



COMMUNIQUÉ TO STAFF
CLOSE OF THE YEAR 2017
Friday, 15 December 2017

Dear Colleagues

We have come to the end of 2017. It was another rewarding year in many aspects. Despite some challenges, CUT continued to triumph in numerous areas, amongst others the following:

- We have embraced the 2017 theme of “*The Year of the Human Project*”, which resulted in a number of tangible outcomes.
- A policy and procedures for the Vice-Chancellor’s Excellence Awards for Support Services Staff were implemented.
- The Stars of Academia and Research (SoAR) Programme was extended to include support services staff.
- A whistle-blowing and ethics hotline was established.
- A directive on sabbatical leave was released to accommodate support staff in 2018.
- The Management Committee (Mancom) approved the establishment of outdoor gymnasium facilities for staff and students at both campuses, to be implemented early in 2018.
- The categorisation of employees in accordance with the Department of Higher Education and Training (DHET)’s guidelines was approved.
- A fully fledged Risk Management Section, with a Chief Risk Officer (CFO), was established.
- Phase 1 of the implementation of an integrated security system, at a cost of R7 million, was implemented.
- R37 million was availed for the maintenance of buildings and facilities at both campuses.
- Two new residences were opened at the Bloemfontein and Welkom campuses.
- Service providers for the two gazebos were appointed.
- The sculpture in front of the ZR Mahabane Building, as well as signage at various entrances, was installed.
- Council approved 24 new and revised names for buildings, facilities and streets.
- A Senate University Languages Committee was established.
- The accreditation of student accommodation by private service providers was implemented.
- Senior Managers were appointed as Section 16.2 Appointees under the Occupational Health and Safety (OHS) Act.
- The CUT Idea Gymnasium (*i-Gym*) was established, which will certainly enhance our vision to become a truly entrepreneurial University.
- The first Mancom meeting was held at the Welkom campus.
- The first Executive Committee (Exco) of Council meeting was held at the Welkom campus.

- 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.
- Staff and students recorded many more achievements during this year, of which most were captured in the weekly *Thutong Today*.

CUT is indeed a sound institution, and we are firmly on track towards realising our vision of *“Reimagining CUT as a Transformative 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, 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. This reminds me of the old Ethiopian proverb: ***“When spider webs unite, they can tie up a lion”***.

The theme for 2018, as approved by Mancom, will be *“Reimagining CUT: Embracing Servant Leadership”*. This aligns with the saying *“Don’t judge each day by the harvest you reap, but by the seeds that you plant”*. More about this in 2018!

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 important stakeholders – staff, students, unions, the Students’ Representative Council (SRC), Senate, the Institutional Forum (IF), Mancom, alumni, parents, partners, and the broader community – for your support during 2017.

Finally, I would like to extend my sincere appreciation to **each** staff member for their contributions during this year. Thank you for your hard work, commitment and dedication! We look forward to your continuous support in 2018.

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!

E se e ka Ramasedi a ka le hlohonolofatsa!

Mag julle almal geseënd wees!

Prof. HJ de Jager

Vice-Chancellor and Principal
