

SOME ACHIEVEMENTS AT CUT DURING TENURE AS DEPUTY VICE- CHANCELLOR

(DVC: Academic: 1 July 2012 – 31 December 2014; DVC: Academic & Research: 1 January 2015 – 31 December 2015; DVC: Research, Innovation & Engagement: 1 January 2016 – 30 September 2016)

(Defined as projects/assignments other than the normal day-to-day running of the Academic Portfolio – focus is mainly to improve and enhance efficiency & effectiveness)

No.	PROJECT	STATUS	TIME-FRAME
ASSIGNMENTS COMPLETED: PERIOD JULY 2012 – DECEMBER 2014			
1.	Develop and implement an Executive Order for Retention of Skills	Done	Sep '12
2.	Establish an active Academic Management Forum and approve ToR	Done	Sep '12
3.	Reposition Academic and Professional Pedagogy linked to DVC's Office	Done	Nov '12
4.	Approve report on Academic Integrity Survey (integrated)	Done	Nov '12
5.	Revise strategy and content of reports to Senate	Done	Nov '12
6.	Finalise and approve Dean's Job Profiles, IPERMS and Scubed	Done	Jan '13
7.	Establish a Mathematics & Physical Sciences Department	Done	Jan '13
8.	Compile & approve Admission criteria for FET College students	Done	Feb '13
9.	Revise and reposition Senate Committees and approve Constitutions by Senate	Done	Feb '13
10.	Approval of nine (9) new academic programmes following from STEPS by DHET	Done	Feb '13
11.	Approve KPMG Audit Review & Action Plan: Elimination of assessment risks	Done	Feb '13
12.	Revise the approval process of residency periods and approved by Senate	Done	Feb '13
13.	Positioning of the Academic Planning Unit and staff the various positions	Done	Mar '13
14.	Finalise & approve the CUT IP Policy	Done	Mar '13
15.	Approve the Policy on Sustainable Development	Done	Mar '13
16.	Revise & approve the Sabbatical leave Policy	Done	May '13
17.	Finalise & approve Policy on VC Excellence Awards	Done	May '13
18.	Finalise PQM for Welkom Campus (List of envisaged programmes)	Done	Jun '13
19.	Establish FET College Project and sign agreements with FETCs	Done	Jun '13
20.	Integrate Entrepreneurship/Innovation/Sustainability into the Core Curricula	Done	Jun '13
21.	Revise and enhance the structure for WIL (2 new positions added)	Done	Jun '13
22.	Approve the Kimberley Learning Site Phasing-out Plan	Done	Jun '13
23.	Secure Permanent Posts for Curriculum Developers (2 perm + 2 3y)	Done	Jul '13
24.	Finalise CUT Academic Plan (Revised) and approved by Senate & Council	Done	Aug '13

No.	PROJECT	STATUS	TIME-FRAME
25.	Analyse the First Year QA Report and define and implement remedial actions	Done	Aug '13
26.	Implementation of Academic Structures including criteria and appointment of HoDs	Done	Aug '13
27.	Develop & Approve CUT T&L Plan: 2014 – 2020 by Senate & Council	Done	Aug '13
28.	Develop & Approve CUT R&D Plan: 2014 – 2020 by Senate & Council	Done	Aug '13
29.	Establish the e-books project and obtain funding	Done & on-going	Aug '13
30.	Establish Programme for Black Female Academics	Done & on-going	Aug '13
31.	Compile and approve guidelines on Large Classroom Teaching by Senate	Done	Aug '13
32.	Finalise & approve Internationalisation Strategy by Senate & Council	Done	Aug '13
33.	Compile Guidelines for Departmental Managers and approved by Senate	Done	Aug '13
34.	Revision of CUT Statute – Senate part	Done	Aug '13
35.	Compile the STEM Strategy and approved by Senate	Done	Aug '13
36.	Compile Guidelines for Open book assessments and approved by Senate	Done	Aug '13
37.	Obtain accreditation by Professional Bodies (ECSA; SACPCMP; SACQSP)	Done	Aug '13
38.	Organise the Global Citizenship & International Partnership Colloquium hosted by CUT on 19-20 August 2013	Done	Aug '13
39.	Organise the 17 th Annual IEASA Conference hosted by CUT on 21-23 Aug '13	Done	Aug '13
40.	Compile CUT Enrolment Plan 2014/15 – 2019/2020 and approved by Senate	Done	Sep '13
41.	Revisit the five conditionally approved academic departments & finalise	Done	Sept '13
42.	Establish the Herman Mashaba Annual Lecture in Entrepreneurship	Done	Sept '13
43.	Finalise structure and appointment of Faculty Research Managers	Done	Oct '13
44.	Establish the CUT Schools Advancement Academy (SAA)	Done	Oct '13
45.	Establish the CUT Institute for Continuing Education (ICE) & New home	Done	Oct '13
46.	Finalise the implementation of the Merseta Chair in Engineering Development	Done	Oct '13
47.	Establish Regional Innovation Forum & New home	Done	Oct '13
48.	Accreditation of 9 new academic programmes by CHE	Done (1 outstanding)	Nov '13
49.	Find a permanent "home" for ALP Project – Faculty of Humanities	Done	Nov '13
50.	Develop a Resource Allocation Model for Faculties in collaboration with Finance	Done	Nov '13
51.	Define a set of graduate attributes for CUT and approved by Senate	Done	Nov '13
52.	Compile Guidelines for Attending Academic Conferences (no Papers) and approved by Senate	Done	Nov '13
53.	Revise the Policy on the Promotion of Academic Staff and approve by Senate	Done	Nov '13

No.	PROJECT	STATUS	TIME-FRAME
54.	Finalise the integration plan of the core curriculum in the academic project	Done	Nov '13
55.	Finalise criteria for Administrative Support to Academic Departments in Faculties (Admin RAM)	Done	Nov '13
ASSIGNMENTS COMPLETED: PERIOD JANUARY 2014 – DECEMBER 2014			
1	Transfer of the Jewellery School to Bloemfontein	Done	Jan '14
2	Compile a CUT Quality Enhancement Strategy and approved	Done	Senate 19 May '14
3	Establish Student Mentorship programmes	Done	Feb '14
4	Proposal for a Herman Mashaba Annual Lecture on Entrepreneurship and approval by Senate	Done	Senate '14
5	Develop Sustainability Framework related to the Academia and Research and approval by Senate	Done	Senate Feb '14
6	Develop & Approve CUT Innovation Plan 2014-2020	Done	Senate 24 Feb '14
7	Approval of Revised Intellectual Property Plan and Policy	Done	Senate 24 Feb '14
8	Prepare, approve & Submit the CHE - QEP Quality Enhancement Audit Report	Done	Senate Aug '14
9	Develop & Approve CUT Library & Information Services Plan 2015-2020	Done	Senate 25 Aug '14
10	Develop Protocol for Accreditation of Academic Programmes and approved	Done	Senate 19 May '14
11.	Accreditation of Academic Programmes & HEQSF Alignment Process: Submission of Category A, B & C Programmes	Done & on-going	Sept '14
12.	Develop and approve a Policy for Research Centres, Units and Groups	Done	Senate 25 Aug '14
13	Benchmarking completed and proposals submitted to reposition APU and ADS	Done	Sept '14
14.	Analyse and revise Research Professors' focus	Done	Sep '14
15.	Promote multi-lingualism on campus – introduce a SLP on Sesotho	Done & ongoing	Sept '14
16.	Ten Graduate Attributes approved by Senate	Done	Senate 2014
17.	Approve the Revised CUT Intellectual Property Plan and Policy	Done	Senate 2014
18.	Develop a Model for Generic & Service Module Offerings at CUT and approve by Senate	Done	Senate 10 Nov '14
19.	Launch an Innovation & Incubation Competition for staff & students	Done & ongoing	2014
20.	Revise the guidelines for the SoAR Programme and implement	Done	Nov '14
21.	Develop a Strategy Map for the Academic Division	Done	Nov '14
22	Develop a level 2 Delegation Register and obtain approval by Mancom	Done	Mancom '14
23	Develop WIL Policy and approved by Senate	Done	Senate 10 Nov '14
24	Develop a Model for Profit Sharing of IP at CUT and approved by Mancom	Done	Mancom '14
25.	Implement STEPS outcomes: Teaching & Learning Modalities, Lecturer Capabilities & Large Classroom	Done	2014
26	Design and develop an Orientation Booklet for 1 st Year students	Done & ongoing	Nov '14

No.	PROJECT	STATUS	TIME-FRAME
ASSIGNMENTS COMPLETED: PERIOD JANUARY 2015 – DECEMBER 2015			
1.	Align all research entities with new policy and approve at Senate	Done	Senate 10 Feb '15
2.	Promoting the Scholarship of T&L and establish a Research Unit	Done	Senate Feb '15
3.	Activate the HEQSF PQM of CUT	Done	Mar '15
4.	Develop Community Engagement Strategy 2015-2020 and approve at UEC	Done	UEC Mar '15
5.	Obtain accreditation by Professional Bodies (HPCSA & SABPP)	Done	May/June '15
6.	Revise Policy and Procedures on Management of Surveys	Done	Senate 2 Mrch '15
7.	Secure & Fill the NRF Chair	Done	Apr '15
8.	Revise E-Learning Strategy & approval by Senate	Done	Senate 25 May '15
9.	Develop an Academic Workload Model incl Working hours and approved	Done	Senate 25 May '15
10.	Realignment of Service & Outreach Centres and Units (non-research centres) and final submission to Senate	Done	Senate 25 May '15
11.	Develop guidelines for the renewal of contracts of Junior Lecturers and new appointments and apply accordingly	Done	Jun '15
12.	Finalise Guidelines for Individual membership of professional bodies and associations for academic and academic support staff	Done	Mancom 23 Jun '15
13.	Revise Language Policy in collaboration with the Registrar's Division	Done	Senate Aug '15
14.	Revise Constitution of Faculty Boards in collaboration with the Registrar's Division	Done	Senate Aug '15
15.	CUT Strategy for Innovation & Entrepreneurship	Done	Senate 9 Nov '15
16.	Report on 2 nd Phase of the CHE Quality Enhancement Project	Done	Senate 9 Nov '15
17.	Revise the Policy for Research Centres, Units and Groups	Done	Senate 9 Nov '15
18.	Finalise the Proposal on the Repositioning of the Academic portfolio	Done	Senate
19.	Develop a Proposal to introduce Assistant Deans in Faculties	Done	Senate
20.	Revise the Policy on Extraordinary Professors and Research Associates	Done	Senate 9 Nov '15
21.	Develop and Innovation Framework for CUT focussing also in social innovation and submit to URIC & Mancom & Senate	Done	Nov '15
22.	Develop and Implement a Central Timetable at CUT	Partially	Aug '15
23.	Welkom Campus Strategic Plan approved including the PQM and Academic Focus	Done	Senate Aug '15
24.	Revise the Policy/Procedures for University Public Lectures	Done	Senate Aug '15
25.	Develop a Framework on Curriculum Development by integrating the STEPS Principles and obtain approval by Senate	Done	Senate 9 Nov '15
26.	Establishment of a Writing Centre supported by DHET TDG	Done	Aug '15
27.	Revise the Disability Policy for Students and approve by Senate	Done	Senate 9 Nov '15
28.	Develop criteria for CUT International Partners and approve	Done	UIC Nov '15
29.	Launch and full operational of the SARChI Chair	Done	14 Aug '15

No.	PROJECT	STATUS	TIME-FRAME
ASSIGNMENTS COMPLETED: PERIOD JANUARY 2016 – SEPTEMBER 2016			
1.	DHET nGAP Staffing Project fully established	Continuous	2015-20
2.	Revise the Academic Promotion Policy	Senate	Senate Feb '16
3.	Special Project to Strengthening Regional Collaboration	Continuous	2015-20
4.	Establish the STEM Academy and realign CUT-SAA	Senate	Feb '16
5.	Develop a Proposal to introduce Sabbatical Leave for support staff	Senate	Jun '16
6.	Assess the role and involvement of staff with SATN structures and provide a report to the VC	Done	Jun '16
7.	Develop a KPAs related to the Transformation Plan for the Academic Division	Done	Jun '16
8.	Academic Division aligned with the Health and Safety Act and Regulation, including training and appointment of staff as schedule 16 (2) appointees	Done	Dec '16
9.	Introduce scarce skills allowances where applicable	Done	2016
10	Develop marketing material to showcase the unique achievements related to the academic project at CUT	Done	2016
11	Embark on a process to brand/naming the Annual University Public Lectures	Done	2016
12	Implementation of the Project on Electronic Classroom Attendance in FEIT	Done	2016
13	Enhance the Sustainable Development Project	Ongoing	-
14	Develop a Module Costing model in collaboration with Finance	Done	2015
15	Establish active collaboration with UFS (4 research projects)	Done	Ongoing
16	Strengthening collaboration between campuses	In Process	Ongoing
ASSIGNMENTS INITIATED BUT COMPLETED AFTER SEPTEMBER 2016 OR IN PROGRESS			
1	Acquire an Agri-Centre	Done	Nov
2	Develop a PGDHE (T&L) for all newly appointed academics	Done	2019
3	Re-curriculation of existing programmes and align WIL requirements	Done	Ongoing
4	Enhance the SoAR Programme at CUT	Done	2016
5	Develop of on-line courses	In Process	Ongoing
6	Promote and integrate internationalisation into the curricula	In Process	Ongoing
7	Re-assess the offering of ECPs develop strategies to expand this initiative	Done	2017
8	Develop career paths for Technical Support Staff in Faculties	DVC: T&L	-
9	Classification & Promotion of Professional Support staff	DVC: R&O	-