



COMMUNIQUÉ TO STAFF CLOSE OF THE YEAR 2018

Friday, 14 December 2018

Dear Colleagues

We have come to the end of 2018!

It was another rewarding year in many aspects, but, unfortunately, some disappointments were also experienced. Student protests disrupted our academic programme once again, and placed tremendous pressure on our employees and resources. In order to address this matter, which seems to become a pattern, Management has put renewed measures related to student discipline in place, and a number of students have been charged.

Despite some challenges, CUT continued to triumph in numerous areas. We have made substantial progress to ensure that we enhance unity – to have one strong team; not the Bloemfontein and Welkom campuses, but one university. Related to our core business, the university has continued to enhance the academic project. Great strides related to academic programme offerings; research programmes; innovation practices; partnerships and community engagement were made, and staff and students recorded many achievements during this year, of which most were captured in the weekly *Thutong Today*.

Furthermore, we have embraced our 2018 theme of “*Reimagining CUT: Embracing Servant Leadership*”. In addition, the following “firsts”, amongst others, were recorded for CUT:

- ❖ We exceeded the 19 000 target of student enrolments by 463 students, thus totalling 19 436 registered students.
- ❖ 50% of our students are registered in the science, technology, engineering and mathematics (STEM) fields.
- ❖ We exceeded the 4000 target of graduates by 265 students, including 47 master’s and 25 doctoral degree students, thus totalling 4265 graduates.
- ❖ A successful CUT Transformation Summit was held on 10 May 2018.
- ❖ A fully operational Campus Clinic was established at the Welkom campus.
- ❖ Outdoor gymnasium facilities for staff and students were set up at both campuses.
- ❖ The University Transformation Advisory Committee (UTAC) and the University Languages Committee (ULC) were established.
- ❖ The Department of Science and Technology (DST) Chair in Innovation and Commercialisation of Additive Manufacturing (ICAM) was established.
- ❖ The 2018 World Intellectual Property Organisation (WIPO) Summer School was hosted by CUT.
- ❖ The Free State Department of Education (FSDoE)-CUT STEM Academy was established at CUT.
- ❖ The Next Generation Women in Leadership Programme was established.

- ❖ The first cohort of employees completed the Environmental Management Systems International Organisation for Standardisation (ISO) 14001:2004 and ISO 45001:2018 training programmes.
- ❖ Gender-neutral bathrooms were established at both campuses.
- ❖ The President of the International Education Association of South Africa (IEASA) and the Vice-President of the South African Meatmaster Sheep Breeders' Society are CUT employees.
- ❖ CUT partnered with the Princess Gabo Foundation and the Moroka Royal Family in Thaba 'Nchu.
- ❖ CUT successfully participated in the Sasol Solar Car Challenge 2018.
- ❖ A CUT Taskforce on the Fourth Industrial Revolution and Circular Economy (4IR+CE) was launched, to ensure our readiness in this regard.
- ❖ The unveiling of the DHET-sponsored infrastructure, totalling R700 million, took place at both the Welkom and Bloemfontein campuses.
- ❖ The CUT Cricket Team qualified for the Varsity Cup Cricket 2018.
- ❖ The revised sabbatical leave policy, accommodating support services staff, was approved by Council on 24 November 2018.
- ❖ Council approved the insourcing of a further cohort of 81 Cleaning and Gardening Services staff, bringing the total of insourced employees to 195 by 1 January 2019.

CUT is indeed a sound institution, and we are firmly on track towards realising our drive of *“Reimagining CUT as a transformational, transformative and entrepreneurial university, and ‘model’ university of technology (UoT) in Africa, impacting on the socio-economic development of the Central region of South Africa and beyond”*.

Furthermore, the CUT Transformation Plan 2016 – 2020 served as the guiding document used by the CUT Council and Management to drive and monitor the transformation project at CUT. The theme for the year 2019 will be *“Reimagining CUT: Living our values”*. The aim is to be true to the CUT brand by living the values we stand for – “walking the talk”, and at all times functioning according to the highest ethical standards engrained in the culture of the university. More about this in 2019.

In conclusion, I would like to acknowledge our Chancellor, the Chairperson of Council and the entire CUT Council, for their guidance and support during the year. Equally so, thank you to our staff and students, the unions, the Students' Representative Council (SRC), Senate, the Institutional Forum (IF), the Management Committee (Mancom), Alumni Association, parents, partners and the broader community – for your support during 2018.

Finally, I would like to extend my sincere appreciation to **each** employee for their contributions during this year. Thank you for your hard work, commitment and dedication. We look forward to your continuous support in 2019. Enjoy the holiday period with your family, friends and loved ones. Each one of you deserve a break. Make full use of it; relax; and rejuvenate yourselves.

May you all be blessed!

Mag julle almal geseënd wees!

E se e ka Ramasedi a ka le hlohonolofatsa!

Prof. Henk de Jager
Vice-Chancellor and Principal