



## COMMUNIQUÉ TO STAFF

### CLOSE OF THE YEAR 2019

2019 #8

#### Dear Colleagues

We have come to the end of 2019. It was another rewarding year in many aspects, as CUT continued to triumph in numerous areas. We have made substantial progress to ensure that we enhance unity as one strong team; not as the Bloemfontein and Welkom campuses, but as 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 2019 theme of “*Reimagining CUT: Living our values*”, 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.

Attached as **Annexure A**, please find a number of “firsts”, amongst others, which were recorded for CUT, which include a number of outstanding achievements during 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*”.

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 2019.

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 2020. 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!*

Best wishes / *Katleho le Mahlohonolo* / *Beste wense*

**Prof. Henk de Jager**

Vice-Chancellor and Principal

(12 December 2019)

**A number of “firsts”, amongst others, were recorded for CUT, which include the following outstanding achievements during 2019:**

- ❖ We held 13 successful graduation ceremonies during this year. A total of 4 852 students graduated in 2019, compared to 4 239 students in 2018; hence, an increase of 14,5%, including 61 master’s degrees and 17 doctoral degrees.
- ❖ Our transformation project is on track, and good progress has been made in this regard, as was confirmed by the Institutional Forum (IF).
- ❖ For the first time, the university has established and appointed a Chief Risk Officer (CRO) and Chief Audit Executive (CAE).
- ❖ The Unit for Development and Fundraising and the Unit for Institutional Renewal and Transformation were established.
- ❖ Senate approved six research centres, which are aligned with the Sustainable Development Goals (SDGs) of the United Nations (UN) and the reimagining drive of the university.
- ❖ A total of R50,8 million was made available to support the research development and postgraduate studies projects.
- ❖ The CUT vehicle pool was upgraded, at a cost of R5,4 million.
- ❖ An Advertising Value Equivalent (AVE) of R322 million were achieved for first three terms, against the annual target of R275,6 million, which is 17,1% higher than the annual target for 2019.
- ❖ 207 permanent staff are in possession of master’s degrees, against the planned annual target of 200, whilst 136 permanent staff are in possession of doctoral degrees, against the planned annual target of 135. We are leading the UoT sector, with the highest number of academic staff holding doctorates.
- ❖ An online Conversational Sesotho course was developed in collaboration with the University of the Free State.
- ❖ Stage 2 of Phase 2 of the salary anomalies process was implemented in 2019, at a total cost of R14 million.
- ❖ Management has implemented a Special Support Programme for Students and an Employee Assistance Programme, via Careways, for 2019/20, to enhance the well-being of our students and staff, which include additional professional support related to, *inter alia*, trauma, depression and mental health.
- ❖ Management and our unions have partnered to host an Employee Appreciation Day at each campus. It is our intention to create a culture of appreciation, characterised by high levels of trust and mutual respect.
- ❖ The first Women’s Summit at CUT took place on 14 February 2019, whilst the 2<sup>nd</sup> CUT Transformation Summit was held on 20 November 2019.
- ❖ Women will represent 30,4% (seven) of the staff complement at Executive and Senior Management levels by 1 January 2020, compared to 17,4% (four) at the beginning of 2019. The aim is to achieve a 50% target by 2023.
- ❖ As part of the insourcing drive, a total of 83 new employees were appointed with effect from 1 January 2019. It was indeed a historical day for CUT to welcome the insourced General Assistants: Grounds/Gardens and Cleaning as permanently employed CUT employees. Council also approved that 25% of Protection Services employees be insourced in 2020.
- ❖ The Deputy Minister of Higher Education and Training visited the Welkom campus on 4 March 2019. It was the first time in the history of the campus that such a senior official from government visited the campus.
- ❖ The new, accredited Primary Healthcare Clinic and Cafeteria were officially opened at the Welkom campus.

- ❖ CUT has broadened our footprint in Africa and globally, and embraced comprehensive internationalisation, with 80 active international agreements across the globe, including collaborative programmes with the Massachusetts Institute of Technology (MIT), under the auspices of the MIT-Africa Initiative.
- ❖ The Faculty of Health and Environmental Sciences (FHES) has secured the establishment of a Biobank at CUT via the National Health Laboratory Service (NHLS).
- ❖ The CUT-SAB-InBev Intervarsity Craft Beer Competition was successfully held, with the CUT craft beer team receiving three of the six awards.
- ❖ CUT Innovation Services (CUTIS) (Pty) Ltd was established to enhance technological innovations and commercialisation, and the financial sustainability of the university.
- ❖ The Centre for Rapid Prototyping and Manufacturing (CRPM) won the Innovation Award: Corporate Organisation for innovations and research and/or development at the 21<sup>st</sup> Annual National Science and Technology (NST) 2018/2019 National Science and Technology Forum (NSTF)-South 32 Awards, also known as the “Science Oscars” of South Africa.
- ❖ The Department of Science and Innovation (DSI) approved that the multimillion-rand Medical Device Additive Manufacturing Demonstrator (MedAdd) be established at CUT during 2019 and 2020.
- ❖ The CRPM was awarded the prize for the best performing and best managed project at the Fuchs Foundation 50 Golden Years Gala Awards.
- ❖ The Product Development Technology Station (PDTS) created various product solutions for problems in South Africa’s healthcare system. The Qbell Care Bed Management System was successfully launched at the Spinal Unit of the Pelonomi Hospital in Bloemfontein.
- ❖ One of our Information Technology (IT) students, Mr Mike Natumanya, was part of the winning team in the national Standard Bank Challenge, which focuses on artificial intelligence and machine learning.
- ❖ CUT’s eTitans (the CUT eSports Team) proved their worth by finishing in second place in the University Sports South Africa (USSA) eSports Competition, where they competed against 11 universities.
- ❖ The Football Ladies Team at our Welkom campus won the Free State Sasol League competition.
- ❖ The CUT Thusanang (Poverty) Project, which supports needy students with food and living expenses, has been enhanced.
- ❖ The CUT Solar 1 photovoltaic system (PV) installation, which can supply 10,4% of the current power of the CUT Bloemfontein campus, is in full operation, and will generate 400 MWh power in 2019, contributing to CO<sub>2</sub> avoidance (carbon savings) of 323 ton.
- ❖ CUT has re-curriculated 103 academic programmes, aligning them with the Higher Education Qualifications Sub-framework (HEQSF), towards ensuring relevance, impact and readiness for the Fourth Industrial Revolution.
- ❖ The university continued to support our alumni, for purposes of deepening a lifelong relationship between CUT and its alumni, through opportunities that promote interaction and engagement with the university.
- ❖ CUT has declared a zero-tolerance approach to gender-based harm, and progressive policies are in place to ensure that perpetrators are dealt with decisively. We pledged a commitment to ensure that the university is free of incidences of sexual harassment and gender-based violence, and as an indication of a preparedness to empower women, and to build a caring, respectful community.
- ❖ We have commenced with the review process of Vision 2020, the 2016 – 2020 Strategic Plan, and the 2016 – 2020 Transformation Plan. Parallel to this process will be the setting of Vision 2030; the 2021 – 2025 Strategic Plan; the 2021 – 2025 Transformation Plan; and high-level strategic indicators/targets for 2030, by using the 2020 – 2025 Enrolment Plan as reference. All our stakeholders will be involved in these processes during 2020, as we value their inputs.

**END**