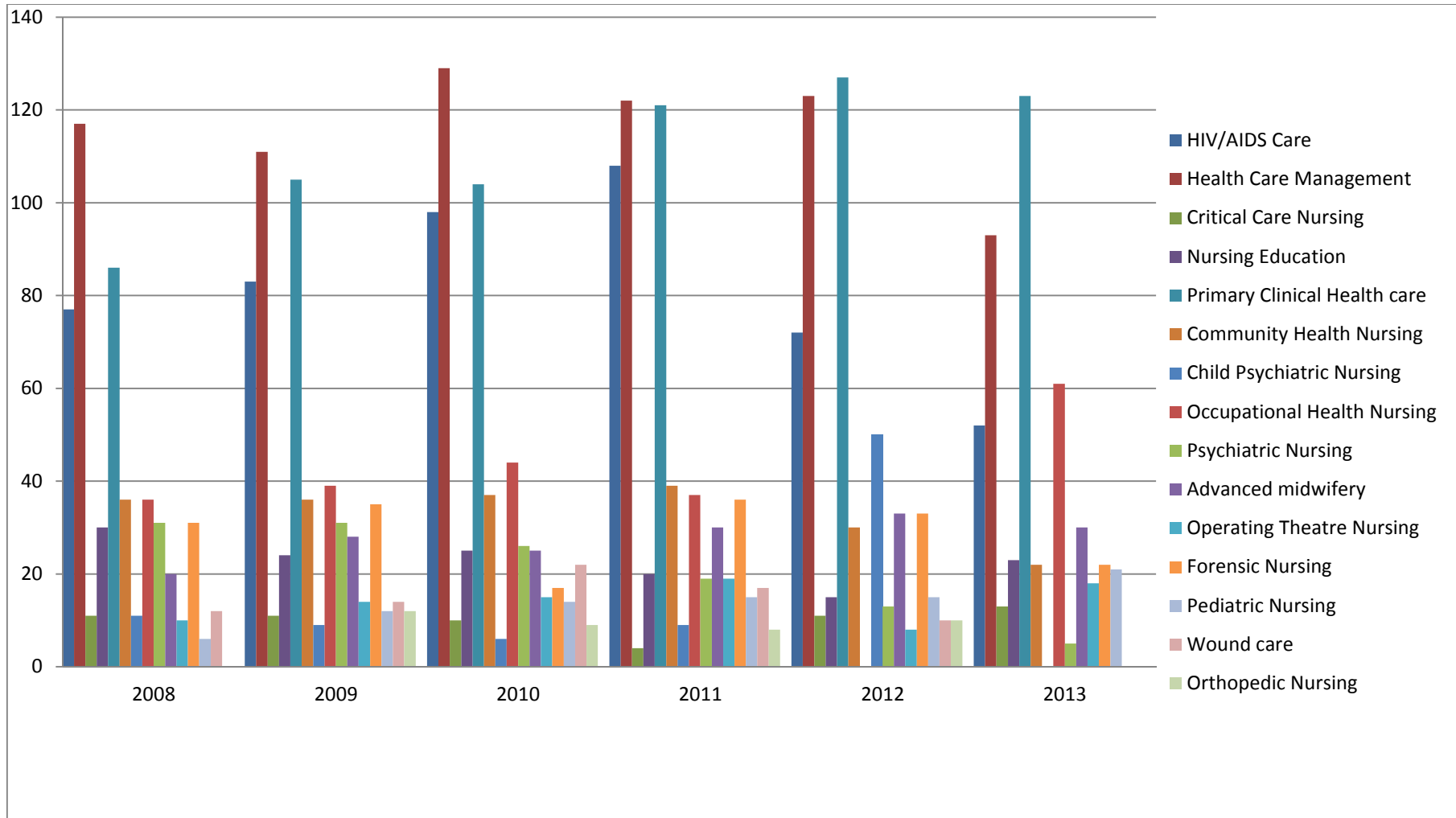
POST-BASIC PROGRAMME (2013)

Figure 5

Specialization	2008	2009	2010	2011	2012	2013
HIV/AIDS Care	77	83	98	108	72	52
Health Care Management	117	111	129	122	123	93
Critical Care Nursing	11	11	10	4	11	13
Nursing Education	30	24	25	20	15	23
Primary Clinical Health care	86	105	104	121	127	123
Community Health Nursing	36	36	37	39	30	22
Child Psychiatric Nursing	11	9	6	9		
Occupational Health Nursing	36	39	44	37	50	61
Psychiatric Nursing	31	31	26	19	13	5
Advanced midwifery	20	28	25	30	33	30
Operating Theatre Nursing	10	14	15	19	8	18
Forensic Nursing	31	35	17	36	33	22
Pediatric Nursing	6	12	14	15	15	21
Wound care	12	14	22	17	10	
Orthopedic Nursing		12	9	8	10	
TOTAL	519	564	581	611	550	476

POST-BASIC PROGRAMME (2013)

Figure 6



STUDENTS THAT OBTAINED ADVANCED DIPLOMAS IN 2013 (N = 274)

Figure 7

