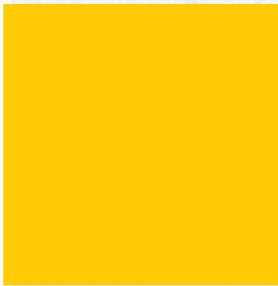




Central University of  
Technology, Free State

# GRATIA

1st EDITION



**01**

MESSAGE FROM  
THE VC



**PROF. PAMELA DUBE**  
VICE-CHANCELLOR AND PRINCIPAL

## VICE-CHANCELLOR AND PRINCIPAL **MESSAGE**

*Dear MIT Community*

My first six months as the Vice-Chancellor and Principal was very eventful, progressive, and rewarding. I am eternally grateful to be surrounded by a team who believe in student excellence, who continue to strive for the core business of our academic projects - namely teaching, learning, research, and community engagement, and who work tirelessly to ensure that our students reach their full academic potential; while also ensuring the smooth operation of the university to achieve the set goals, in order to conclude the 2023 academic year successfully.

Indeed, there has been several disturbing developments in our public higher education sector during this period, including at our own institution. We remain committed to addressing these accordingly through the appropriate processes; and to engaging with you on collectively shaping our direction going forward.

At my first university autumn graduations presiding, we celebrated 3 756 undergraduates, including 62 masters and 21 doctoral recipients. We have also conferred an honorary degree (Honorary Doctor of Philosophy in Management Sciences in Entrepreneurship) to one of the most dynamic business woman, Dr Daphne Mashile-Nkosi, who is also the sitting Executive Chairperson of Kalagadi Manganese (Pty) Ltd. Furthermore, we awarded the prestigious 2023 Chancellor's Excellence Award in Hospitality Management to Mr George Cohen, Managing Director, hotelier, and expert in the Hospitality Management Industry.

As we navigate towards 2030, it is particularly exciting given that, right here at the university, we see positive developments in the face of these challenging circumstances. As an engaged institution, we are eager to partner with all our stakeholders towards the realisation of Vision 2030. In our mission to forge new alliances within the Southern African Development Community (SADC) region, we have renewed our collaboration with the Mangaung Metropolitan Municipality, as we believe that creating such a network will allow the university to remain grounded within its community.

We have also signed an MoU with PACOFS to advance access for students to opportunities which PACOFS creates in the areas of drama, music, and any form of entertainment, in turn, PACOFS will facilitate CUT's focus areas as a learning institution to provide access to its own infrastructure in research and human capital support in the form of Work-Integrated Learning. We also agreed with Eswatini Medical Christian University for future collaborations to share best practices in the academic sector, where numerous benefits, including sharing regional expertise, research collaboration, student mobility, faculty development, resource sharing, cultural exchange, and policy development will be of great value.

We were also invited to present at the 2023 Botswana Engineers Registration Board (ERB) Engineering Week, a follow-up on the ongoing collaborative activities such as research and academic thematic mobility of staff and students. Since our signing, Work-Integrated Learning has been the pinnacle for this between us.

Some of our employees and students including myself have participated in the South African Sweden University Forum (SASUF) Research and Innovation Week at the University of Western Cape, where more than 80 events connect researchers, teachers, students, and university management representatives from over 40 SASUF partner universities. One of the highlights of the event was the presentation by our own academic and researcher in the Faculty of Humanities, Mr Itumeleng Phage, whose research titled "Perspectives of physical science educators and learners on the teaching of kinematics graphs using algebraic graphs knowledge and skills: Retention of learners in STEMI fields," garnered significant interest and sparked thoughtful discussions among participants.

Furthermore, we have inaugurated three of our distinguished academics and researchers into full professorship namely, Professor Muthoni Masinde, an acclaimed scholar whose presentation was on the ITIKI drought early warning tool - a remarkable innovation that is helping to bridge the gap between scientific and indigenous knowledge, and which brings developmental solutions to small farming communities, Prof. Prof. Tryna Van Niekerk who provided valuable insight into her lecture on Ethics, Oversight, and Accountability: Efficacy and Failure; and Prof. Crispin Chipunza who deliberated on one of his research expertise, counterproductive work behaviour under the topic 'Typology, pervasiveness, and nature-nurture controversy of counterproductive work behaviour: Lessons for HR practice'.

Our academic partnerships saw five of our entrepreneurial students travel to Limassol in Cyprus on 12 June 2023, to participate in the finals of the Eurydice Acceleration program. The collective consists of students from the following groups - Just Energy Solutions (JUSI); and Aphiwe Sogiba team, who are amongst the outstanding business concept presenters in the category of renewable energy as mandated by Eurydice.

Additionally, two of our students at both Bloemfontein and Welkom Campuses embarked on an exciting academic journey for a semester of outbound exchange studies to pursue various courses under international business in Aalen University and Technische Hochschule Ulm, Germany, both CUT international academic partners.

Our university is growing, and much progress has been made thus far. One further recent important development was the commencement of the construction of a new student residence on the Welkom Campus, which will be followed by the construction of another new residence on our Bloemfontein Campus. We are planning for a further three new construction projects to start before the end of this year.

On a lighter note, the university is committed to promoting a healthy lifestyle through sports development for students and staff. Our Rugby 2023 season has come to an end for our FNB CUT Ixias. Although our boys did not win the tournament, we are proud of them for their

commitment and dedication in taking our university this far. Our Ixias Football Club is preparing for the 2023 Varsity Cup League and as a university community, we would like to wish them all the best in their games and also assure them that we are fully behind them.

Lastly, I would like to convey a special congratulatory message to our Madam Chancellor Justice Mahube Molemela for her appointment as President of the Supreme Court of Appeal. On behalf of the university community, I would like to wish her all of the best in this remarkable new journey of her career.

The first semester of the 2023 academic year has concluded, and I would like to take this opportunity to convey my appreciation to all who have played a critical role in remaining focused on our priorities. On behalf of the CUT Council and Management, I wish to thank our academics, support staff and students for ensuring that our core business proceeds without any interruption. We commend everyone who played a critical role in keeping the university operational.

*Kind regards | Ditumediso tse  
mofuthu | Vriendelike groete*

Prof. Pamela Dube  
Vice-Chancellor and Principal

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**02**

FEATURE STORY



## CUT inaugurates and honours Professor Pamela Dube

The Central University of Technology, Free State, celebrated a milestone and a historic moment at the inauguration of Professor Pamela Zibuyile Dube, the first woman Vice-Chancellor and Principal to be inducted since the establishment of the University. The inauguration took place on 17 February 2023.

When delivering her inaugural address titled, “the question of technology (and the human) at a university of technology”. She stated that the higher education in South Africa is increasingly under siege by violent threats to the academy and its leadership, acts of corruption and disregard for institutional integrity, by instances of dysfunctional governance structures, challenges of student funding, gender-based violence, mental health issues and slow pace of meaningful transformation among others.

“As a specifically designated University of Technology, we have been tasked with both the process of inventing the instruments of our survival and prosperity as well as the means of holding the human condition in view.”

When sharing her vision, Prof. Dube mentioned four educational priorities for a University of Technology which she said provides the foundational pillars for debate and discussion amongst the council, senate, faculty, students, professional staff, and workers of CUT.

**She said that a university’s educational vision is:**

To reassess the meaning of technology in the broader population and demystify its force, while bending its potential to the ideal of post-apartheid freedom.

To offer the best teaching for students in the arts of design and invention. To steer clear of the idea of technology as delivering a static world, one where civil war is the order of the day, and to lead students to the position of self-sufficiency.

“An educational institution such as ours is destined to play a bigger role in the future we are building by creating new relations and attitudes to technology. We have a threefold responsibility to build an institution, human capacity, and technological means. If we hold to these commitments, a future CUT graduate would not only be a self-serving entrepreneur but a social entrepreneur who enables others. This will require our collective efforts to liberate ourselves from the stranglehold of race, ethnicity, gender discrimination and the many other forms of exclusion and segregation conservable and achievable.”

She asked that we attend to the educational principle of collegiality across all sectors of the university and have a common interest in the success of the educational vision, institution, and the world that we are meant to serve. “Collegiality can only thrive in an institution of higher learning if we dedicate ourselves to consistent study

and problem-solving. We are inventors and as such, we need to function in the most enabling environment necessary.”

“As part of our educational project, our mission is to instil trust in our commitment to our role and responsibility in society and reshape the narrative of whom we are including quality academic programmes, leading niche areas and our research and innovation endeavours. It is indeed to instil hope in our students, that CUT is set to walk the academic journey with them, to co-create platforms and opportunities to enable them to innovate, lead and improve the world around us. It is now my honour and duty to provide leadership at this remarkable institution, build on past achievements and collectively chart a future that we can all be proud of.”

In conclusion, Prof. Dube expressed her gratitude to the CUT council and executives for putting the trust in her to lead the university to greater heights. She also acknowledged her family and late parents for walking with her through her life journey. “These are your sacrifices and the fruits of your labour. Thank you for building and shaping me to be the person that I am today.”

**03**

**RESEARCH  
EXCELLENCE**

## The Central University of Technology is establishing itself as one of the leading institutions in renewable energy solutions



*Sectorial view of the solar PV plant installed at the CUT Bloemfontein campus.*

With loadshedding episodes threatening to close doors of businesses across the country and changing the normal livelihoods of communities, alternative plans are critically needed to mitigate all risks involved. Solar energy has proved to be highly beneficial since the sun is a powerful source of energy and CUT has already taken significant strides towards this energy transition, starting with the installation of a solar PV plant at the Bloemfontein campus and establishing itself as one of the leading institutions in renewable energy solutions.

The implementation of the photovoltaic system at the university aligns with the broader commitment of the institution to prioritise the utilization of renewable energy sources. The aim is to enhance the generation of electricity via renewable energy

sources and technologies, specifically through solar PhotoVoltaic (PV), across both its campuses. This initial installation generates approximately 158 kilowatt-peak power (kWp), which accounts for around 5% of the campus total demand consumption. This sustainable initiative leads to an average reduction in CO<sub>2</sub> emissions by approximately 419,530 kilograms per year, which will also result in significant financial savings.

The University is actively involved in ongoing research and collaboration among supporting sections / faculties especially with the Faculty of Engineering, Built Environment and Information Technology and the Resources and Operations Division. These joint efforts aim to drive the progress of energy efficiency and promotion of renewable energy initiatives.



*The residence's roof before and after PV installation and the major solar components of the hybrid PV system with battery backup.*

The project was further extended on the rooftop of students' residence, which marked the University's first venture into PhotoVoltaics with energy storage capability at small scale. The installation of a rooftop hybrid PhotoVoltaic (PV) system with a 5 kWp capacity, along with two 100Ah, 48V Lithium-ion battery backup connected in parallel, was successfully completed at a residential building. The PV system is incorporated with a remote monitoring data acquisition system to ensure that the plant's performance can be remotely monitored.

This system spans an area of 23.80 square meters (consists of a total of twelve (12) PV modules with each max power of 450 W) and generates an output of approximately 5.4 kilowatts-peak (kWp), resulting in an estimated annual electricity production of about 8212.50 kilowatts-hours (kWh) for the residence.

This environmentally friendly initiative helps avoid the emission of approximately 8130.38 kilograms of CO<sub>2</sub> per year. With the ability to fulfil around 30.50 percent of the residence's energy requirements.

Plans to install the 1MW solar PV plant at the Welkom Campus are underway as processes involved in rolling out project are at an advanced stage.

CUT is set to become a key role player in providing renewable energy while offering postgraduate students the opportunity to further study the benefits of solar power.

Apart from saving on electricity costs, the solar plant offers academics and students an opportunity to expand their research work and discover how their research is paving the way for a better future through solar photovoltaic energy.

The installed solar plant is also envisioned to assist students to acquire real-time data which they can use for their postgraduate studies or research. Additionally, some research studies have been conducted to improve the efficiency of the installed solar panels.

## The dentistry field next to benefit from CUT's world-class CRPM and its 3D printing technology



*3D printed Cobalt-Chrome removable partial denture frames and 3D printed Cobalt-Chrome bars.*



*On the tour, invited guests witnessed some of CUT's 3D printing machines and technological solutions.*

In February 2020, the Central University of Technology successfully launched the Additive Manufacturing of Medical Devices (MedAdd) with the support of the Department of Science and Innovation (DSI) to bridge the innovation gap in the use of Additive Manufacturing (AM) for medical devices.

Over the years, CUT, through the Centre for Rapid Prototyping and Manufacturing (CRPM) has been changing the lives of ordinary people in public and private health facilities, by providing prosthetics or reconstructive surgery, using modern technology.

On 07 March 2023, CRPM invited dentists as well as dental technicians to showcase some of their technological solutions that support medical dental professionals in the region. This technology offers to support the dental industry through the Additive Manufacturing of 3D printed Cobalt-Chrome removable partial denture frames and 3D printed Cobalt-Chrome bars.

In his welcome address Dr Gerrie Booyesen, Director: CRPM said that the project aims to enhance localisation efforts by upskilling dental technicians with digital workflow know-how and experience.

"This in turn, could lead to job creation and increased market competitiveness by adopting digital workflows. Digital dentistry is still in its infancy phase in the country, and various research projects on materials and applications have been conducted to widen the knowledge of our academics in this field."

Dr Booyesen also said that as part of their obligation as a publicly funded university, the CRPM has identified a market need for 3D Printed Dental Devices to improve the quality of life of local communities. One example is the development of Removable Partial Denture Frames (RPD's), which was developed together with industry partners.

"By offering a more cost-effective solution, treatment is now offered to a broader community of patients that previously would not be able to afford expensive restorations, with an unmeasurable impact on the quality of life of these patients," he said.

Additive Manufacturing is an innovative technique moving towards the customised production of dental implants and other dental tools using computer-aided design (CAD) data.

## CUT ICT head takes digital transformation to a promising level

CUT ICT head and Chief Digital Officer, Ms Busi Matube, has successfully rolled out phase one of its three-year network and WiFi infrastructure upgrade, an important step in the university's digital transformation journey. The project was done in partnership with Datacentrix, a leading hybrid ICT systems integrator and managed services provider.

According to Ms Matube, the need for an upgrade was driven by the university's digital transformation strategy, with the aim of improving the connectivity efficiencies, speed, and to enable the use of other 4IR technologies.

"The CUT infrastructure was outdated and failing to meet the needs of our CUT community. We always had connectivity issues in the most critical and high-traffic areas like labs, libraries etc, and looking at our vision, the need for an upgrade became greater and greater. This upgrade will allow us to better leverage the internet of things (IOT) for other projects such as smart buildings, smart bins and a virtual reality environment for our engineering students."

"Our new wireless network infrastructure will also ensure the connectedness of students and staff to digital resources both internal and external to the network, as well as providing the medium through which the university would be able to relay data from smart buildings' backend systems for analysis and reporting, and to provide a connected access control system for a more secure campus," she said.

"Our partner Datacentrix has a strong footprint in education, which extends to the support of several local universities. I have personally worked with Datacentrix for several years now, and there is no doubt about their strong technical capabilities. For this project, the company has delivered far beyond the set-up of our equipment and has provided excellent after-sales support to our small team, augmenting the skills we have internally."

Mr Lucky Matjelo, Deputy Director: ICT Infrastructure Services added that the university's WiFi, which was set up in 2009 as its secondary mode of connectivity after the LAN, became the primary connection point for the university community, which put immense pressure due to high volume of connectivity as the university community is about 22 000. "The pressure was intense, and this caused unending connectivity challenges and affected the speed too."

Asked about the duration, challenges and progress made of the system upgrade thus far, Matjelo mentioned that the planning process took several months as it involved identifying a suitable solution and conducting a Proof of Value (PoV) test. "One of the major challenges faced was the extended duration of the procurement process, which took longer than initially anticipated. Moreover, there were delays in the production of equipment in China due to the impact of COVID-19. Additionally, shipping complications arose as a result of the ongoing conflict between Russia and Ukraine."

He added that he is pleased that Phase one and two of the upgrade, which encompass the Bloemfontein campus, have been successfully completed. "This accomplishment has significantly relieved the pressure from students and staff, as they can now effortlessly work and study using their preferred devices from any strategic location within the campus. The Welkom campus is also included in the upgrade plan and is designated as Phase three. "The necessary equipment has been ordered and was expected to be delivered before the end of July 2023".

"There has also been greater visibility on the network, as well as more opportunity to engage with users to understand and solve challenges quicker. Now, when a student or staff member logs a query, these can be tracked according to what the individual was doing on the network at the time, and where the problems lie."

**04**

ACADEMIC  
PROGRAMME

## CUT delegation participates in South African Sweden University Forum Research and Innovation Week with over forty partnered universities



*Dr Mantoa Molete, Lecturer: Communications Sciences, Prof. Fidelis Emuze, Head of Built Environment, Dr Andrew Horne, Lecturer, Prof. Pamela Dube, Vice-Chancellor and Principal, Prof. Ntsoaki Malebo, Senior Director: CILT and Dr Izabeth Conradi, Manager: CUT Idea Generator at the SASUF Week held in Cape Town.*

CUT employees and students participated in the South African Sweden University Forum (SASUF) Research and Innovation Week at the University of Western Cape, Cape Town. The event, which commenced on 27-30 March 2023, featured more than 80 events connecting researchers, teachers, students, and university management representatives from over 40 SASUF partner universities.

The event focused on fostering collaboration, promoting innovation, and sharing knowledge among partner universities, with the ultimate goal of advancing research and development in the region.

One of the highlights of the event was the presentation by Mr Itumeleng Phage, an academic and researcher in the Faculty of Humanities, whose research titled “Perspectives of physical science educators and learners on the teaching of kinematics graphs using algebraic graphs knowledge and skills: Retention of learners in STEMI fields,” garnered significant interest and sparked thoughtful discussions among participants.

Participants also engaged their peers in workshops and networking sessions where they shared their knowledge and expertise on various topics.



*Mr Itumeleng Phage, an academic and researcher in the Faculty of Humanities, presented on 'Perspectives of physical science educators and learners on the teaching of kinematics graphs using algebraic graphs knowledge and skills: Retention of learners in STEMI fields'.*

## CUT Students head to Germany for Outbound Exchange Program: A journey towards internationalisation



*From left: Kamvilihle Matsila and Boipelo Mokgobo at the Bram Fischer International Airport, Bloemfontein.*

Two CUT students, Boipelo Mokgobo, currently enrolled for Advanced Diploma: Public Management at Bloemfontein Campus, and Kamvilihle Matsila, currently enrolled for Advanced Diploma: Information Technology at Welkom Campus, embarked on an exciting academic journey to Germany for a semester of outbound exchange studies.

To be eligible for an exchange program, students must be registered for a full-time Diploma/Bachelor/Master/PhD program, have an overall minimum pass rate average of 65% or above at the time of application, have successfully completed at least one academic year, and know and embody the CUT graduate attributes.

While abroad, Boipelo pursued various courses under international business at Aalen University, while Kamvilihle focused his studies on Information Technology at Technische Hochschule

Ulm, both CUT international academic partners. CUT places great importance on internationalisation, and outbound student mobility plays a vital role in contributing towards this goal. Studying abroad provides students with a unique opportunity to experience new culture, learn a new language, broaden their horizons and, most importantly, make global contacts. It also allows them to develop intercultural skills essential for their future careers and advance one of the CUT graduate attributes - Citizenship and Global Leadership.

Boipelo and Kamvilihle are not the only two CUT students participating in outbound exchange programs this year. Two more students later joined the duo in Germany, further highlighting the university's commitment to providing its students with international opportunities. All students received the Baden-Wuerttemberg Scholarship that covered their stay at their respective host universities.

We caught up with the duo before their departure to hear their thoughts on this opportunity. Boipelo expressed her excitement at the prospect of immersing herself in a new culture and learning from a different academic environment. She hopes to gain new insights and skills that will benefit her future studies and career.

Kamvilihle, on the other hand, looked forward to meeting new people and making lifelong global connections. As an IT student, he looks forward to learning more at the host university. He believes that studying abroad will provide him with a unique perspective on the world and broaden his understanding of different cultures and ways of thinking.

## Five CUT students travels to Limassol in Cyprus to participate in the finals of the Eurydice Acceleration program



Five CUT students travelled to Limassol in Cyprus on 12 June 2023, to participate in the finals of the Eurydice Acceleration program. The collective consists of students from the following groups namely, Just Energy Solutions (JUSI); **THINKELECTRIC**; and Aphiwe Sogiba team, who presented outstanding business concepts in the category of renewable energy as mandated by the Eurydice.

Among the participating students are Ms Junia of the **Just Energy Solutions** who expressed how honoured she is to take part in this global programme and appreciates the learnings such as the role of renewable energy in today's world and having an entrepreneurial outlook in life that she drew from her participation in the earlier stages of the programme. Mr Sipiwe Mkhwanazi from the **THINKELECTRIC** group, indicated that he looks forward to returning from Cyprus with a changed mindset and share his growth and acquired knowledge with his peers within his professional community and society at large.

**Aphiwe Sogiba** team, Mr Siphamandla Mtelekiso vehemently stated that winning the trip to attend the acceleration program in Cyprus has sparked a profound sense of joy and gratitude within him. "Travelling overseas and experiencing a different country is something I never dreamed of. Therefore,

using this global experience and enhancing my knowledge in renewable energy field will enable me to lead in knowledge transferring and exploring innovative solutions to solve energy challenges faced by the country and the rest of the continent." In her comment, Ms Refilwe Molelane, Deputy Director: International Academic Partnerships said "the golden thread from all the students' aspirations in enhancing their business concepts into sustainable start-ups that can create employment opportunities and use renewable energy solutions to contribute to sustainable development goals is what the country needs. Our students are competent enough to establish strategic partnerships and build businesses that are ready to compete on a global scale," she said.

For the students to qualify for the Cyprus trip, they underwent at least six stages that had different deliverables. The various stages included training that covered the following areas: business model canvas; proof of concept or prototyping; pitch deck; legal and tax issues; and financing the idea.

"Among the expectations of the students from their trip, they also aim to export values espoused by the CUT such as Ubuntu, Integrity, Diversity, Innovation and excellence that are instilled into them by the university and inspiring others to embrace the same principles in all their endeavors," she added.

## CUT rolls out the first-of-its-kind short course in renewable energy to refine the skills of subject advisors and STEM teachers in Free State Province



*Dr Sandile Koko, Senior Lecturer: Electrical Engineering, demonstrates the PV System's operation.*



**Subject Advisors and STEM teachers who participated in the programme back row from left:** Prof. Kanzumba Kusakana, acting Head of Department and Senior Lecturer in Electrical, Electronic, and Computing Engineering; Electrical Engineering, Marcia Mothupi, Subject Advisor: Civil Technology, Molitle MD, Subject Advisor: Technology, Matshediso Dibabong, Subject Advisor; Technology, Letlhogonolo Taiwe, Educator: Natural Sciences, Ilze Janse Van Rensburg, Subject Advisor: Technology and Robotics, Pieter Viljoen, Subject Advisor; Civil Technology, Manie Havenga, Subject Advisor: Civil Technology.

**Front row from left:** Dr Sandile Koko, Senior Lecturer: Electrical Engineering; Dr Patrick Manditereza, programme coordinator, Senior Lecturer & EWSETA Chair in the Department of Electrical, Electronic and Computer Engineering; Sipho Mpotle, Subject Advisor: Technology and Coding Robotics and Motsiri Tau, Subject Advisor: Technology.

Renewable energy is an emerging field, and South Africa faces the challenges of developing education and training programmes that are responsive to the needs of this sector. Therefore, teachers in the STEM field may need developmental support in content or pedagogical knowledge of the renewable energy field.

The Central University of Technology, Free State (CUT), Faculty of Engineering, Built Environment, and Information Technology (FEBIT), together with the Energy and Water Sector Education and Training Authority (EWSETA) and the South African Council for Educators (SACE) rolled-out the first of its kind short course in renewable energy to hone skills of STEM teachers in the Free State Province.

The five-day professional developmental short course is envisioned to sharpen the skills of subject advisors and STEM teachers in the Free State Province. The renewable energy programme kickstarted on 29 May and concluded on 2 June 2023 at the Bloemfontein Campus.

According to Dr Patrick Manditereza, programme coordinator, Senior Lecturer & EWSETA Chair in the Department of Electrical, Electronic and Computer Engineering (Faculty of Engineering, Built Environment and Information Technology), teachers in the STEM field may need developmental support in content or pedagogical knowledge or both, of the renewable energy field.

“Professional development is critical for teachers to function effectively and keep up with the ever-changing technologies in the STEM field; it also supports the teachers by providing insight into the current content and pedagogical knowledge.

The roll-out of Renewable Energy systems is expected to provide new job opportunities, thereby supporting employment growth and socio-economic development as envisaged in the National Development Plan. This support may, thus, help teachers motivate learners’ interest in the renewable energy field, leading to an increased throughput of students and graduates in the STEM field and particularly this growing renewable energy career.”

For the duration of the programme, topics such as introduction and fundamentals, Photovoltaic (PV) system components, Introduction to wind power generation, Solar thermal technologies, and Hydro power generation were covered. In addition, the participants were also exposed to Solar Photovoltaic (PV) and Wind power practical exercises.

Asked about the programme’s benefits to future STEM teachers, one of the programme facilitators and presenters, Prof. Kanzumba Kusakana, HoD Electrical/Electronic/Comp Engineering, said that professional development is critical for teachers to function effectively and keep up with the ever-changing technologies in the STEM field.

“The programme provides the current content and pedagogical knowledge, and the roll-out of Renewable Energy (RE) systems is intended to provide new job opportunities, thus supporting employment growth.

The short course was funded by the Energy & Water Seta (EWSETA) through the EWSETA Chair at CUT and supported by the provincial Department of Education (DoE). Furthermore, the course has been accredited by the South African Council for Educators (SACE) for 15 CPD points.

**05**

UNIVERSITY LIFE

## CUT academic reaches the pinnacle of academic hierarchy and scholarship



*From left to right: Prof. Albert Strydom: Dean of Management Sciences; Prof. Alfred Ngowi, Deputy Vice-Chancellor: Research Innovation and Engagement; Prof. David Ngidi, Deputy Vice-Chancellor: Teaching and Learning, Prof. Tryna Van Niekerk: Newly promoted Professor, Prof. Pamela Dube, Vice-Chancellor and Principal, and Mr Nemutshili Mili: Director: Financial Operations.*

The Inaugural Professorial Lecture constitutes an important date in the university calendar. It is a full sitting of the Senate and is regarded as a pinnacle of academic hierarchy and scholarship. CUT awards these to academics who are highly accomplished and widely recognised among their peers. Prof. Tryna Van Niekerk is among a few of many academics at CUT who have distinguished themselves with their work.

On 02 June 2023, the Central University of Technology, Free State (CUT) inducted Professor Tryna Van Niekerk as a full professor.

Prof. Van Niekerk is an expert in Government Management and the Head of the Government Management Department in the Faculty of Management Sciences, with many years of experience and numerous publications.

In her presentation, she transferred her epistemology knowledge into the topic.

Her inaugural address, titled: Ethics, Oversight, and Accountability: Efficacy and Failure, took a descriptive and analytical approach to provide insight into key observations made by the efficacy of ethics, oversight, and accountability in the South

African public sector.

She stated that the practices of ethics, accountability, and oversight structure are increasingly being challenged in the work of negative reporting about state capture, state corruption, and unethical conduct of functionaries of the constitution.

She said that in the South African environment, ethics, oversight, and accountability occur within a specific statutory, regulatory, legislative, and policy framework. "South Africa has a plethora of statutory and regulatory frameworks, as well as Codes of Conduct, aimed at holding public and elected officials accountable. Unfortunately, these rules and Codes of Conduct are frequently disregarded, with little or no repercussions for wrongdoers."

She argued that the efficacy of ethics, oversight, and accountability practices is increasingly being questioned due to recent negative reporting about state capture. "The negative reports about state capture, corruption, and unethical behaviour of senior functionaries undermine public trust and confidence in the South African government."



*Prof. Van Niekerk delivered her inaugural address on Ethics, Oversight, and Accountability: Efficacy and Failure. Prof. Tryna Van Niekerk and family. From Left is Ms R Maas, Mr W Nel, Ms E Maree, Mr H Maree, Mrs S Maree, Prof. T Van Niekerk, Mr WP Nel, Mrs A Theron, and Ms J Maree.*

Her address argued that if top political officials in government, especially administrators of state departments and public corporations, fail to account for transgressions committed, an environment susceptible to fraud, corruption, and state capture would flourish. “Legislative prescripts and code of conducts alone do not guarantee ethical conduct, oversight, and accountability, which must be enforced to ensure consequence management.”

“Therefore, effective oversight and consequence management are needed to improve accountability for a sustainable impact on service delivery and the promotion of good governance in all three spheres of government. If top political leaders and top Executives such as Ministers and senior public officials and directors in State Owned Enterprises (SOEs) ignore constitutional and other legislative prescripts and Codes of Conduct, subordinates in all spheres of government tend to get involved in unethical practices such as corruption, fraud, and money laundering,” she concluded.

In her address, Prof. Pamela Dube, Vice-Chancellor and Principal, mentioned that the professorial inaugural address is a full academic address of the senate. “This occasion is to honour and celebrate

academics for their excellent work, achievements, and prowess as researchers of note in their respective fields.

Her lecture directed our thoughts into ethics, oversight, and accountability: efficacy and failure- a subject dear to her. Her lecture allowed universities, state organs and civil society to re-examine their roles, thinking on ethics, and desire for clean governance in public and private sectors”.

Prof. Van Niekerk holds a PhD in Public Management (CUT), a Master’s in Public Administration (MPA) in Public Management (US), a Certificate in Military Management (UNISA), an Advanced Diploma in Public Management and Governance (University of Stellenbosch), and an Advanced Diploma in Higher Education (ADHE) with Distinction (UFS).

She has vast knowledge and experience in government and higher education. She served in middle management at the SANDF, as a Senior Lecturer and programme head, acting Director and Acting Dean in the Faculty of Management Sciences, and Associate Professor. In addition, she is a full Professor at the Central University of Technology, Free State.

## International leader unpacks the importance of culture of inclusion and diversity within higher education at CUT's intercultural leadership seminar



*Prof. Jillaine Farrar, Lecturer, Head Exchange Program, Co-Head CAS Leading Global Teams, and Projects & Co-Head MAS International Management - Lucerne University of Applied Science, Switzerland*

On 18 April 2023, the Central University of Technology held the Intercultural Leadership Seminar under the theme, 'Navigating Diversity: Building Leadership Skills for inclusive Higher Education Organisations.' The seminar focused on the importance of cultivating a culture of inclusion and diversity within higher education, exploring strategies for managing diverse teams, fostering intercultural communication, and promoting equity and inclusivity.

The discussions were led by Prof. Jillaine Farrar, Lecturer, Head Exchange Program, Co-Head CAS Leading Global Teams, and Projects & Co-Head MAS International Management - Lucerne University of Applied Science, Switzerland.

Keynote speaker, Prof. Farrar, focused her presentation on higher education, and new trends in the intercultural world. She said that cultivating a culture of inclusion and diversity within higher education is crucial for promoting equity and creating an environment where all students, faculty, and staff can thrive. This she said, includes creating policies and practices that support diversity, equity, and inclusion, recruiting and retaining diverse faculty and staff, and fostering intercultural communication and understanding.

She also mentioned that it is essential to be aware that cross-cultural communication talks about similarities and differences in culture. "For me, it is the first step to helping students and leaders become more competent communicators locally, globally, and virtually. Humans have largely overlapped biology and many live in fairly similar situations around the world, which creates a lot of similarities with different frameworks of culture."

She added that culture is learned, and ethnic groups can be used interchangeably with culture. "We also have the term subculture and in the intercultural world, subculture is looked down upon. By using the word subculture, you create this idea that one of the cultures is better than the other. Intercultural sensitivity is one of the most influential fields in intercultural communication, equity, and inclusion."

Prof. Jillaine Farrar has been teaching intercultural leadership and English for Business for over two decades to adults in Switzerland and internationally, both in higher education and corporate settings. Her education, research, and experiences have contributed to her belief in the importance of facilitating cooperative actions aimed towards intercultural growth, inclusion, and leadership development. Intercultural is an important part of her life, both privately and professionally.

Following a presentation by Prof. Farrar on the importance of cultivating a culture of inclusion and diversity within higher education, panelists

Prof. Desere Koko, Dr Charlotte Nunes and Mr Moses AK Kau gave their perspectives on the topic.



*Mr Moses AK Kau Head: Intergovernmental Relations, Office of the Premier: Free State Provincial Government, Prof. Desere Koko, Associate Professor: Human Resource Management: CUT, Dr Charlotte Nunes, Deputy Director, Student Academic Development and Support: CILT, Mr Papi Lemeko, Lecturer, Communication Sciences: CUT, Ms Martina Moss, Deputy Director, Academic Staff, and Student Mobility: CGE, Keynote Speaker - Prof. Jillaine Farrar Lecturer, Head Exchange Program, Co-Head CAS Leading Global Teams, and Projects & Co-Head MAS International Management - Lucerne University of Applied Science, Switzerland, and Mr Leolyn Jackson, Director Centre for Global Engagement.*

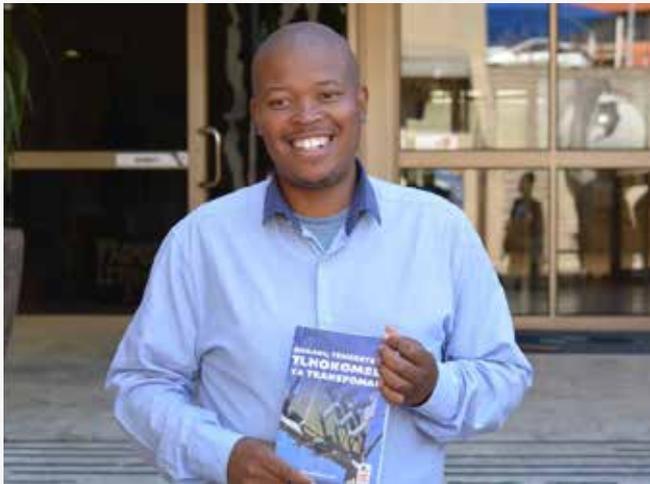
Prof. Desere Koko, Associate Professor: Human Resource Management, gave a more theoretical understanding of human behaviour and culture. She said that to understand diversity, we need to understand why we are different. "There are many reasons why we are different. Understanding human culture is also understanding why we are different. Values underpin culture, and we measure culture by measuring values."

Dr Charlotte Nunes, Deputy Director, Student Academic Development and Support, centred her presentation around cultivating a culture of inclusion and diversity. She mentioned that CUT recognises the importance of diversity and inclusivity by opening doors to students with disabilities. "In doing so, we have created an

enabling environment by providing relevant equipment and resources to help our students in the teaching and learning environment."

Mr Moses AK Kau, Head: Intergovernmental Relations, Office of the Premier: Free State Provincial Government, highlighted a few intercultural issues in South Africa and cultural contradictions to the international culture. "What brings distinction in the culture is the nationality, race, religion, and beliefs. We already know how important interculturalism is in assisting all of us to deal with different cultures in the globalised world. I must say that CUT has been leading in breaking down cultural barriers and building awareness in cultural norms and interpersonal communication amongst students."

## CUT Alumnus develops Sesotho terminology for engineering fields and is now a published author



**Pic 1:** Mr Khothu Motsoahae, CUT Alumnus and author of the *Boradi, Tshebetso le Tlhokomelo ya Transfomara* book.

**Pic 2:** CUT Alumni Office, CUT Writing Centre, and excited engineering students at the book launch.

Universities across the country are working tirelessly to embrace and promote multilingualism to bridge the gap and the divide in societies, as well as ensure that all voices are heard.

On 17 April 2023, the Library and Information Services, Alumni Office and the Centre for Innovation in Learning and Teaching (CILT), launched a Sesotho engineering book titled *Boradi, Tshebetso le Tlhokomelo ya Transfomara*, by CUT Alumnus and author, Mr Khothu Motsoahae.

The purpose of the launch was to promote language diversity and contribute to terminology development. In the African context, terminology development is crucial for the advancement of various fields, including science, medicine, engineering and technology. The lack of standardised terminology in many African languages has often hindered knowledge development in these fields.

According to Dr Xolani Khohliso, Deputy Director: Curriculum and Academic Staff Developer (CILT), African languages are often the most effective means of communicating knowledge in their respective communities. "Integrating African languages into academic research, teaching, and learning can

advance knowledge production and dissemination, make it more accessible to local communities, and promote more inclusive research," said Dr Khohliso.

Mr Motsoahae, not only contributed to the Sesotho academic language by developing the terminology but continued by writing an accessible book. "The challenge that I encountered while writing the book is that there were no equivalent Sesotho names to use for most of the engineering terms," said Motsoahae. However, he overcame the challenge, and Electrical and Mechanical Engineers now possess a lexicon describing transformers, usage, operation, and maintenance.

The Alumni Office, which co-hosted and celebrated the remarkable achievement by Khotu, mentioned that they are honoured to be part of this history-making book launch; "our students and any other Sesotho-speaking person in the mechanical and electrical engineering fields will now be able to possess a dictionary or a branch of knowledge in their mother tongue to describe the usage, operation, and maintenance of transformers," said Ms. Jacqueline Pietersen, Deputy Director: Alumni Relations.

## CUT celebrates International Mother Tongue Day in a quest to transform education through multilingualism



*Attendees at the International Mother Language Day celebration.*

In SA, the constitution through Section 6(2) provides that the state, and by extension, public institutions such as universities, must take practical and positive measures to elevate the status and advance the use of indigenous languages.

The Central University of Technology continues to embrace change, promote multilingualism, and create an inclusive learning environment for students. The university has already set the ball rolling in promoting the indigenous African languages within the higher education.

Great strides have been made and so far, Civil Engineering and Biomedical Technology terminology lists have been developed and translated into Sesotho; verified, authenticated, and endorsed by the Pan South African Language Board (PanSALB), CILT and the Sesotho National Language Body (SLNB) standardised the work. The first Civil Engineering English-Sesotho Lexicon Booklet has been launched and progress is under way to embed the use of African languages in academic programmes.

On 21 February 2023, the institution celebrated International Mother Language Day which is in-line with the CUT's language policy. The day is a worldwide annual observance held on 21 February to promote awareness of linguistics, cultural diversity,

and multilingualism. This year's annual theme was "Multilingual: The use of indigenous languages in learning and teaching."

Dr Charlotte Nunes, Deputy Director; Students Academic Development and Support said that CILT's endeavours to promote multilingualism through the lexicon project is in line with CUT's language policy. "The project follows a transformative approach and responds to a directive from the Department of Higher Education and Training (DHET) to develop African languages in higher education. This year, CILT through the writing centre, is working with law students and lecturers to develop the law English-Sesotho terminologies. It is important to highlight that students play a pivotal role in the development of these lexicons," said Dr Nunes.

Tshegofatso Mojanaga, SRC Sabbatical Secretary General presented on "students transformation approach to the institution's language policy" she mentioned that as the SRC, they are excited to celebrate the International Mother Language Day as it signifies CUT as a rainbow institution with a core value of diversity. "Sitting here, we come from different backgrounds but one thing that knits us together is the beauty of our diversity. Therefore, take this opportunity to learn, understand and celebrate other languages," she said.

## X-Culture Entrepreneurial Excellence Ceremony celebrated



**From left** - Simphiwe Mkhonazi, a Bachelor of Electrical Engineering graduate, Ms Maraka Lefera, Lecturer: Human Resources Management (Welkom Campus), Nandi Tsoetsi: 3rd year student: Human Resource Management (Welkom campus), Ntebaleng Mopedi, 3rd year student: Human Resource Management (Welkom campus), and Mr Sekoele Ramajoe, Coordinator: Internationalisation at Home.

On 23 May 2023, CUT International Student Association held the X-Culture Entrepreneurial Excellence Ceremony at the Bloemfontein campus to celebrate the accomplishments of CUT students who participated in the X-Culture virtual exchange program and also to award them with certificates. X-Culture is a platform that fosters the growth of 21st century employability skills, which are essential for graduates to thrive in today's globalised workforce and attracts about 5 000 students from 150 universities in 40 countries across six continents every semester.

X-Culture as an Internationalisation at Home (I@H) initiative, has revolutionised the way students and staff approach internationalisation at the CUT. The program is aligned with the university's commitment to Internationalisation at Home and provides an alternative mode of global engagement by offering students a remarkable opportunity to experience the benefits of a global perspective without leaving the confines of the university.

As part of the program, best students are selected and two students, Ntebaleng Mopedi, 3rd year Human Resource student from Welkom campus and Simphiwe Mkhonazi, Bachelor of Electrical Engineering graduate from the Bloemfontein campus attended the Global Business week Conference at Maria Curie-Sklodowska University in Lubin, Poland.

Mr Sekoele Ramajoe, Coordinator: Internationalisation at Home said that X-Culture is a professional association dedicated to developing and disseminating knowledge about international business. "We are committed to shaping the future of international business students and their education. X-culture membership consists of scholars at colleges, universities, and research institutions as well as practitioners with scholarly interests from businesses, government, and non-profit organisations," said Ramajoe.

## CUT celebrates Africa Day and commemorates the foundation of Organisation of African Unity



**From left:** Mr Leolyn Jackson, Director: CUT Centre for Global Engagement, Mr Sandew Hira, Co-editor of the book: *Decolonization of The Mind*, Ms Refilwe Moleyane, Deputy Director: International Academic Partnerships, Centre for Global Engagement, Dr. Xolani Khohliso, Deputy Director: Curriculum and Academic Staff Developer and Dr Brian Sibanda, Researcher and Lecturer: Centre for Teaching and Learning (UFS).

The month of May is recognised as Africa month, a time when the African continent celebrates their identity and common purpose to unite regardless of ideology and affiliation. The significance of Africa Month is an opportunity to celebrate African diversity and success, as well as to highlight the cultural and economic potential that exists on the African continent. The celebration also acknowledges the progress that Africans have made while reflecting upon the common challenges they face in a global, regional and local context.

As part of celebrating Africa Month, CUT hosted Africa Week from 23 to 26 May 2023 to commemorate the 60th anniversary of the Organisation of African Unity (OAU), now known as the African Union (AU), under the theme “A Prosperous Africa Based on Inclusive Growth and Sustainable Development.” Through this celebration, the university also shared cross-cultural activities such as information sharing, presentations, round table discussions, indigenous musical performances dance, games, and cultural food.

In his address, Mr Leolyn Jackson, Director: Centre for Global Engagement, mentioned that the notion

of CUT as a leading African university should be seen against the background of aspirations that aims to be socially relevant and to have a positive impact on the social economic conditions that the institution serve.

“It is for this reason that at the CUT, Africa Day is an annual event based on the long history of providing a home for African and International students from all diverse backgrounds and cultures. On this special day, we at CUT do not only reflect on the diverse cultural heritage, but we also look at the future that we aspire to see,” said Mr Jackson.

Keynote speaker, Mr Sandew Hira, Secretary of the Decolonial International Network Foundation, activist, author and co-editor of the book series “Decolonizing The Mind,” donated his book to the CUT Library, as a source that is informative and speaks to the aims of decolonisation.

Through the annual celebration of Africa Day, CUT remains focused and reflective on the future where everyone’s voice matters and their perspectives are valued.



Ms Zukiswa Maya, CUT Librarian receiving a book "Decolonizing The Mind" by the author and co-editor, Mr Sandew Hira, also Secretary of the Decolonial International Network Foundation.



From left: Dr Maboreng Maharaswa, Zizipho Boitshoko Seselo and Zizipho Nyulu, from the St Francis Productions, at the CUT Africa Week celebration.



African Musical Instruments displayed at the celebration of the African week.



On the day, several djembe drummers and traditional beer brewers gathered around a small fire at the Ellen Kuzwayo foyer to witness the beauty of different African cultures, share traditional music, food and cultural stories.



The Health and Environmental Sciences team **from left:** Florina Motsamai, Lecturer: Dental Assistant, Prof. Hesta Friedrich-Nel, Assistant Dean, Nicky Nigrin, Secretary to the Dean, Carien Weyers, Senior Lecturer Life Sciences and Dr Idah Manduna, Senior Researcher.



Above: Head-to-head with morabaraba: Staff and students also showcased their talent and skills in some of the indigenous games played on the day such as Morabaraba, and Kgati.



Damo Mokgatla from Body & SoulCollab showcased different traditional musical instruments and guided the drummers.



The faculty ladies enjoyed themselves playing kgati (skipping rope), one of the indigenous games.



Traditional beer brewers displayed their brews for tasting.



Different cultural groups also displayed their cultural artefacts and shared their cultural stories.

## CUT Vice-Chancellor and Principal Prof. Dube officiate her first graduation ceremony at the Welkom campus 2023 Autumn Graduations

*Vice-Chancellor and Principal, Prof. Pamela Dube, presides over her first CUT graduation ceremony at Welkom Campus alongside acting Chairperson of Council, Dr Charity Mbileni-Morema (left).*



Praises and ululations were the order of the day at the Central University of Technology's first autumn graduation ceremony that took place from 04-11 May 2023 at both Bloemfontein and Welkom campuses. Thousands of families, guardians, and friends came to witness and support their loved ones.

Vice-Chancellor and Principal, Prof. Pamela Dube presided over her first-ever CUT graduations since her appointment this year.

During the 2023 autumn graduation, 3 756 undergraduates, including 62 master's and 21 doctoral recipients graduated.

In his congratulatory message Prof. Alfred Ngowi, Deputy Vice-Chancellor: Research, Innovation and Engagement, said that CUT is among the leading Universities of Technology that drives higher education's entrepreneurship and innovation agenda.

"Graduation is one of the most critical events in a person's life. Despite many setbacks, it is

the pinnacle of a student's academic pursuits and the outcome of three years of hard work, sometimes four or five years of toiling. Many have come to appreciate students' struggles to reach the finish line, and we take off our hats to you! I also acknowledge the contribution of our academic staff for their consistent efforts and unwavering dedication to delivering high standard of education, you, too, deserve to be congratulated and celebrated. Our aspiration remains to equip young people with the skills and knowledge that are a prerequisite for growing their businesses and creating job opportunities for others. Entrepreneurship and innovation are now embedded in our teaching and learning, research, and community engagement programmes, and we have established a robust innovation and entrepreneurship ecosystems."

In conclusion, he thanked the parents, friends, and lecturers for their support. "Our gratitude goes to your parents, guardians, spouses, and lecturers for the vital role that they have played in your academic life."

## Honorary Doctor of Philosophy in Management Sciences conferred to Daphne Mashile-Nkosi



*Honorary Doctor of Philosophy in Management Sciences (Entrepreneurship) recipient, Dr Daphne Mashile-Nkosi.*

The Central University of Technology, Free State (CUT) has conferred an Honorary Doctor of Philosophy in Management Sciences (Entrepreneurship) to a dynamic businesswoman, Daphne Mashile-Nkosi, the sitting Executive Chairperson of Kalagadi Manganese (Pty) Ltd, a shareholder, board member and founder of several companies in South Africa.

While delivering her speech, she said that she shared this honour with all the teams she has served with, partners, supporters and family who have supported and encouraged her through the years.

“As I accept this honorary doctorate, I understand that with great recognition comes great responsibility. I pledge to continue to use the knowledge, experience, and skills I have acquired on my journey to further support young entrepreneurs, small business owners and develop opportunities for those who, like me have faced great odds. I am grateful for this nomination and honorary doctorate conferral for it says that what little we think we have achieved can be recognised by an esteemed institution of

learning such as yourselves. For me today, it says I have done something right,” she said.

A social activist, she continues to advocate for female empowerment and self-reliance in South Africa. To date, she has ensured that at least 70% of the shareholders of Kalagadi Manganese are women and continues to make a difference in the lives of women and their families.

“Coming from a poor upbringing, no one could have imagined I would one day become the first and only black woman to own a mine in South Africa nor imagined the life I would live, making a contribution in many of the boardrooms in South Africa and the world. From the obstacles I had to face and the walls I had to scale, it was unthinkable - even though, already at a young age, I had set my heart on lofty dreams. I knew that one day I wanted a big house, it was my barometer for achieving great things. Growing up, I was full of confidence. It didn't matter what you said about me, it wasn't going to change my mind on the dreams I had for myself. Surrounded by the poverty of my community and our small means, I was dead set on being successful,” said Mashile Nkosi.

## Chancellor's Excellence Award in Hospitality Management awarded to George Cohen at the 2023 Autumn Graduations



*From left: Dr Sally Dzingwa, Institutional Registrar, Mr George Cohen, recipient of CUT's 2023 Chancellor's Excellence Award in Hospitality Management, and Prof. David Ngidi, acting Vice-Chancellor and Principal.*

The prestigious 2023 Chancellor's Excellence Award in Hospitality Management was awarded to George Cohen, Managing Director, hotelier, and expert in the Hospitality Management Industry.

Admired in the hospitality industry as a prominent hotelier with a particular flair for, and understanding of, the African hotel industry, Cohen thanked CUT for the immense and unexpected honour. "Secondly and more importantly, I'd like to congratulate all the graduates on their well-earned success and wish them luck with all their endeavours as they venture into the world of employment or further studies.

After matriculating from St. Andrew's School in Bloemfontein in 1970, Cohen commenced with a degree in accounting and commercial law at the University of Natal.

He began his journey in hotel management in 1973 as the Head Night Auditor and Relief Manager of Malibu Hotel (Southern Sun Hotels) in Durban. In the early 1970s, Cohen pursued both educational and work-related opportunities in England. In 1975, he joined Westminster College Hotel School in London, and registered as a part-time Hotel and Catering International Management Association (HCIMA) intern.

He then ascended to the general manager position only six years after starting in the hospitality industry; a feat only achieved through his impeccable work ethic and drive.

"Education is the pillar of your future, which coupled with experience will take you far, but I've learnt that in life, the most important thing is the attitude towards your future and the desire to be exceptional in what will set you aside from the rest as you venture forth. South Africa is a country of immense opportunities, it's there waiting for you, you just have to make the effort and show the determination to succeed," added Cohen.

He is known for generously coaching and sharing his knowledge with up-and-coming hospitality graduates and has supported the CUT Hotel School, its alumni and work-integrated learning (WIL) students for many years.

Under his leadership, a Saxon Bursary was established during the period 2016 to 2018 for deserving CUT Hotel School students. "The school of hospitality management is one of, if not the finest in South Africa. I have been privileged to be associated with the school since its inception in 1993 when I had the first intake of first year students to spend six months with me in England to get work experience," he concluded.

Turning 70 years old this year, with 50 years` industry experience across South Africa,

Kenya, Rwanda and the United Kingdom, Mr Cohen is at the helm of The Saxon Collection. As the Managing Director of this award-winning hotel, his portfolio includes many accomplishments.

These include the expansion project that saw The Saxon Boutique Hotel and Spa expand from a 24-suite to a 53-suite hotel with the most sought-after rooms and facilities in South Africa, and arguably the world. His broad insight and expertise paved the way for the commercialisation of Shambala Private Game Reserve, while also guiding both properties into the membership of Leading Hotels of the World (LHW), Virtuoso and Signature Travel Network.

As an old Bloemfonteiner, he has a great deal of affection for

the CUT Hotel School and its graduates.

As general manager, Mr Cohen lead establishments such as Haydock Post House Hotel, Hallam Tower Hotel and Forte Grand Hotel in the UK. In his role as general manager, he doubled sales return through converting to higher rate corporate trade and opening a health and fitness club at the Hallam Tower Hotel. Upon his return to South Africa.

He was appointed as group general manager for The Courtyard Management Company.

He was also appointed as Director of Block Hotels in Kenya, where he was responsible for all aspects of the organisation and the running of the company's 12 properties across Kenya.



*Mr Gustav Pieterse, General Manager: Saxon Hotel, Villas and Spa, Dr George Cohen awarded CUT's 2023 Chancellor's Excellence Award in Hospitality Management, Prof. David Ngidi, acting Vice-Chancellor and Principal, and Prof Albert Strydom, Dean: Faculty of Management Sciences.*

## CUT graduates 16th cohort from fruitful Maccauvlei partnership and 1st cohort in newly offered monitoring and evaluation programme



*Seated front row: L-R, Prof. Deseré Koko, Associate Professor: Human Resources Management, Dr Lineo Dzansi, Senior Lecturer: Human Resources Management, Prof. David Ngidi, DVC: Teaching and Learning, Prof. Albert Strydom, Dean: Faculty of Management Sciences, Ms Paula Teigao, Practice Leader: OD ETDP and HR at Maccauvlei Learning Academy, Prof. Crispin Chipunza, Assistant Dean of the Faculty of Management Science, Prof. Tshedi Naong, Head of the Department: Business Management.*

CUT and Maccauvlei’s strategic partnership saw the 16th cohort of 43 Advanced Diploma: Human Resources Management and the first intake of 26 Post Graduate Diploma: Human Resource Management students graduating

at the 2023 Autumn graduations. The long-standing relationship was established in 2012 and continues to bear fruits in making a difference in HR Practitioners’ professional lives.



*The Faculty of Management Sciences also saw their first group in the Advanced Diploma: Monitoring and Evaluation graduate. The programme is offered by the recently established Entrepreneurship Development Unit (EDU). Seated in the middle is Prof. Albert Strydom, Dean of the Faculty of Management Sciences, and to his right is Prof. Dennis Dzansi, Director of EDU.*

## Newly capped Doctors

*Doctor of Engineering in Electrical Engineering*



**Dr. KULOR Frank, MSc (ANUC)**

**Topic:** Optimal operation and control for a hybrid HFO-DLCO gas turbine power generating plant"

**Promoter:** Prof. ED Markus, DTech, (TUT)

**Co-promoter:** Prof. K Kusakana, DTech (CUT)

Dr Frank Kulor researched and devised optimal operation and control for a hybrid heavy fuel oil-diesel light crude oil gas turbine power facility.

The research is applicable to the power generation industry and industrial organisations that operates standby power facilities for fuel efficiency and management systems.

The main contribution of the study is an optimal control design that ensures seamless dual-nozzle fuel switching and transition, enhancing the turbine's high-efficiency, continuous power output.

The research influenced gas turbine design and specification to integrate optimum control logic switching in the dual fuel gas turbine, thereby eliminating manual fuel switching which causes turbine output variation during the switching process. The study has produced 3 publications in accredited journals.

*Doctor of Philosophy in Management Sciences (Business Management)*



**Dr MUSIIWA, Douglas, MBA (University of Zimbabwe)**

**Topic:** "Developing an integrated predictive-explanatory model of behavioural intentions formobile cellular services"

**Promoter:** Prof. P Rambe, PhD (UCT)

**Co-promoter:** Prof. CC Chipunza, DTech (NMU), Prof. DY Dzansi, PhD (UP) and Dr EO Amoakoh, DMSc (CUT)

In his thesis, titled "Developing an integrated predictive-explanatory model of behavioural intentions for mobile cellular services", Dr Douglas Musiiwa contributed to the scholarship on the creation of a critical mass of loyal customers and their retention, which is the cornerstone of the future survival of cellular companies.

Drawing on the holistic approach to consumer behaviour and decision-making theories, he investigated the nomological causal relationships of the determinants of behavioural intentions (BIs), in order to address the problem of customer switching in the cellular industry.

The empirical results led to the development of a unified, prescriptive and integrative predictive-explanatory model that can be used for designing intervening strategies directed at preventing customer switching.

In addition to expanding existing knowledge on the formation of BIs, his study also contributes to the understanding of how the interdependence of the different marketing factors would assist marketing practitioners in implementing a cross-enterprise strategy beyond the marketing department.

Dr Juan Siecker's doctoral study was based on improving energy efficiency in large residential buildings.

The aim of the research was to minimise the energy usage and associated costs of a residential energy hub, forming part of a hybrid renewable energy micro-grid system connected to the utility grid.

Optimal control algorithms were developed and applied to the energy-intensive processes in large residential buildings to achieve the study aim.

The optimal control algorithms revealed substantial resultant energy usage and cost savings. Two accredited journal articles and two international conference papers were published from the findings of the research.



**Dr. SIECKER Jaun, MEng (CUT).**

**Topic:** Optimal electrical and thermal energy management of a residential energy hub integrating renewable energy, demand response and energy storage systems"

**Promoter:** Prof. K Kusakana, DTech (CUT)

**Co-promoter:** Dr Bp Numbi, PhD (UP)

*Doctor of Engineering in Electrical Engineering*



**Dr. PATRICK Ngancha Bonja, MEng (CUT)**

**Topic:** "Optimal water pump scheduling in an open reservoir water-treatment system, incorporating evaporation and seepage effect"

**Promoter:** Prof. K Kusakana, DTech (CUT)

**Co-promoter:** ED Markus, DTech (TUT)

Dr Ngancha Patrick Bonja's aim of his doctoral research was to develop optimal energy control models for managing water pumping systems, in order to minimise the total energy consumption costs, considering the time of use (ToU) tariff in municipal water treatment plants, in the context of South African electricity supply, as well as the effects of evaporation, seepage and precipitation.

Therefore, several energy management models were developed, in order to meet the pumping water demand, whilst minimising the amount of energy required during the operation.

Five accredited journals and one international conference paper were published from the findings of the research.

*Doctor of Engineering in Electrical Engineering*

Dr Lebohang Pius Moji's doctoral study focused on optimal energy management of hybrid energy systems for commercial buildings.

The aim of this study was to develop a model that minimises the cost of purchased electricity from the grid utility during normal operating conditions, as well as to optimise operation during load shedding.

His passion for teaching and learning earned him the Vice-Chancellor's Excellence Award in the Advanced Career Teaching category in September 2011. He published three conference and journal papers from the results of his research.

He rendered his expertise as an academic for 32 years before retiring at the Central University of Technology, Free State (CUT) in February 2022.



**Dr. MOJI Lebohang Pius, MSc (Wales)**

**Topic:** Optimal energy management of hybrid energy system for s commercial building.

**Promoter:** Prof. K Kusakana, DTech (CUT)

*Doctor of Engineering in Electrical Engineering*



**Dr. BIHI Thabo George, MTech (CUT)**

**Topic:** "Intelligent quality management system for flexible manufacturing systems"

**Promoter:** Prof. K Kusasa, DTech (CUT)

Dr Thabo George Bihi's doctoral study was based on intelligent manufacturing processes in the era of the Fourth Industrial Revolution (4IR). The research was aimed at developing an intelligent data management system to mitigate the disadvantages associated with data handling in flexible manufacturing systems (FMSs).

The result was the development of an Intelligent Quality Management System (iQMS) that caters for the unique data-handling requirements of FMSs, to successfully gather, analyse and log data generated during the assembly process.

The contributions of the study were driven by the need for more quality data management research in the flexible manufacturing industry. In 2016, he became part of the New Generation of Academics Programme (nGAP) spearheaded by the Department of Higher Education and Training (DHET). An accredited journal and international conference paper emanated from the research.

*Doctor of Engineering in Electrical Engineering*

Dr Nutifafa Geh's doctoral research addressed how the deployment of solar PhotoVoltaic could be enhanced in South Africa's public universities to advance the sustainability of buildings on campuses.

This informed the National Research Foundation and The World Academy of Sciences (Grant No. 116085) funded study, entitled "Development of a model towards the improvement of building energy performance in South African public universities using solar PhotoVoltaics".

The model provides empirical evidence on campus sustainability from an African perspective. The research has been shared with peers in three SCOPUS indexed journals, a book chapter, and at international conferences.



**Dr. GEH Nutifafa, MSc (Liverpool)**

**Topic:** "Development of a model towards the improvement of building energy performance in South African public universities using solar photovoltaics"

**Promoter:** Prof. FA Emuze, PhD (NMU)

**Co-promoter:** Prof. DK Das, PhD (IIT)

*Doctor of Engineering in Civil Engineering*



**From left: Prof. OJ GERICKE and Dr. Petrus Johannes PIETERSEN MTech (CUT)**

**Topic:** "Development and assessment of regionalised areal reduction factors for catchment design rainfall estimation in South Africa"

**Promoter:** Prof. OJ Gericke, PhD (UKZN)

**Co-promoter:** Prof. JC Smithers, PhD (UKZN)

Dr Jacobus Petrus Johannes Pietersen has a special interest in flood hydrology and water resources management.

His doctoral study focused on the derivation of long-duration geographically centred and probabilistically correct Areal Reduction Factors (ARFs) to enable the conversion of design point rainfall depths to an average areal design rainfall depth at catchment/regional level.

The ARF methodology developed is new to the South African flood hydrology research community and practice, whilst the web-based software application developed will enable the consistent estimation of regional ARFs. Six outcomes emanated from the research, namely four papers in Department of Higher Education and Training (DHET)-accredited peer-reviewed journals, one Water Research Commission technical report, and one international conference.

*Doctor of Engineering in Civil Engineering*

In his PhD research, Dr Kgomotso Lebelo explored chemical contamination in food, with specific reference to trace metal accumulation.

The findings can improve food contamination surveillance and human health risk assessments in South Africa.

His study established a platform for understanding the remediation needs of polluted agricultural land, and provided engagement by industry and academia to explore essential topics in food contamination and toxicological assessments. His research further impacts environmental health professionals through continuous development workshops targeting the environmental health profession and its sub-fields.

Two book chapters and two journal articles published in international journals emerged from this research whilst further two articles are under review. He was the first-prize recipient of the 2020 Vice-Chancellor's Excellence Award in Community Engagement category.



**Dr. LEBELO Kgomotso, MTech (UJ)**

**Topic:** "The implications of chemical contamination in food: a surveillance and probabilistic human health risk assessment of heavy metal accumulation in food"

**Promoter:** Prof. MJ Mochane, PhD (UFS)

**Co-promoter:** Prof. EM Masinde, PhD (UCT) and Prof. NJ Malebo, PhD (UFS)

*Doctor of Philosophy in Environmental Health*



**Dr. SENBORG Samson Sanya, MSc (KSU)**

**Topic:** "Impact of urban development on climate and river systems: implications for the environmental health sustainability of the Mangaung Metropolitan, South Africa"

**Promoter:** Prof. SA Oke, PhD (UFS)

**Co-promoter:** Prof. NJ Malebo, PhD (UFS)

**Co-promoter:** Prof. O Ololade, PhD (UJ)

Dr Samson Sanya Senbore's doctoral research findings were notable in the areas of water and environmental sustainability in the Mangaung Metropolitan Municipality.

He found that human activity and urban development had caused drought and water shortages in the greater Mangaung region. His study helps to comprehend the water and environmental impact resulting from a surge in urbanisation and informs planning for the sustainable development of the Mangaung Metropolis.

He developed an Urban Health Sustainability (UHS) model to assess and measure urban environmental and socio-environmental impact due to growing urbanisation in the Mangaung Metropolis. He also simulated future land use and land cover categories for urban expansion and water supply availability between 2028 and 2038.

*Doctor of Philosophy in Environmental Health*

Dr Limpho Martha Ramorobi conducted a doctoral study titled, “Complexation of syringic and p-coumaric acids with zinc (II) to improve their antidiabetic efficacy”.

In her study, she synthesised novel zinc complexes of p-coumaric acid and syringic acid. It was observed that zinc was a promising adjuvant for p-coumaric acid and syringic acid, which helped to improve their antidiabetic and antioxidant potential.

The study suggests complexing zinc with these phenolic acids may be a promising therapeutic approach for concomitantly managing diabetes and associated oxidative complications.

Dr Ramorobi produced three subsidy-bearing articles from her work, and co-authored four other articles during her doctoral studies. The data of her studies was also presented at a reputable international conference.



**Dr. RAMOROB**I, Limpho Martha, MSc (UFS)

**Topic:** “Complexation of syringic and p-coumaric acids with zinc (II) to improve their antidiabetic efficacy”

**Promoter:** Dr. CI Chukwuma, PhD (UKZN)

**Co-promoter:** Prof. SS Mashele, PhD (Medunsa)

*Doctor of Health Sciences in Biomedical Technology*



**Dr. MATOWANE**, Retshedisitswe Godfrey, MHSc (CUT)

**Topic:** “Synthesis characterisation and evaluation of the antidiabetic and antioxidative properties of caffeic acid and ferulic acid-zinc (II) complexes”

**Promoter:** Dr. CI Chukwuma PhD (UKZN)

**Co-promoter:** Prof. SS Mashele, PhD (Medunsa)

Dr Retshedisitswe Godfrey Matowane conducted a doctoral study titled, “Synthesis, characterisation and evaluation of the antidiabetic and antioxidative properties of caffeic acid and ferulic acid-zinc (II) complexes”.

The study took advantage of the innate medicinal properties of zinc, caffeic acid and ferulic acid to synthesise two novel zinc complexes with improved antidiabetic and antioxidant potentials.

The complexes may be relevant in concomitantly managing diabetes and oxidative stress. He produced three subsidy-bearing articles from his work, and co-authored six other articles during his doctoral studies. The data of the study was also presented at a reputable local conference.

*Doctor of Health Sciences in Biomedical Technology*

Dr Gaelle Fitong Ketchiwou's research was motivated by the gender inequality challenge in the workplace.

The study concludes that organisational support and personal responsibility are crucial for women's skills development and career progression. It also emphasises the role skills development plays in women's career progression.

One article from her research has been published in an accredited journal, and she is currently working to produce more articles and conference presentations.

She conducted her research with the aim of developing a framework for overcoming impediments women face in their skills development and career progression.



**Dr. FITONG KETCHIWOU, Gaelle, MCom (UWC)**

**Topic:** A framework for overcoming impediments towards women's Skills Development and Career progression - a case of selected South African corporates

**Promoter:** Prof. MN Naong, DBA (UKZN) Co-promoter: Prof. F van der Walt, PhD (UP)

**Co-promoter:** Dr. LW Dzansi, MPA (UFS), DTech (CUT)

*Doctor of Human Resource Management*



**DR AKABA, Julius, MTech (CUT)**

**Topic:** Developing a project management framework for supporting the sustainability of emerging contractors in the Free State"

**Promoter:** Prof. FA Emuze, PhD (NMU)

**Co-promoter:** Dr EK Agbobli, DTech (CUT)

Dr Julius Akaba's doctoral research addressed how a project management framework could support the sustainability of emerging contractors in the Free State Province.

The study, entitled "Developing a project management framework for supporting the sustainability of emerging contractors in the Free State", combined principles of project management and sustainability to make a major contribution to knowledge.

The framework provides empirical evidence that project management tools power the social, economic and environmental mandates of emerging contractors in South African construction. The research has been shared with peers in a Department of Higher Education and Training (DHET)-indexed journal, a book chapter, and at international conferences.

*Doctor of Philosophy in Management Sciences (Project Management)*

Dr Paul Harrison Adjimah's research examined the determinants of the successful commercialisation of indigenous innovation in Ghana. The study assumed that indigenous small-scale industrial small, medium and micro enterprises (SMMEs) are resource constrained, serve the poor, and deal with institutional voids. It is further assumed that resource affordability, availability, awareness and acceptability are critical issues for these SMMEs.

The research adopted multiple theories, namely the Bottom of the Pyramid (BoP) perspective, the Below-the-Radar Theory of Innovation (BRTI), and the Frugal Innovation Theory (FIT). The study further developed a model that tested regulation, finance, organisational factors, market factors and technology as the main drivers of indigenous innovation commercialisation and performance in the Ghanaian small industrial business context.

The model can be applied by policymakers, entrepreneurs and other actors in any developing country. Through this study, Harrison added to innovation literature. Two articles have been published from this thesis, whilst two more are under review for publication.



**Dr ADJIMAH, Paul Harrison, MA (HTW)**

**Topic:** Drivers of successful commercialisation of indigenous innovation: evidence from the Volta Region, Ghana"s

**Promoter:** Prof. DY Dzansi, PhD (UP)

**Co-promoter:** Dr VY Atiase, PhD (University of Wolverhampton), DBA (CUT)

*Doctor of Philosophy in Management Sciences  
(Entrepreneurship)*



**Dr AMEH, Johnson Kwesi, MBA (KNUST)**

**Topic:** Impact of microcredit on SME performance and household wellbeing of borrowers: Evidence from Ghana"

**Promoter:** Prof. DY Dzansi, PhD (UP)

**Co-promoter:** Dr VY Atiase, PhD (University of Wolverhampton), DBA (CUT)

*Doctor of Philosophy in Management Sciences  
(Entrepreneurship)*

With his thesis, titled "Impact of Microcredit on The Performance of SMEs and Household Wellbeing of Borrowers: Evidence from Ghana", Dr Johnson Kwesi Ameh contributed to the scholarship on household well-being entrepreneurs.

Drawing on institutional theory, Dr Johnson investigated the causal relationships between microcredit factors and small and medium enterprise (SME) borrowers' household well-being.

The empirical results culminated in the development of a robust model that can be used for designing microcredit delivery strategies and product designs, directed at improving access and enhancement in borrowers' household well-being.

In addition to expanding the existing knowledge on well-being enhancement, his study also contributes to the understanding of how microcredit factors impact SMEs' sales, profitability and employment generation.

## Kesaoleboga Mabuzweni excited about her milestone.

*Kesaoleboga Mabuzweni, one of the beneficiaries of an automatic wheelchair, graduated her National Diploma in Engineering: Electrical Engineering (Electronic). She is hooded by acting Dean of Students, Dr Titus Williams.*



Kesaoleboga expressed her excitement and appreciation towards the University for the undying support throughout her academic journey. “The university donated an automatic wheelchair which made it easy for me to manoeuvre around campus. I am more flexible with an automatic wheelchair as compared to my previous standard one. This one screams independence! I will forever be grateful to CUT.”

## Grade 12 learners inspired to be part of the graduation ceremonies



*Grade 12 Moroka High School and Sediti Combined School, both from Thaba-Nchu, joined the CUT 2023 Autumn graduations to witness the ceremonies and got the opportunity to meet and greet with the CUT Chancellor, Madam Justice Mahube Molemela, acting Vice-Chancellor and Principal, Prof. David Ngidi (centre), Dr Alfred Modise, Assistant Dean: Research, Innovation and Engagement (far left), Prof. Wendy Setlalentoa, Dean of Humanities (second, far right). Mr Menong Rankalo, educator at Moroka High School accompanied the learners.*



*Grade 12 Sediti Combined School learners. With them are CUT Registrar, (back row left), Prof. Alfred Ngowi, DVC: Research, Innovation and Engagement, CUT Chancellor, Madam Justice Mahube Molemela, acting Vice-Chancellor and Principal, Prof. David Ngidi (centre), Dr Charity Mbileni-Morema, (3rd from right) acting Chairperson of Council, Dr Alfred Modise, Assistant Dean: Research, Innovation and Engagement, (2nd from right) and Prof. Wendy Setlaletoa, Dean of Humanities, (far right). The learners were accompanied by Mr Diba Cambane, educator, (behind Dr Alfred Modise).*



*Grade 12 learners from five Lejweleputswa District Municipality High Schools (Wessel Maree High School, Virginia High School, Ventersburg Combined School, Letsete High school, and Khaleng High school) were also in attendance to witness the ceremony and get some motivation to work hard towards their final exams. Learners are flanked by Dr Alfred Modise, Assistant Dean Research and Innovation Engagement (front row - 2nd from left), Dr Sally Dzingwa, Registrar and Vice-Chancellor and Principal, Prof. Pamela Dube (middle).*

## CUT Chancellor hosts Doctorandi dinner to celebrate the achievement of newly graduated doctors



Twice a year, the university hosts Chancellor's Doctorandi Dinner to celebrate the achievements of doctorate holders. This auspicious occasion is the university's tradition of recognising the accomplishments and milestones of newly capped doctors.

**Front row from left:** Dr Ngancha Bonja Patrick: Doctor of Engineering, Electrical Engineering; Cllr Charity Mbileni-Morema: acting Chairperson of Council; Dr Ameh Johnson Kwesi, Doctor of Philosophy in Management Sciences, Entrepreneurship; Dr Mashile-Nkosi Daphne: Honorary Doctor of Philosophy in Management Sciences: Entrepreneurship; Madam Justice Mahube Molemela: CUT Chancellor, Dr Thabo Bihi: Doctor of Engineering, Electrical Engineering; Prof. David Ngidi, DVC: Teaching and Learning; Dr Michiel Heyns Doctor of Engineering, Civil Engineering; Dr Petrus Johannes Pietersen: Doctor of Engineering, Civil Engineering; and Dr Geh Nutifafa, Doctor of Engineering, Civil Engineering.

**Back row from left:** Prof. Alfred Ngowi, DVC: Research Innovation and Engagement, Dr George Ellert Cohen recipient of Chancellors Excellence Award; Dr Kgomotso Lebelo, Doctor of Philosophy in Environmental Health, Dr Musiiwa, Douglas: Doctor Of Philosophy In Management Sciences: Business Management; Dr Sally Dzingwa, CUT Registrar, Dr Godfrey Matowane, Doctor of Health Sciences, Biomedical Technology; Dr Llimpho Ramorobi, Doctor of Health Sciences, Biomedical Technology; Dr Frank Kulor, Doctor of Engineering, Electrical Engineering; Dr Julius Akaba, Doctor of Philosophy, Management Sciences, Project Management; and Dr Samson Senbore, Doctor of Philosophy in Environmental Health.

## Three mega building projects kick off at CUT's Welkom Campus

The Central University of Technology is currently embarking on a project to construct various buildings at both its campuses, an important milestone in developing infrastructure upgrades for the rapidly growing university. The construction on some of the projects has already started in May 2023 and is scheduled to be completed in September 2024.

The Welkom facilities to be constructed include a new residence, which will provide much-needed student accommodation. The double-storey building will feature 16 family units amounting to 221 beds. The multi-purpose hall, which will be used for purposes of indoor sports facilities, various university events, examination venues etc., has a maximum capacity of 910.

Another facility, the Teacher Education building, which is considered a high-priority building, is scheduled for construction in September 2023. The three-storey building, which is envisioned to house academics, has special features such as laboratories, lecture halls, additional office space and media rooms.



*The project timelines are as follows: Project award date: December 2022, Site establishment date: May 2023, Commencement date of construction: June 2023, planned completion date: July/August 2024, Handover date to CUT end user: Aug/Sept 202*

For the duration of construction, efficient and competitive diverse workforce will be employed, including local (Free State) unskilled and semi-skilled labour force and sub-contractors. There will also be Work Integrated Learning (WIL) opportunities for CUT students in Construction Management, Civil Engineering and Quantity Surveying to gain technical experience on-site.



*At Welkom Campus, members of the project steering committee, Welkom Campus management, SRC and Nehawu representative members launched the Welkom Campus mega projects. Amongst them were Interim Senior Director: Special Projects, Prof. Patrick Fitzgerald, Mr. Stephan Thompson – Trencon Construction **(Front row, third from the right)**, Mr. Richard Frade – Trencon Construction **(Back row, fourth from the right)**, Mr. Alain Jacquet – Sabeex*

***(Back row – second from the left)**, Mr. WR Britz – CUT Project Delivery Manager (Back row – Third from left), Councillor Joe Mosia, Matjhabeng Local Municipality **(Front row, second from the right)** Mr. Jacques Wessels – Glad Africa Project Manager **(Front row, third from left)**.*

# 06

COMMUNITY  
ENGAGEMENT  
AND PARTNERSHIPS

## CUT and partners embark on an educational beer tour through Bloemfontein



*Jaco Kersop, head brewer at Famous Brew & Still in Bloemfontein.*



*The tourism team from FSGLTA enjoying their brewed beers.*

On 10 February 2023, the Central University of Technology, in collaboration with the Beer Association of South Africa (BASA), Brew Routes and the Free State Gambling, Liquor & Tourism Authority (FSGLTA) embarked on a beer journey through the heart of Bloemfontein visiting local breweries. CUT's pride and passion for beer is undeniable since the university's annual beer and food pairing event is a highlight on Bloemfontein's social calendar. The teams have also won several awards for their beer crafting during the Intervarsitybrew.

The first stop on the tour was the Famous Brew & Still, located in Westdene, then an informative tour at the Naval Hill, East End Brewery and the last stop was, of course, CUT's brewery.

For most participants on the beer journey, it was a new and exciting experience to learn about different types of beers and the science behind beer crafting.

According to Troye May, a BASA representative, the main purpose of the beer tour was for the Inaugural Beers Bloem Brewers Launch, to break the stereotype around how most people perceive beer. Mr May mentioned that the tour gave positive results as people showed interest, hunger and excitement to learn more about beer crafting.

Lehlohonolo Ndidi, Tourism intern from the Free State Department of Small Business Development, Tourism and Environmental Affairs (DESTEA), said that the tour was illuminating as it allowed them to learn about the breweries around town and how they operate.

"Local businesses such as the breweries we visited serve as tourist attractions for people in and outside Bloemfontein. Also, the history behind the Naval Hill and how it came about took most of us by surprise, I feel that the tour was necessary", he said.

## CUT and the Rural Education Access Programme formalises their relationship in an MoU signing

**From left:** Ms Ndileka Boo, Head of student support: REAP, Prof. Pamela Dube: Vice-Chancellor and Principal, Mr Russell Davies, Director: Rural Education Access Programme and Prof. Alfred Ngowi, Deputy Vice-Chancellor: Research Innovation and Engagement.



On 07 March 2023, the Central University of Technology, Free State (CUT) and Rural Education Access Programme (REAP) formalised their long-standing relationship dating back to 2008, in a Memorandum of Understanding (MoU) signing. REAP is a South African NPO focused on assisting academically able South African youth from disadvantaged backgrounds, specifically in rural areas, to access and succeed in higher education. Although the organisation is not a core funder, it works closely with government entities to supplement the NSFAS-funded students with basic resources such as laptops and other educational material, allocates a Student Development Advisor (SDA) to each REAP student to assist and guide with structured and holistic support for the duration of their undergraduate programmes.

At the agreement signing, Prof. Pamela Dube, Vice-Chancellor and Principal, also a REAP Board Member, said that she is looking forward to signing her first agreement on behalf of the institution. “I am looking forward to seeing how we as the CUT community take these agreements into action and, more so, how much we value and nurture these relationships going forward.”

She also mentioned that REAP works closely with universities and provides wrap-around programmes, which not only focuses on access and funding but also monitoring of the progress and success of students, their well-being and how they can enable and support them.”

When giving background information on the programme, Mr Russell Davies, Director:

REAP, mentioned that the organisation offers motivated young South Africans from disadvantaged rural households the support and guidance they need to participate and succeed in post-school education and training in order to sustain themselves and become ethically responsible and caring citizens.

“REAP aims to reduce rural poverty in South Africa by developing skilled, self-sustaining, ethically responsible youth. CUT has become an important part of us, and we have supported several students. So far, 375 students have benefited from this partnership. This MoU is to formalise our long-standing relationship and I am looking forward to more years of growth and success.”

## CUT takes aim at Leadership Chair to drive food safety culture and sustainability in South Africa



**From left** - Prof. Samson Mashele, acting Deputy Vice-Chancellor: Research Innovation and Engagement; Mr Quvile Gcobane, CUTis CEO; Ms Matshidiso Mfanta, CUTis Chairperson; Tom Mkhwanazi, W&R SETA CEO and Mr Mxolisi Maphakela-Research Manager (W&RSETA).

The Central University of Technology, Free State (CUT), represented by the Centre for Applied Food Security and Biotechnology (CAFSaB), the Wholesale and Retail Sector Education and Training Authority (W&RSETA) and CUT Innovation Services (CUTis) as implementing agent, held a strategic visit and campus walk-through with the aim to establish a Leadership Chair in the fields of food safety culture and sustainability.

Food safety, customer wellbeing and the circular economy are priority areas to the W&RSETA, as well as research, postgraduate supervision, student and staff exchange, skills development, training, innovation and entrepreneurship.

During the visit, stakeholders shared priorities and expectations, and aligned the CUT strengths and practices with the SETA needs as informed by the sector skills plan (SSP). A Memorandum

of Understanding was signed off between W&RSETA and CUTis, laying the foundation for further discussions and projects.

Mr Tom Mkhwanazi, CEO of the W&RSETA voiced his support for the initiative.

Alluding to its articulation well with the SETA intent to empower students and the youth to pursue entrepreneurship and innovation, and ultimately contribute to job creation.

“The agreement with the CUT aims to support and explore ways in which we ensure that there is beneficiation within collaborative research, community education and training activities in the Wholesale and Retail spheres, which is what the MoU embodies,” said Mr Mxolisi Maphakela, W&RSETA Research Manager.

## CUT and SA Human Rights Commission sign MoU to promote a culture of respect for all



*CUT Vice-Chancellor and Principal Prof. Pamela Dube and Mr Thabang Kheswa, Provincial Manager: South African Human Rights Commission.*

On 20 March 2023, the Central University of Technology, Free State (CUT) and the South African Human Rights Commission (SAHRC) signed a Memorandum of Understanding (MoU) to promote a culture of respect for human rights in the Free State Province.

The areas of potential collaboration between the parties include but are not limited to information sharing, research, programmatic advocacy cooperation, policy formulation, enhancing capacity, investigations, and special projects.

In her welcome address, Vice-Chancellor and Principal Prof. Pamela Dube said that both CUT and the Commission present great potential to change the position they can play in the region and to be more considerate and in touch with the needs, expectations and interests of students, staff and communities. "We see the commission as a true symbol of social justice, equality and human dignity in our communities, and we want to play a role in supporting the ongoing dialogue on social justice and human rights issues within the university and the communities we serve to shape a better future for next generations."

She also mentioned that the purpose of the signing is to develop and expand on the framework for cooperation to ensure the efficient and effective implementation of joint activities between the two parties. "We are obliged to strengthen strong ties with our surroundings so that we play a critical role in collaborative research work. Furthermore, we commit to collaborate on agreed areas of research related to human rights, public administration, environmental justice, development, monitoring and evaluation; and other areas of mutual benefit in promoting the objectives."

Mr Thabang Kheswa, Provincial Manager: South African Human Rights Commission, said that institutions of higher learning are important where there are a lot of socio-economic challenges. "Institutions of this nature are important, especially for our work as the Human Rights Commission. With your expertise, we hope to work together to transform our society."

## CUT's WIL and the Department of Employment and Labour strengthen their long-standing relationship to improve graduate employment



**Pic 1:** Ms Linda Nongena-Sigedle, Director: Department of Employment and Labour (DEL), and Prof. Ntsoaki Malebo, Senior Director: Centre for Innovation in Teaching and Learning.

**Pic 2:** Ms Nkwakwa, Deputy Director, Public Employment Services: Department of Employment and Labour (DEL), Dr Jacobs, Director WIL and Industry Liaison, Ms Linda Nongena-Sigedle, Director: Department of Employment and Labour (DEL), Prof. Ntsoaki Malebo, Senior Director: Centre for Innovation in Teaching and Learning and Mrs S Joubert, Coordinator: WIL and Industry Liaison.

On 17 April 2023, Central University of Technology and the Department of Employment and Labour (DEL) signed a Memorandum of Understanding (MoU) to strengthen their long-standing relationship, which dates back to 2004 when they co-hosted the career fair.

The MoU aims to create a partnership between the Department of Employment and Labour through its public employment services to promote cooperation and achieve employment objectives.

Dr Henri Jacobs, Director: Work Integrated Learning & Industry Liaison (WIL) said “we have come a long way to having a formal agreement in place. Part of this long history and why there is a link between us is that our mission as a university is to build strategic partnerships and this is how we view this relationship.”

Ms Linda Nongena-Sigedle, Director: Department of Employment and Labour (DEL) highlighted that DEL needs to work with different stakeholders and partners to ensure that the triple challenge of poverty, inequality and unemployment is addressed. She mentioned that their mandate is to capture job seekers on their database, make sure that they match them to the relevant opportunities and ultimately place them.

“We don’t want to produce unemployed graduates. Therefore, as the Department of Labour, we are working tirelessly to assist in this regard. Through this partnership, we need to work together and make an impact. Let this MoU be a living document with a clear measurable plan.”

## CUT Hotel School forges collaboration with Saxon Hotel, Villas, and Spa



**From left:** Mr Gustav Pieterse, Manager: Saxon Hotel, Villa and Spa, Mr. George Cohen, Managing Director: Saxon Hotel, Villa and Spa, Prof. Albert Strydom, Dean: Faculty of Management Sciences and Dr Dalene Crowther, Acting HoD: Hotel School..

On 12 May 2023, the CUT Hotel School forged a new collaboration with Saxon Hotel, Villas and Spa which is under the leadership of Mr George Cohen, a recipient of the CUT Chancellor's Excellence Award in Hospitality Management in the Faculty of Management Sciences. Under his leadership, a Saxon Bursary was established for deserving CUT Hotel School students from 2016 to 2018.

He is known for generously sharing his knowledge with and coaching up-and-coming hospitality graduates.

In his address, Mr Cohen mentioned that it has

always been his desire to have a long relationship with CUT and the Hotel School. "We want to continue with this productive and fruitful relationship". He further mentioned that the MoU includes a bursary of which out of the first-year students, five will be shortlisted and the best one will be granted a bursary which will pay for their academic finances for three years of their studies.

Prof. Albert Strydom, Dean of the Faculty of Management Sciences, thanked Mr Cohen for choosing CUT Hotel School and for the initiative to enhance the skills of CUT students through theoretical and practical experience.

## Department of Life Sciences and Mangaung Metropolitan Municipality Join Forces to commemorate the World Environment Day



*World Environment Day Campaign coordinators from CUT and Mangaung Metropolitan Municipality.*

From 1-5 June 2023, the Department of Life Sciences joined forces with the Mangaung Metropolitan Municipality in their recent waste segregation campaign to embark on the ground-breaking initiative that brought together the Solid Waste Department and Municipal Health Services sub-directorate to drive positive change in waste management practices. The campaign kicked-off with comprehensive waste management principles training for the Mangaung cleaning staff, who played a vital role as the primary custodians of the project.

They received valuable knowledge and tools to effectively implement waste segregation strategies, ensuring a cleaner and healthier environment for all. Culminating in an engaging awareness campaign, the initiative enlisted the participation of the CUT Environmental Health students. Their passion for environmental sustainability was showcased through various creative activities and initiatives, inspiring others to join the movement towards a greener future.

Aligned with the theme of World Environment Day, celebrated at the Mangaung Metro Bram Fischer building, the waste segregation and recycling campaign served as a testament to the Environmental Health programme's dedication to championing education on environmental sustainability. This project marks a significant step towards fostering a clean, conducive, and well-maintained environment not only on campus but throughout the Mangaung. The project provided a unique opportunity for all stakeholders to reaffirm their commitment to the constitutional right to a clean and healthy environment, as outlined in Chapter 2, section 24 of the Bill of Rights.

Beyond raising awareness, the waste segregation campaign also sought to forge external partnerships, creating an environment conducive to resource and skills exchange. These collaborations were instrumental in fostering strategic corporate relationships, both strengthening existing connections and establishing new ones.



*Meanwhile, the CUT Tourism Management students also embarked on a cleaning campaign on 3 June 2023. The students committed themselves to helping the community and their beautiful city - Bloemfontein. They joined the Bon Hotel's Pieter Van Rooyen and his team to tidy-up the city center.*

**07**

**HIGHLIGHTS**



“

Madam Chancellor  
Justice Mahube  
Molemela  
appointed as  
President of the  
Supreme Court of  
Appeal

”

**P**rof. Pamela Dube, Vice-Chancellor and Principal congratulated Madam Chancellor Justice Mahube Molemela for her appointment as President of the Supreme Court of Appeal.

“The University is proud to be associated with Justice Molemela, and is privileged to have her as the university Chancellor”.

Born and raised in Bloemfontein, Madam Molemela has always been a proud Free Stater with a good record of personal support to worthy causes in our communities.

She continues to render such critical support to the university and communities through the position she holds in society. In addition, her

previous experience as a CUT council member gave her the added advantage of understanding the challenges of the University and its aspirations and commitment to Vision 2030.

She remains a person of public honour, national and international stature, and prestige whose integrity is beyond question.

She has almost reached the pinnacle of her judiciary career and has a good social network, having served diligently in various social causes. “As the proud CUT community, we wish our Chancellor, Justice Molemela, the new President of the Supreme Court of Appeal, all of the best in this remarkable new journey of her career.”

## Free State matriculants top of the list nationally and CUT alumnus contributes as one of the best economics teachers



*Tokelo Chakana, CUT alumnus and one of the best teachers in the province believes that committed teachers produce successful learners.*

Tokelo Chakana, CUT alumnus and one of the Free State Province's best teachers, took his career to another level when he produced 96% pass rate in Economics at Samuel Johnson Secondary School in Xhariep District, Zastron.

As a student, Tokelo made CUT's Welkom Campus his academic home and enrolled for BEd (Senior Phase & Further Education and Training): Economic and Management Sciences programme.

He never let challenges stand in his way. He obtained distinctions in 11 of his 15 subjects in his first year and was awarded the Funza Lushaka Bursary as well as the Vice-Chancellor's Prestigious Award. He graduated Cum Laude and is now a teacher and Acting Departmental Head for Commerce at Samuel Johnson Secondary School.

"I am highly motivated in my career because I am definitely living my dream of making a difference in a black child's life and this has allowed me to touch many more." His enthusiasm and tenacity resulted in him winning the Provincial Budget

Essay Competition by the Provincial Treasury as the Best Teacher in Economics, 2020. He was the third-best teacher in the Xhariep District with a pass rate of 96% with the second-highest number of learners.

Samuel Johnson Secondary School was among the schools that got top position in Economics in their 2022 National Senior Certificates (NSC) results. "Everything matters no matter how big or small. I do everything with intention and purpose. I want my success to be an inspiration to others. I see it as a blessing to have been placed in a small town such as Zastron, where the need is great."

His wish is to change the perceptions of learners to see beyond the small town they grew up in. "The world has so much to offer so it is my mission to push them to strive for incredible things far beyond what they can see and imagine. As an educator, it is important for me to always work on improving myself in my career and explore other ventures and fields of study. There are so many opportunities and possibilities out there that are just waiting for us to grab them with both hands."

## CUT Hotel School Awards 2022 top achievers



*Tshepiso Pitikoe was awarded Student Ambassador by Ms Jaydee Snyman, Operational Manager: Hotel School.*

The CUT Hotel School in the Faculty of Management Sciences held its annual awards ceremony to recognise and honour the student excellence of 2022. The event not only honours top academic performers but also aims to strengthen partnerships with stakeholders and attract high-quality students for future enrolment with CUT. Top students were awarded trophies and certificates.

Recipients were awarded as follows: Best first-year Diploma student: Ntombizodwa Ngcosane, Best second-year Diploma student: Mapaseka Mokone, best third-year Diploma student: Gilbert van Rensburg.

Best Advanced Diploma student: Chad MacDonald, Best Postgraduate Diploma student: Kanelo Sethathi.

Best first-year Extended Curriculum Programme (ECP) students: Kekeletso Skhosana and Mamasedi Ramasedi. Best Second-year Extended Curriculum Programme (ECP) student: Lebotsa Ramoroko

Most professional student: Rapelang Maraka, Student Ambassador: Tshepiso Pitikoe. These two awards are based on academic performance criteria, participating/volunteering at functions, and professional conduct.

Industry partners who sponsored awardees with valuable gift vouchers include Tsogo Sun, Protea Hotel Bloemfontein and Bon Hotel.

## Faculty of Management Sciences honour staff and students at the vice-chancellor's excellence awards



*Support staff Ms M Nqikase, Ms E Nkati, Ms I Sethibe, and Ms N Merekoe also made it to the list of top achievers. They received certificates of recognition for their efforts in always making sure that offices in the faculty are clean and spotless.*



*On 15 May 2023, the Faculty of Management Sciences held their Vice-Chancellor's Excellence Awards not only to honour and appreciate excellence, but to also instil the sense of pride, accomplishment, and belonging in employees and students.*

Below is a list of staff and students who were awarded certificates and trophies.

### Best Higher Certificate students

**1st** position: LV Lebakeng, **2nd** position: MM Sebata and V Masomba.

### Best ECP students

**1st** position, ECP: Bachelor of Management Science in Accountancy: TSM Mohulatsi, **2nd** position, ECP: Hospitality Management: K Skhosana and Ramasedi

### Best 1st year students

**1st** position, Diploma: Public Management: NM Sekwena, **1st** position, Diploma: Hospitality Management - N Ngcosane, **2nd** position, Diploma: Hospitality Management: S Majombozi

### Best Diploma students

**1st** Diploma: Hospitality Management - G van Rensburg, **2nd** Diploma: Hospitality Management: J Mazibuko, **3rd** Diploma: Hospitality Management: TG Donkrag

### Best Advanced Diploma

**1st** Adv. Diploma: Human Resources SP Motjoka, **2nd** Adv. Diploma: Applied Management: T Khaole, **3rd** Adv. Diploma: Applied Management: K Mosebi, **3rd** Adv. Diploma: Hospitality Management: L Kotze

### Best Postgraduate Students

**1st** Postgraduate Dip.: Project Management T Motswana, **2nd** Postgraduate Dip.: Project Management: B Dyasi, **3rd** Postgraduate Dip.: Project Management: L Mngqibisa, **3rd** Postgraduate Dip.: Tourism & Events Management: MS Ntsoeu

### Best Masters Student

**1st** Master of Philosophy in Management Sciences (Entrepreneurship): FY Avudufu

### FACULTY AWARDS: STAFF RECEIPIENTS 2023

Established Researcher – Prof. P Rambe | Community Engagement Award - Ms M Lefera  
 Early Teaching Career Award - Ms NG Khoza | Mid-career Award - Mr LG Mokoena  
 Early Researcher Career Award - Dr E Proos | Entrepreneurship Award - Hotel School Operational Team

## The Faculty of Engineering, Build Environment and Information Technology Annual Prize Giving



*Ms NL Nkwanyana, the best student in Bachelor of Sciences: Hydrology and Water Resources Management for 2022.  
Mr TG Mokgojwa, the best student in Diploma: Engineering Technology Civil Engineering for 2022.*

The Faculty of Engineering, Build Environment and Information Technology hosted their annual Prize Giving event on 10 May 2023.

The event was sponsored by strategic partners such as: Herholdt's Group: sponsored best achievers in the Department of Electrical, Electronic and Computer Engineering with bursary money and contributed to the departmental and solar challenges team.

SAIMechE: sponsored the most meritorious Diploma Student and Baccalaureus Technologiae Student in Mechanical Engineering for 2022 with two gold medals.

Standard Bank: sponsored the best performers in the Faculty for Higher Certificate, Diploma, Bachelor, Honours, and master's Level with cash prizes.

The Faculty of Built Environment and Information Technology and CRPM also sponsored their best students with cash prizes.

ASAQS sponsored the best Bachelor of Construction in Quantity Surveying and Postgraduate Diploma in Construction in Quantity Surveying with prize money.

**Staff awards:** The Floating Trophy and Certificate for the Early Career Teaching award in the Faculty went to Mr. RB Ramafalo, Early Career Researcher was received by Dr. PA Hohne, Mid-Career Researcher was awarded to Prof. OJ Gericke, The established researcher award was received by Prof. SA Oke, The community engagement award went to Dr. PT Manditereza. Dr SP Koko, Dr PA Hohne, and Mr. M Makhetha, while the Innovation award was received by Dr P Manditereza.

## Department of Clinical Sciences Awards

The Radiography programme held their annual awards on 11 May to honor the top 10 achievers of each year group.



*The Tecmed award for excellent graduate attributes was awarded to Marichen van der Bank*



*The Cherry Champion trophy for the highest percentage over 4 years for the Bachelor of Radiography degree was shared by Anria Wolstenholme and Nyahatalani Covane (Left HoD Dr Jeanette du Plessis and Nape Phahlamohlaka.)*



*Pictured: Dr Kennedy Jere, Dr Jeanette du Plessis (HoD Clinical Sciences) and Mrs Ethel Chilambe- Jere. Former CUT international student from Zambia, Mrs Ethel Chilambe-Jere obtained her Masters in Radiography (MRAD) degree during the Faculty of Health and Environmental Sciences graduation ceremony on 11 May 2023. She was supervised by Dr Henra Muller and Dr Jeanette du Plessis. During the Radiography Awards ceremony, she presented the department with a copper plate and a message of gratitude to CUT, her faculty and departmental heads for contributing to her career success in her home country. The MRAD graduate, presented the copper plate with the Victoria Falls on it as a token of our appreciation to CUT.*

**08**

**SPORTS**

## Teboho Mokoena and some of his teammates visit CUT FC players to motivate them as they prepare for the 2023 varsity Cup League



On 09 June 2023, some of the Mamelodi Sundowns FC visited the Central University of Technology Football Club to give them a morale boost as they prepared for the 2023 Varsity Cup League. Mokoena congratulated the team for making it to the top 8 of the Varsity Cup. Pictured: The CUT Football Club players with their captain, Mr. Simo Ndlovu and Sports Deputy Manager, Mr Thando Mboxwana are flanked by some of the Mamelodi Sundowns players:

**Front row:** Grand Kekana, Mamelodi Sundowns Defender **(2nd from left)** Teboho Mokoena, Mamelodi Sundowns midfielder and PSL Player of the Season **(4th from left), second row:** Mothobi Mvala - Mamelodi Sundowns Central Defender **(2nd from right),** Hlompho Kekana - Former Mamelodi

Sundowns Captain and Defensive Midfielder **(5th from right), third row:** Aubrey Modiba - Mamelodi Sundowns Left Midfielder, **5th from left).**

## CUT ladies football team beats De Jaguars at the Sasol league

On 14 May 2023, the CUT Ladies Football team won 8-1 against De Jaguars during the Sasol league match played at CUT. Boitumelo Mokhele scored 2 goals with the assistance from Keneilwe Nqai, Michelle Gatri scored 2 goals, with the assistance from Boitumelo Duiker and Pontsho Mokgethi, Boitumelo Duiker scored 1 goal with the assistance from Mpho Mokoaleli, Mpho Mokoaleli scored 1 goal with the assistance from Michelle Gatri, Pontsho Mokgethi scored 1 goal the with assistance from Mpho Mokoaleli, and Keneilwe Nqai scored 1 goal with the assistance from Boitumelo Mokhele.



## CUT FNB Ixias Rugby team presents the Vice-Chancellor's with supporter's shirt



The team Captain, Xavier Swartbooi (FNB CUT Ixias scrumhalf) presented Prof. Dube with a supporter's jersey #25 and requested her presence at any of their games when she finds the time. The Vice-Chancellor and Principal, Prof. Pamela Dube made time to meet and greet the Rugby team and formally introduced herself. She also offered support and encouragement on their Varsity Cup journey. Pic 2: CUT FNB Ixias Rugby Team, with the Vice-Chancellor and Principal (seated middle) and sports managers.

**THINKING BEYOND**  
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