



Central University of
Technology, Free State

GRATIA

Central University of Technology, Free State • June 2015



A 'CUT'
above
the rest.

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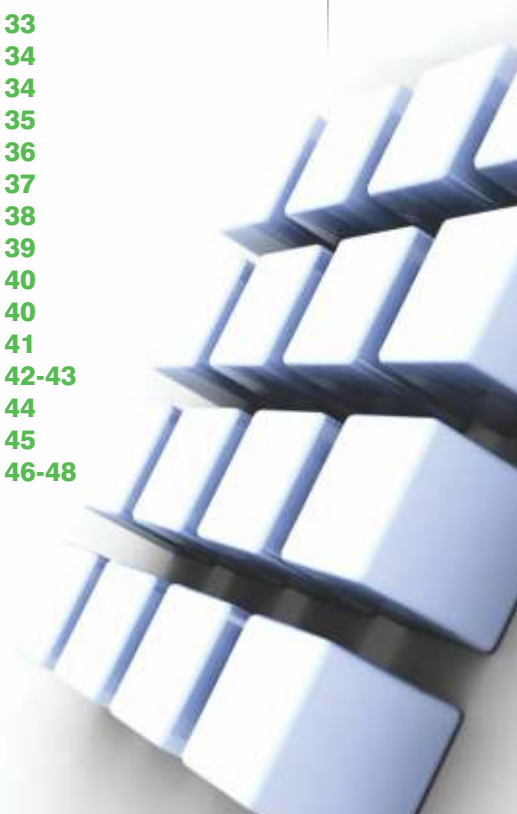
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Message from the **Vice-Chancellor &** **Principal**

We are all too familiar with the scourge of unemployment – not least among the youth – that South Africa is facing today.

It is common knowledge that it has become more difficult for young people to find employment in the formal sector. We can no longer afford to be oblivious to the dire circumstances in which our youth find themselves in. The tens of thousands of learners that obtain a National Senior Certificate every year come face to face with the reality that a Grade 12 qualification – and sometimes even a tertiary qualification at certificate and diploma levels – is no longer the passport (it used to be) to employment. Undeniably, despite good intentions, the economy is not churning out jobs as quickly as our population is growing.

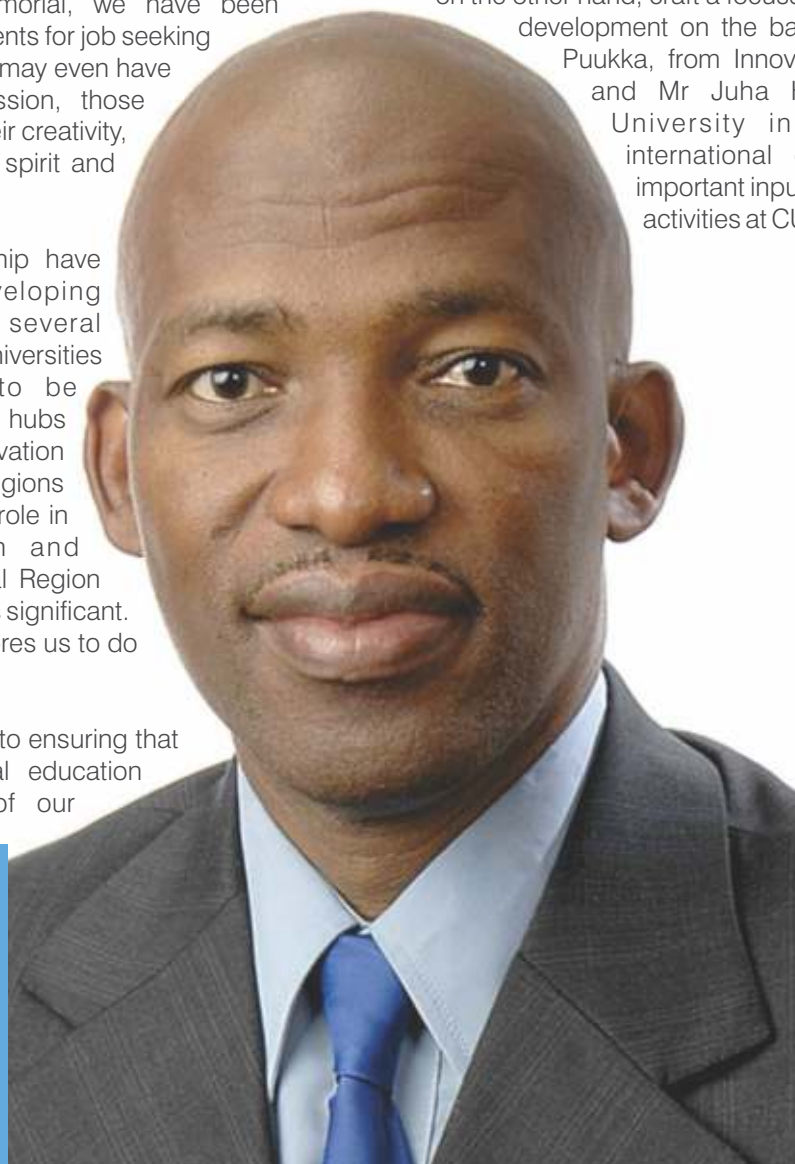
It is, therefore, time that all categories of institutions, more so education institutions, turn over a new leaf when it comes to our contribution to job creation in this country. Jobs are not created by government nor even by business and industry. They are a by-product of creative, innovative and entrepreneurial minds that universities have the opportunity to shape. Since time immemorial, we have been educating and training our students for job seeking rather than for job creation. We may even have stifled, at the least by omission, those students who seek to exploit their creativity, innovation and entrepreneurial spirit and attitude.

Innovation and entrepreneurship have been instrumental in developing successful economies of several countries all over the world. Universities are uniquely positioned to be innovation and entrepreneurial hubs and cultivate a culture of innovation and entrepreneurship in the regions where they are located. CUT's role in the promoting innovation and entrepreneurship in the Central Region and in particular the Free State is significant. In fact, CUT's Vision 2020 implores us to do just this.

At CUT we are well on our way to ensuring that innovation and entrepreneurial education become integral elements of our broader academic project.

During the sabbatical leave that I took last year, I travelled to over 10 universities in Europe, North America and South America, where I acquired knowledge and insights into what constitutes best practice not only in entrepreneurship education, but also in the role that universities can play in innovation for regional development. These insights are contained in a report that has been shared with the university of technology community. A South African Technology Network (SATN) conference to be held in October 2015 will focus on this theme.

As part of the university's engagement with the recommendations emanating from this report, a two-day colloquium was held in April 2015, whose strategic objective was to help the university develop an innovation and entrepreneurship education strategy on the one hand, and, on the other hand, craft a focussed approach to regional development on the basis of these. Ms Jaana Puukka, from InnovationEngage in France, and Mr Juha Hautanen from JAMK University in Finland, were the international experts that provided important inputs during their week-long activities at CUT.



Prof. Thandwa Mthembu

Flowing from the deliberations at the workshop, a task team was established, chaired by Prof Henk de Jager (our Deputy Vice-Chancellor: Academic and Research), with membership from university staff as well as external stakeholders such as the Free State Development Corporation (FDC), the International Labour Organisation (ILO), and Khula Foundation.

The remit of the task team is to assist the university to develop a strategy for promoting regional development through innovation and entrepreneurship education.

The STEPS¹ process we embarked upon a few years ago produced nine (9) new and now fully approved, demand driven and user oriented programmes in a number of areas like renewable energy, water management, design and studio art and so forth. CUT is now ready to take strides into fulfilling its promise to the region, to help to use our social and technological innovations towards regional development.

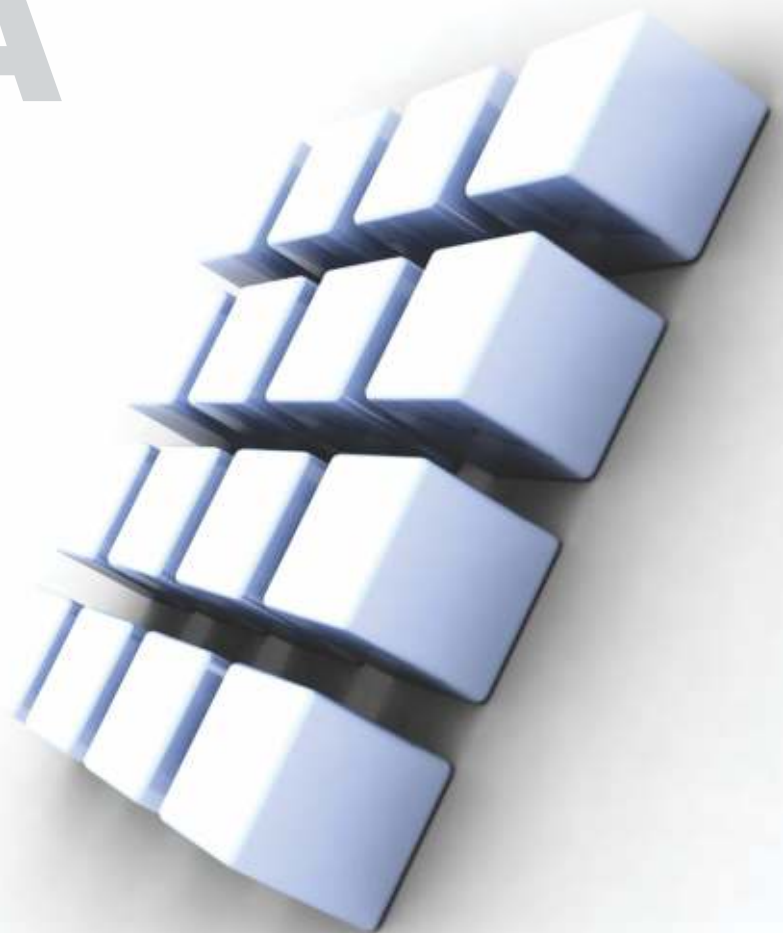
Innovation and entrepreneurship education will, as they have done in many regions of the world, help us to do so. We are confident that this is a watershed moment for CUT as we embark on a project that will have lasting benefits for the Central Region, Free State and the country as a whole.

¹STEPS stands for Strategic Transformation of Educational Programmes and Structures.

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“We are the children of a technological age. We have found streamlined ways of doing much of our routine work. Printing is no longer the only way of reproducing books. Reading them, however, has not changed.”

Lawrence Clark Powell



CUT SCIENTISTS DISCOVER NEW DRUG TO HELP FIGHT AQUATIC ANIMAL INFECTIONS



CUT Research Team-L-R: Sitting: Dr Khajamohiddin Syed, Prof Samson Sitheni Mashele, Dr Malebo Ntsoaki, and Mr Mokoena Jack. **Standing:** Mr Mohammad Parvez, Mr Ntsane Trevor Mthakathi, Mr Richie Monyaki, Ms Ipeleng Kopano Rosinah Kgosiemang, Ms Norventia Jafta, Mr Mopeli Marshal Sello, Mr Lehlohonolo Benedict Qhanya and Mr Seiso Caiphus Raselemane



Scientists and researchers hard at work in the laboratory trying to find solutions.



A team of researchers from Unit for Drug Discovery at Central University of Technology, Free State (CUT) has discovered a new drug that has huge potential to help fight aquatic animal infections caused by aquatic parasites. For years, researchers across the world have been trying to understand these microorganisms in order to control the disease and develop novel drugs against these pathogens, and CUT researchers are leading the way in finding solutions that will bring an end to this socio-economic challenge facing aquatic farming.

These microorganisms are widely known within the scientific world as oomycetes- fungus-like microorganisms, which continue to wreak havoc to aqua farming sector worldwide. They are considered the deadliest of pathogens, causing diminished production of aquatic food.

Led by Prof. Samson Sitheni Mashele and Dr Khajamohiddin Syed, the researchers analysed cytochrome P450 monooxygenase proteins in 13 pathogenic oomycete genomes which resulted in the discovery of novel cytochrome P450 monooxygenase proteins that can be used as a drug target against these deadliest of pathogens. CUT researchers collaborated with highly acclaimed international scientists; namely, Prof. David R Nelson from University of Tennessee, USA, Prof. Jae-Hyuk Yu from

University of Wisconsin-Madison, USA and Dr Wanping Chen Huazhong Agricultural University, China. Named Cytochrome P450 monooxygenase protein, it was discovered using bioinformatics techniques such as comparative genomics and proteomics. Currently, CUT researchers are busy with investigating solutions that would sustain the aquatic resources while helping to increase high production levels of aqua farming for commercial purposes, food security and poverty alleviation. Their work highlights the important role which aqua farming plays in promoting healthful living and fighting poverty and hunger.

Aqua farming is a big industry that is widespread across the world. It constitutes the farming of water animals such as fish, shrimps, prawns, squid and octopus and considered by United Nations an important sector that provides livelihood to more than 60 million people in Africa and Asia. Consumption of these animals remains a vital source of protein and essential nutrients; especially for developing countries where they constitute almost half of the total value of their traded communities.

The results of this study have been accepted for publication in the Nature Publication Group journal, "Scientific Reports", a prestigious multidisciplinary scientific international journal with an impact factor of 5.1.



International Researchers:

Far Left: Dr Wanping Chen (College of Food Science and Technology, Huazhong Agricultural University, Wuhan, Hubei Province, China).

Center: Prof. Jae-Hyuk Yu (Department of Bacteriology, University of Wisconsin-Madison)

Right: Prof. David R Nelson from University of Tennessee

CUT PROGRAMME RECEIVES ACCREDITATION



Proud Moments: Prof. Tshedi Naong, Head of the Department for Business Management (middle) showing off the accreditation certificate received from SA Board for People Practices. He shared the joy with some members of task team who worked endlessly throughout the process.

Department of Business Management in the Faculty of Management Sciences recently celebrated the achievement of accreditation certification for the Human Resources Management (HRM) programme by South African Board for People Practice (SABPP). CUT is one of the only three Universities of Technology in South Africa to be accorded this revered status.

Prof. Tshedi Naong, Head of the Department and one of the key drivers in the process could not hide his joy and triumph during the occasion and said: "We at CUT Business Management Department are proud and grateful to have come this far. We pat ourselves on the shoulder for a job well done." He ascribed the victory of getting the accreditation to the efforts and hard work of a closely-knit team to ensure the relevance of the Human Resources Management Programme. Prof. Naong reiterated that it is the role of CUT to ensure that it develops and produces quality graduates that will not just add to the numbers of graduates each year, but professionals, that are ready and fully equipped to enter the market and challenge the current issues that prevails in the HRM departments in organisations.

The accreditation of these programmes is part of the Strategic Transformation of Education Programmes and Structures (STEPS), which is a massive and concerted undertaking to have demand driven user-orientated programmes. Vision 2020 envisages CUT as a new-generation institution, contributing to the development of the region and beyond, through adopting an output and impact focus and building sustained partnerships with business, government and industry.

CUT alumnus, Ms Kgomotso Mopalami congratulated the department for taking the giant leap. She highlighted that the market is in dire need of the best and ethical HR Practitioners. "HR needs to add real value to organisations, but our current challenge is that the industry lacks well trained practitioners who will go out there and change the current practices that continue to ignore ethical values in HR as well as professionals who will stand for who they are and fight the current situation in HR practices," she concluded.

Mr Xolani Mawande, COO: SA Board for People Practices, commended CUT as a 'brave' and competent institution for inviting SABPP to review and scrutinise its level of excellence in HRM practices. He said that getting accreditation is a challenge that many universities shy away from and yet they continue to produce more graduates each year.

"I am proud to announce that CUT is one of only seven out of the 23 universities in South Africa to go through the process of getting accreditation and I am elated that they managed to get provisional accreditation. SABPP is grateful to be part of this remarkable milestone!"

The certification event also took place at CUT's Welkom Campus. The team that dedicated themselves to the process since January 2014 consisted of all HRM programme staff members, members of the Quality Assurance Office and the Business Advisory Board members.

CUT STEERS TOWARDS INNOVATION AND ENTREPRENEURSHIP FOR REGIONAL DEVELOPMENT



Front Row: L-R: Ms Lebo Mavimbela-CEO for Khula Foundation, Ms Jaana Puukka-International Speaker and Mr Thembile Kulati, Executive Director: Strategy Executive Unit

Back row: L-R: Mr Juha Hautanen - International Speaker, Prof. Thandwa Mthembu, Vice- Chancellor and Principal for CUT, Ms Grace Shaba-Core Operations Executive: Free State Development Corporation, Ms Valerie Flanagan - Chief Technical Advisor: International Labour Organisation and Prof. Henk de Jager, Deputy Vice-Chancellor: Academic and Research



CPRM exhibition

CUT staff, SRC and student formations, NGO, and government held a two-day innovation and entrepreneurship education symposium with international experts to engage and explore partnership opportunities and their respective roles in promoting entrepreneurship education for the regional development agenda. The workshop covered a wide spectrum of issues ranging from problem-based learning to entrepreneurship and innovations.

Ms Jaana Puukka and Mr Juha Hautanen, internationally acclaimed speakers on the subject, offered the workshop a fresh perspective and advice on the latest global trends and practices that are followed widely by many successful regions.

"The role of a university is to invest in people and partnerships, embed entrepreneurship in teaching and research through projects, address challenges and opportunities in the cities and regions," said Puukka. She also said there was a disconnection between knowledge transfer and local growth because universities work hard to produce graduates that end up being absorbed by the world and not benefitting their cities. "If you want to see growth and play an active role in the economic development of your regions, you need to collaborate and grow with regions, communities, and industries."

While Universities are excellent drivers of innovation in their regions, Ms Jaana Puukka cited challenges that they face: creating an economy that will be able to absorb the same skill that they are creating for the market.

Prof. Thandwa Mthembu, Vice-Chancellor, and Principal said that as a university of technology, they cannot train and educate students like in the past but, rather, look at strategies that are used around the world and align the programmes they have within the institution with what is required by the market. Prof. Thandwa commended all Ms Lebo Mavimbela, CEO: Khula Foundation and Ms Grace Shaba, Core Operations Executive: Free State Development Corporation, staff and student organisations for their invaluable contributions to CUT as an engaged institution that focuses on producing social and technological innovations for socio-economic development of the region. "What I see is that we are all willing to break the old cast of doing things, which is exciting! It means we can tweak things to reach our destination as an institution. As doers, we need to engage with broader societies, business, and government. There is no way that we can be a successful region without sharing ideas, knowledge, vision, and resources."

On the way forward, role players agreed that for the region to develop innovations, all sectors must identify their plans, products, people and resources for the province to develop successful partnerships. A task team was formed and was mandated to develop a working document, identify areas of collaborations and short-term projects with particular focus on the region. Task team members are: Prof. Henk de Jager- Chairperson for the task team, Prof. Ryk Lues- Regional Innovation Forum of the Free State (RIFFS) coordinator, CUT, Ms Grace Shaba, Ms Valerie Flanagan- Chief Technical Advisor: International Labour Organisation and Ms Lebo Mavimbela.



Ms Grace Shaba, Core Operations Executive from FDC.



Ms Jeeva Munsamy, Community Service Manager and her colleague exhibited on Agricultural work done.



Enectus Team showing off their work and achievements.



Group discussions sharing ideas on the way forward.



Ms Jaana Puukka and Mr Juha Hautanen, international guest speakers of the day.

CUT ON A MISSION TO INCORPORATE HIV/AIDS INTO ITS CURRICULUM

CUT has launched a new project in January 2015 that will integrate the Higher Education HIV/AIDS Programme (HEAIDS) into its academic programmes in response to the national call from Higher Education South Africa (HESA).

HESA has taken upon itself to spearhead the fight against HIV/AIDS pandemic that continues to affect university graduates across the country. HEAIDS Programme is a nationally coordinated initiative to develop and strengthen the capacity of South Africa's higher education sector to respond comprehensively to the challenges posed by the HIV/AIDS pandemic and to play a leadership role in the South African HIV/AIDS response.

CUT is amongst the eighteen South African Higher Education institutions that HESA has challenged to play a leading role in the country's battle to alleviate HIV/ Aids pandemic in the society. CUT launched its project this year with the aim of introducing HIV/Aids as a specific module that will be compulsory to all CUT students; especially, the vulnerable first-year students.

According to Ms. Chichi Maimane, Project Leader and Director: Centre for Curriculum Development (CCD), most of the departments have shown interest and positive attitude during the launch to join forces in taking the institution to greater heights.

Ms Maimane also mentioned that she would be working closely with departmental representatives who are equipped with all the necessary skills and knowledge to ensure proper implementation and execution of the pilot project.

"Everyone is a change agent! We want to capacitate and support staff to successfully integrate HIV/Aids in the curriculum so that together as a collective, we can help raise the students' level of understanding of this pandemic and how it relates to their professions, and the role they can play in reducing the transmission thereof."

The programme aims at:

- Communicating key issues and creating a supportive and caring environment,
- Reducing the threat of the spread of the pandemic
- Promoting safe sexual behaviour, and
- Teaching, conducting research and sharing knowledge with societies.

HESA has injected an amount of R450 000 towards rolling out the project for the academic years: 2015/16.



L-R: HESA delegation: Ms. Managa Pillay (Left) and Dr. Paulette Powell (right) with Ms. Chichi Maimane (centre), project leader and Director: Centre for Curriculum Development. The HESA delegation graced the event and presented the background of the programme and capacity development framework. The delegation also engaged and interacted with CUT departmental representatives on how they envisaged the incorporation of HIV/AIDS into the curriculum.



Departmental representatives engaging with HESA delegates on the matter



Departmental representatives and CCD staff at the workshop committed to learn and share the knowledge gained with CUT community

PETRUS CHAUKE SHINES



BRIGHT LIKE A DIAMOND

1st year-African Bead creation

Petrus Chauke is a 3rd year Jewellery Design student in the Department of Design and Art Studio. Growing up in a family of three boys, outshining one another has always been a daily routine. With two brothers, one in Finance and the other in Science and Engineering fields, Petrus grew an urge to become unique from the rest of them. He opted for a career that is not common within his family and a circle of friends.

When he joined CUT in 2013, his future was still blurry as he was not sure what he wanted to study. The 22 year old completed his matric in 2011 at Tiyelani Secondary School in Soshanguve, North of Pretoria, and took a gap year in 2012. "Staying at home for a year opened my eyes and made me appreciate the value of schooling and the opportunities that were presented before me."

Chauke chose to study away from family and friends because he wanted to focus, start a new life and build his unique career. During his first year, he was encouraged by his lecturers to enter the Thuthuka Jewellery Development Programme, a competition that targets institutions that offer jewellery design courses and diplomas. His competitors came from traditional universities, Universities of Technology, Colleges, and Community Jewellery schools. According to Petrus, the competition was intimidating for him as a first year who never even knew he had the talent and creative abilities to give him all the recognition he was dying for!

The theme for that year was African Bead. The New Talent Category winner said he got his inspiration for his design and creation from a spider web that he mirrored and saw in a three dimension.

He used the shape he saw on the mirror and created a winning bead! He was awarded R8000 Thuthuka bursary and 80g of silver metal.

During his 2nd year, Petrus entered for the Innovation category with the theme: Shoe Piece. His creation, he said, was inspired by a dragonfly, which can also be worn as a pendant. He won the first prize and received R1500 in cash and 120g of silver metal, courtesy of Browns Jewellers, and a pair of converse All Star sneakers for his achievements. "I feel honoured; this is an opportunity of a life time. My choice to study at CUT has really worked-out for me. It has given me the opportunity to discover my strengths and abilities. I am looking forward to the 2015 Thuthuka challenge, complete my diploma and GDP (internship), and get my Gold Smith certificate." Asked where he is heading towards realising his future, Petrus said he aspires to be like his role model Leo Schimanszky (Viennese-born artist) or follow the Browns Jewellers' example.

The Thuthuka Jewellery and Product Development Programme is a partnership between tertiary education facilities, community jewellery schools, Department of Arts, Culture, and independent designers, which is transforming the design abilities of young talented designers wanting to enter the jewellery trade in South Africa.



Petrus doing what he does best



Magical Hands



2nd year-Shoe Piece design



Petrus Chauke at CUT Jewellery workshop

CUT engineers and German university strengthen ties



L: Prof Herman Vermaak, HoD, Ms S V Maswanganyi, Mr TC Chauque and Mr LL Ramakhala
R: Mr N Jardine, S Memani and RB Kuriakose (student organiser) **On screen:** ULM University final year diploma students under the leadership of Prof. Walter Commerel

Faculty of Engineering and Information Technology held an interactive lecture with ULM University in Germany—something never seen in the history of this partnership. The purpose of the lecture was to take a step further into the world of technology, establish academic information exchange programme and encourage closer co-operation between the two universities.

The final year diploma students from both universities made 15-minute presentations to demonstrate the potential of the information technology as a powerful tool for teaching and learning. The topic choice was made earlier in the year by Mr RB Kuriakose, student organiser from CUT and Prof Walter Commerel from ULM university.

CUT students presented the use of MATLAB™, a high-level language and interactive environment used by millions of students, engineers and scientists worldwide, to demonstrate how an industry related problem can be theoretically solved. Their counterparts in ULM University developed a laboratory model of the same problem and

presented its analysis and design using Simulink™, a graphical tool of MATLAB™, which is used for modelling and simulating dynamic systems.

Prof. Commerel said that such engagements were a good starting point and should be kept alive. “I would like to see more of these engagements as they provoke curiosity from our students. As future engineers, they need to come up with alternative solutions to current problems.”

Both universities plan to engage and share topics on a semester basis to encourage students to exchange and share information. In that way, students will be able to come up with new ideas of approaching real life engineering problems, which can be further explored.

Prof. Herman Vermaak further said that the two universities have built a strong and solid relationship over the years. “Both sets of students made excellent presentations and were motivated from the beginning and have worked really hard. The exercise has motivated and enhanced their confidence beyond measures.”



Confident: CUT final year students who presented on the use of MATLAB



MEMORY 'A Student Photographic Exhibition'



Students from left: Rudine Opperman, Boitumelo Mokhahlane, Zsanett Bartha, Nadine Christians, Martie Lowings, Ademarie Haasbroek, Kgotso Molapo, Xhobani Matshaya, Sheldon Wakeford, Peter-John Barends, Walter Motaung and Thabo Maphisa. (Megan Jarman was absent from the photo as she had a death in the family.)

The Department of Design and Studio Art (DDSA) at CUT and the Maryland Institute College of Art (MICA), Baltimore, USA, collaborated on a group exhibition project on 22 April 2015. The union is seen as the first step in setting up a permanent collaborative relationship between the two institutions.

Thirteen CUT second year students studying towards a National Diploma, Design, and Studio Art were selected to partake in the group exhibition project themed 'MEMORY', a student photographic exhibition where students from both institutions are paired with each other to exchange memorable moments in their lives and interpret them using the photographic medium. The main objective of the event is to observe how individuals from different backgrounds can communicate visually. The exhibition, which took place simultaneously at each school, is spear headed by Ms Leanri van Heerden (CUT) and Prof. Colette Veasey-Cullors (MICA).

Maryland Institute College of Art (MICA) is one of the oldest continuously degree-granting colleges of art in USA.

Founded in 1826, MICA ranked in the top 10 of MFA programs for the visual arts, third in Graphic Design, and fifth in Painting/Drawing by U.S. News & World Report. For the past eight years, The Chronicle of Higher Education listed the college as a top producer of Fulbright Fellows among specialty schools.

Students who participated are :

CUT Student

Ms. Ademarie Haasbroek
Ms. Boitumelo Mokhahlane
Mr. Thabo Maphisa
Ms. Rudine Opperman
Ms. Martie Lowings
Mr. Peter-John Barends
Ms. Nadine Christians
Ms. Zsanett Bartha
Ms. Megan Jarman
Mr. Sheldon Wakeford
Mr. Kgotso Molapo
Mr. Walter Motaung
Mr. Xhobani Matshaya

MICA Partner

Ms. Shawn Atueyi
Ms. Leigh Rogers
Ms. Gabriella Simpson
Ms. Erin Scott
Ms. Kameron Ross
Mr. Helgi Olgeirsson
Ms. Sarah Miller
Ms. Cally Markovsky
Ms. Maya Kuntze
Ms. Sally Jin
Ms. Kathy Guo
Ms. Chrissy Fitchett
Ms. Heather Dorsett

CUT Autumn Graduations 2015



Graduates, families and friends filled the Boet Troskie hall to capacity.

The graduations season commenced in earnest at Welkom campus on 13 March 2015 with 504 graduates. The Bloemfontein ceremony took place from 16 -20 March. For 2015 Autumn graduation, a total of 2981 graduates walked the stage at both campuses, a slight increase of graduates as compared with last year's 2890. This year, 16 Magister degrees and eight Philosophiae Doctor Degrees were conferred.

As friends and families of graduates filled the halls to witness the auspicious occasion, sounds of ululations and applause out of excitement and praise were all one could hear as names of family members were called up the stage to receive their qualifications.

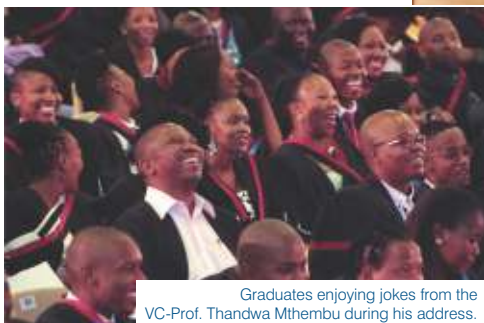
When addressing the graduates, Prof. Thandwa Mthembu, Vice-Chancellor and Principal, mentioned the long and longer dreams that graduates have to fulfil in their lives to complete their mission of serving a purpose.

"Today we are celebrating the success of super men and women! This is the beginning of a real life. A graduation ceremony is an abrupt end of a long dream. The longer dream is when you as a graduate, will be participating actively and productively in the regional, national and global economy," he said.

Prof. Mthembu challenged them to become real leaders and come up with solutions that will bring change and remedy the economic situation of South Africa. He further said that they have an obligation to innovate in every sector they will be heading. "As we release you to the world, we are certain that you are ready and equipped with all the knowledge and skills that will assist you to take a stance in the country and the world, become innovators and entrepreneurs and actively participate in the global economy so that you can keep your longer dream alive. You must not to rely on government, business, or industry for employment but rather, look up to yourselves as individuals or a collective and face the challenges," he concluded.



Mtech Cum Laude-Business Administration student, Motaboli David Maphakisa, received the Vice-Chancellor Award for best post graduate student.



Graduates enjoying jokes from the VC-Prof. Thandwa Mthembu during his address.



Graduates looking out to their families to point their scrolls towards them to say thank you for their support throughout their career journey.

CUT graduates 4th group of Maccauvlei Learning Academy

CUT awarded 40 BTech degrees to Maccauvlei graduates. The achievement of graduates from this project is a direct outflow of the successful partnership between Maccauvlei Learning Academy project (MLA) and CUT, which dates back to 2012. A first intake of 89 Maccauvlei students registered for BTech Human Resources Management at the university.



The fourth group of Maccauvlei graduates: their special moments were shared with colleagues and fellow students, Deputy Vice-Chancellor: Academic and Research, Prof. Henk de Jager (centre); CEO of Maccauvlei Learning Academy, Mr Jan Hollenbach (left); Dean of Faculty: Management Sciences, Prof. Albert Strydom (right); Prof. Tshedi Naong, Head of the Department: Business Management (back row-left); and Prof. Crispin Chipunza, Associate Professor: Human Resources Management (back row-centre).

The group underwent all admission requirements including recognition of prior learning (RPL) assessment to ensure that they qualified for the NQF level 7. To date, 162 students have graduated and some are currently pursuing their Masters degrees. The fifth Maccauvlei group has already started on Monday (16 March) and will be graduating in March 2016.

CUT honours Professor Zakes Mda

Faculty of Humanities honoured Prof Zakes Mda with an Honorary Doctor of Technology Degree in Language Practice for his contribution to language practice in areas of contemporary literature and creative writing. Born in 1948, Herschel, South Africa, he completed his PhD at the University of Cape Town (UCT).

An internationally acclaimed novelist, poet, and playwright, Prof Mda is a full Professor in Creative Writing at the Ohio University in the USA; whose illustrious career has distinguished him among many of his peers. His work has been an inspiration to many institutions all over the world and everyone who had worked with him. For our students, they will draw much inspiration and lessons from his life as an artist, activist and academic.

His books have been translated into 21 languages; most notable being: *We Shall Sing for the Fatherland* (1979), *The Hill* (1980), *Ways of Dying* (1995), *Melville 67* (1998), *The Heart of Redness* (2000), *The Madonna of Excelsior* (2002) and *Black Diamond* (2009). His anthology of four plays titled 'The plays of Zakes Mda' was translated into nine official languages of South Africa, which demonstrates the relevance and popularity of his works.

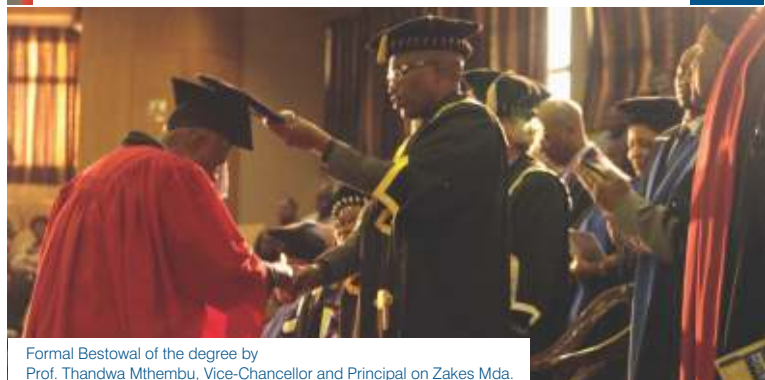
Speaking at the graduation ceremony on 18th March 2015, Prof Mda said, "I must express my gratitude for this honour you have bestowed on me today. I pass my congratulations to all graduates who are reaping the rewards of dedication, devotion, and hard work. You are graduates of an institution that boasts unique achievements in our Democratic South Africa. This university prides itself of being a CUT above the rest with 44% enrolment in Science Technology Engineering and Mathematics (STEM). The crowning glory of this university is that women have come to excel in fields that have previously been dominated by men."



Prof. Mda addressing the graduates



L-R: HoD for Department of Humanities, Dr Brenton Fredericks, Dean of Faculty-Humanities, Prof. Ngidi, Honorary Doctorate recipient, Prof. Zakes Mda and Prof. Thandwa Mthembu, Vice-Chancellor and Principal.



Formal Bestowal of the degree by Prof. Thandwa Mthembu, Vice-Chancellor and Principal on Zakes Mda.

PHILOSOPHIAE DOCTOR DEGREES**PHILOSOPHIAE DOCTOR: EDUCATIONIS****MOREKU, Clement, MA (Unisa)**

Topic: "The involvement and participation of student representative councils in co-operative governance in Higher Education Institutions in South Africa"

Promoter: Dr DK Selaledi, PhD (Vista)

Co-promoter: Dr AM Rambuda, PhD (UP)

In his doctoral research, the candidate investigated the participation of students' representative councils (SRCs) in higher education governance in South Africa, by analysing SRC members' perceptions of the implementation of co-operative governance in their institutions. The research was in the form of sequential explanatory mixed-method research. The candidate surveyed SRC members from eleven public higher education institutions (HEIs), clustered into traditional universities; comprehensive universities and universities of technology.

He explored their responses using various statistical tools, including descriptive and inferential statistics, and factor analysis. He augmented the survey by nine face-to-face interviews with SRC members, three from each institutional type.

A rotated component matrix was administered, and it produced three factors. The factors were conceptualised as 'SRC participation', 'Democratisation', and 'Understanding of university governance'. The research revealed that there is a statistically significant relationship between the SRCs' perception of their involvement and participation in university governance and their perception of the implementation of co-operative governance in the South African higher education institutions. The research further indicated that there are challenges regarding the democratisation of structures at universities and, as a result, they fail to fulfil their mandates by the student body. SRCs find it difficult to deal with the challenges pertaining to multi-campus set-ups in their institutions. The candidate developed a multi-campus student governance model that could foster good student governance at higher education institutions across the country and beyond.

**SCHLEBUSCH, Carlie Luzaan, M Ed (CUT – Free State)**

Topic: "An exploration of Grades 10 - 12 Computer Applications Technology teachers' problem-solving skills and computational thinking skills in the Free State"

Promoter: Dr AM Rambuda, PhD (Vista)

Co-promoter: Dr P Miller, PhD (UP)

In her thesis, the candidate employed triangulation research to explore how teachers integrate computational thinking and problem solving in the Computer Applications Technology (CAT) classroom. She administered questionnaires to 150 randomly selected teachers and conducted semi-structured interviews with eight teachers.

A rotated component matrix was administered, and it produced nine factors. She named the factors problem solving, teaching and questioning, collaboration, taxonomy, thinking, algorithms, resources, exercises vs. problems, and representation. The findings suggested that teachers do not use classroom practices that encourage critical thinking in learners. The research also revealed that the majority of teachers allowed group work in the CAT classroom, which was an important component in computational thinking and problem solving. The researcher developed a computational thinking and problem-solving toolkit that is intended primarily for the use of subject advisors and mentor teachers when they conduct workshops for CAT teachers. By using the toolkit, teachers would acquire an understanding of what computational thinking skills and problem-solving skills are and how they could develop these skills in grade 10 – 12 CAT learners.



SIKOSANA, Simon Dumisana, M Ed (UFS)

Topic: “An investigation into the Performance Management and Development Scheme for office-based educators”

Promoter: Prof. GJV Schlebusch, PhD (Vista)

His thesis addressed relevant issues concerning the performance management and performance development of office-based educators. He employed a qualitative approach to collect data from various sections in two education districts in the Free State.

The study culminated in a proposed model for the appraisal of office-based educators. An article produced from his research was also submitted to an accredited academic journal.

DOCTOR TECHNOLOGIAE DEGREES

Doctor Technologiae: BUSINESS ADMINISTRATION



CHIPUNZA, Lovemore Tendayi, MBA (ZOU)

Topic: “Driving Innovation in Small Accommodation Businesses: A Comparative Study of Zimbabwe and South Africa.”

Promoter: Prof. MN Naong, DBA (UKZN)

Co-promoter: Prof. DY Dzansi, PhD (UP)

His doctoral thesis, was inspired by the growing competition and threats posed to the survival of small accommodation businesses by their large business counterparts. The study proposes that, in a highly competitive business environment, the survival of small accommodation businesses can be enhanced by their ability to innovate. Using the theory of creative destruction, the researcher argues that small accommodation businesses in Zimbabwe and South Africa can utilise innovation drivers such as market orientation, learning orientation, and the personal background factors of owners/managers to develop innovative products

and services that they can use in surpassing and possibly displacing large businesses. To validate this proposed theory, empirical data was collected from small accommodation businesses in the Manicaland province in Zimbabwe and the Free State province in South Africa respectively.

Key findings were that market orientation, learning orientation and owners/managers' age and experience drive innovation in small accommodation business in the two countries, with market orientation being the main predictor of innovation. For practice, the study resulted in the development of a model for driving innovation among small accommodation businesses in the context of developing countries.

Doctor Technologiae: HUMAN RESOURCES MANAGEMENT



DZANSI, Lineo Winifred, MPA (UFS)

Topic: “An Organisational Justice Perspective on the Impact of Human Resource Management Practices on the Quality of Service Delivery in Municipalities in the Free State Province of South Africa.”

Promoter: Prof. C Chipunza, DTech (NMMU)

Co-promoter: Prof. MLE Monnapula-Mapesela, PhD (UFS)

Her study was prompted by the escalating public protests throughout the country as a result of poor service delivery. The study proposes that the poor service delivery of municipalities in South Africa can be attributed to their Human Resource Management (HRM) practices, which were rendered ineffective by political interference. Borrowing from organisational justice theory, the researcher argued that political interference in HRM in municipalities in South Africa will lead to low

employee perceptions of HRM fairness in practices, which in turn will result in low levels of organisational commitment and motivation among employees.

These conditions are cause enough for the development of negative or unacceptable citizenship behaviour among employees, which may affect the quality of service delivery that municipalities render to customers. To validate this proposed theory, empirical data was collected from nine municipalities in the Free State Province.

Key findings of the study included that employees perceived the HRM practices of municipalities as largely unfair, and that service delivery does not meet citizens' expectations.

The study also revealed the important role that fair HR practices could play in motivating and soliciting organisational commitment and positive citizenship behaviour from municipal employees. From the research, one article was published and four papers were presented at international conferences.

DOCTOR TECHNOLOGIAE DEGREES

Doctor Technologiae: ENGINEERING: ELECTRICAL



KLEINHANS, Rudi, MBA (NWU)

Topic: "Assessment of the Quality of Supply and Performance of Pole-Mounted Transformers."

Promoter: Prof. GD Jordaan, DTech (CUT)

His doctoral project entailed the assessment of the quality of supply and performance of pole-mounted transformers in rural areas. The failure of transformers has a direct impact on the quality of supply to customers. Data was collected at 400 transformers, and logged using a specially developed logging system consisting of a web-based server and remote measuring units. The system provides operational real-time alarms as well as historical data for planning and performance assessment purposes.

With historical data available, the hot-spot temperatures of transformers could be calculated and a direct relationship with the re-occurrence failure trend of transformers could be derived. The impact of transformer loading on the transformer loss of life could be calculated. Corrective steps can now be implemented to improve the quality of supply and limit the overloading of transformers. Comparisons between actual energy consumed and energy revenue received via the billing system could also be made to identify instances of energy theft.



KUSAKANA, Kanzumba, MTech (TUT)

Topic: "Optimal Operation Control of Hybrid Renewable Energy Systems."

Promoter: Prof. HJ Vermaak, PhD (Twente)

His doctoral study focused on the development of a mathematical programming model to optimise the operation of isolated hybrid energy systems consisting of a hydrokinetic, photovoltaic wind system, a battery bank and diesel generator. The main purpose of the developed control algorithm is to minimise the use of the diesel generator in the electricity generation process, while maximising the use of the available renewable energy sources and the storage system. The hybrid system's optimal operation control model was simulated using FMINCON interior-point in

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The findings of this study were presented at three national conferences and six international conferences, and were published in nine high-impacts Institute for Scientific Information (ISI)-listed scientific journals.

MAGISTER TECHNOLOGIAE DEGREE

Magister Technologiae: BUSINESS ADMINISTRATION MAPHAKISA, Motaboli David – Cum Laude

"Effectiveness of ABSA Business Bank's Customer Relationship Management Practices in Maintaining Loyalty Among Customers in the Eastern Cape Province."

Supervisor: Prof. DY Dzansi, PhD (UP)
VICE-CHANCELLOR'S AWARD FOR THE BEST POSTGRADUATE STUDENT AT THE CENTRAL UNIVERSITY OF TECHNOLOGY, FREE STATE

MAPHAKISA, Motaboli David – Cum Laude

MAGISTER TECHNOLOGIAE

Magister Technologiae: LANGUAGE PRACTICE KOAI, Mojalefa Isak – Cum Laude

"The Use of Sesotho as an Official Medium of Communication in Selected Departments within the Free State Provincial Government as Proposed in the Draft Free State Provincial Government Language Policy"

Supervisor: Dr DM Ferreira, PhD (UFS)
Co-supervisor: Dr BG Fredericks, DTech (CUT)
Co-supervisor: Ms NP Matebula, MA (UFS)

Magister Technologiae: BIOMEDICAL TECHNOLOGY MHALADI, Refilwe - Cum Laude

"The Therapeutic Value of Aloe Ferox Mill."

Supervisor: Prof. SS Mashele, PhD (Medunsa)
Co-supervisor: Dr IT Manduna, DSc (Colpos)

MAGISTER DEGREES

MAGISTER EDUCATIONIS NEL, Rika – Cum Laude

"Classroom management of attention-deficit-hyperactivity disorder (ADHD) in learners in the foundation phase in the Lejweleputswa District"

Supervisor: Dr JW Badenhorst D Ed (Unisa)

VAN DER MERWE, Margaretha Maria – Cum Laude

"English Language Proficiency of non-English speaking learners in the Foundation Phase of an English medium school: Challenges and Strategies"

Supervisor: Dr JW Badenhorst D Ed (Unisa)



Business Ethics awards



The Elephants team watching their presentation footage after being announced as the 2015 winners of the competition!



Mr Werner Landman
PwC Business Development Manager

Faculty of Management Sciences Department of Accounting and Auditing in partnership with international audit firm PwC, held their fourth annual Business Ethics Awards on 13 May 2015. The institutions have been in partnership and hosting the Business Ethics Awards annually since 2012.

The main objective of this competition for B.Tech (fourth year) students in the department is to raise awareness amongst accounting students regarding various unethical challenges that they might be facing in their career path; enable them to make informed decisions when faced with ethical dilemmas in the work place; equip them for employment in a field that involves various moral dilemmas in both private and public sectors and, assist them to have a better understanding of the environment and society within their profession.

"We at PwC, would like to applaud and congratulate you all on delivering innovative, thought provoking and most of all, ethical presentations. It is a pleasure to be associated with an institution that drives excellence and contributes positively to the leadership of our country," these were the words from Mr. Werner Landman, PwC Business Development Manager, during the CUT and PwC Business Ethics awards.

The Accounting and Auditing professions worldwide are placing a renewed emphasis on the importance of business ethics. The course Business Ethics IV (BNE41AB) has become a compulsory module in all the B.Tech programmes offered by the Department of Accounting and Auditing at CUT.

This year, the project forced students to work in groups, think outside the box, track the South African media, read newspapers, learn good time management skills and debate vigorously among team members in a safe learning environment. Eleven groups consisting of 6 to 8 learners per group entered the competition and three winning teams, as well as the overall best presenter, received gifts and cash prizes sponsored by PwC.

The topics for presentations ranged from addictive energy drinks, organ donation, corporate monopolies, bread cartels etc., and students could choose any topic relating to a real-life business ethics dilemma. The winning presentations were on: Consumer exploitation with lay-by purchases (3rd prize) (Buffalos), the abuse of Grand-Pa painkillers (2nd prize) (Hyenas) and Ethical issues in the hair and beauty industry (1st prize) (Elephants).

The final assessment and selection was done by an interdisciplinary panel of judges consisting of staff members from CUT, University of Free State and PwC, specialising in governance and business ethics. The main evaluation criterion was based on creativity, application of theoretical knowledge and presentation skills. 3rd prize winners received R600 each member, 2nd prize R800 and 1st prize R1200. The overall best presenter, Ms Shallott Hlalele from the Elephants group also received R1200!

According to Ms. Leandi Steenkamp, senior lecturer at the department, CUT is the first and still the only University of Technology in South Africa to become involved in such a project.



2nd place: Hyenas Team.



Front row: L-R: 2015 winners: Ms T Ntlanzi, MJ Seqhobane, TS Sobuwa, MC Mahloha, A Pohlwana and K Phalatse. **Back row:** L-R: Ms Leandi Steenkamp, Senior Lecturer at the department, Mr Werner Landman, PwC Business Development manager, Mr Adriaan Taylor, HoD and Sylvia Davis.

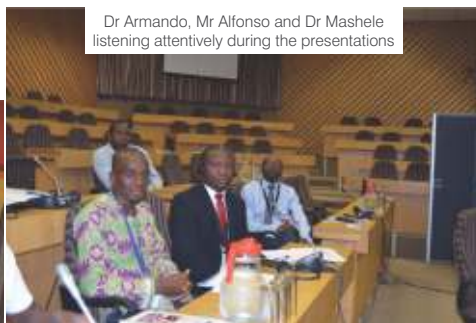


3rd place: Buffalos Team.

SCIENCE, TECHNOLOGY AND RESEARCH BRINGS THREE COUNTRIES TOGETHER



Dr Desmond Ncango, from Agricultural Research Council, engaging with the presenter



Dr Armando, Mr Alfonso and Dr Mashele listening attentively during the presentations



Dr Armando from University of Kimpa Vita, Angola

Faculty of Environmental Science hosted a joint workshop on science and technology with the universities of Kimpa Vita (Angola) and Eduardo Mondlane (Mozambique). The workshop brought together researchers from three countries to share knowledge, resources, and expertise to advance science and technology within the SADC region. The theme for the workshop was 'the role of indigenous knowledge in science and technology'. Thirty delegates including Agricultural Research Council, University of South Africa, National Research Foundation, and community attended the workshop.

During the knowledge sharing sessions and presentations, various topics that were discussed included two projects that are currently funded under the South Africa/ Angola and South Africa/Mozambique bilateral corporation. The projects focused mainly on the use of indigenous vegetables in addressing food security (Project leaders: Dr Malebo and Mr Francisco Afonso - Angola) and the use of medicinal plants to combat diseases such as HIV, Tuberculosis and cancer

(Project leaders: Mr Rosario Chitondo - Mozambique, Dr Idah Manduna and Prof Sam Mashele). Other discussions for the day were based on the possible future collaborative projects for the three countries. Dr Desmond Ncango from the ARC highlighted on potential projects in the fields of port entry quarantine and plant disease management. On possible collaborative projects, Prof. Msagati from UNISA tapped on the challenges such as the search for alternative energy and its impact on the environment, the effect of bio-toxins on water quality, the presence of heavy metals and endocrine disruptors in vegetables and foods.

In his presentation, Mr Michael Nxumalo from National Research Foundation (NRF) enlightened the audience about the importance of conducting research that is globally relevant yet responsive to local challenges. He further stated the importance of science engagement where communities are involved in research projects at universities.



Some of the audience who attended the workshop



Dr Ntsoaki Malebo with Mr Francisco Afonso

CUT energy research brings cheaper electricity option

A CUT researcher has done research on a more cost-effective method to generate electricity for remote rural communities, using water. Mr Sandile Phillip Koko, a Technical Assistant within the Department of Electrical, Electronic and Computer Engineering in the Faculty of Engineering and Information Technology took part in the 25th Southern African Universities Power Engineering Conference (SAUPEC 2015) that was held in Johannesburg on 28-30 January 2015. He presented a peer-reviewed conference paper called "Modelling and Performance Analysis of a Micro-Hydrokinetic River System as compared to Wind System".

The aim of his paper revealed the economic viability of micro-hydrokinetic river (MHR) system for remote rural electrification. He presented a mathematical model and performance analysis of the MHR system which looked at ways rural communities could make use of the system to deal effectively with depleting electricity supply in the country. Based on the results, MHR system proved to be the most cost-effective rural electrification technique to consider as compared to wind generation system. He won an award at the conference for being able to source electricity from water.



Mr Sandile Koko (left) congratulated by the head of his department, Prof. Herman Vermaak, who is also the head of the RGEMS research group.

"I look forward to seeing more young electrical engineering researchers involved in energy research. I hope my award will inspire them to find solutions to escalating electricity costs and the advancement of renewable energy technology for the current energy crisis in our country."

Koko, is an active member of the Research Group in Energy and Manufacturing Systems (RGEMS) that has delivered numerous superb research projects over the years.

CUT research gives hope for better drought preparation

CUT researchers have published a paper that could help agricultural role-players predict drought conditions as far as seven months ahead of time. CUT lecturer Dr Desalegn Edossa says the research, published in the International Journal of Atmospheric Sciences in December, focuses on the relationship between El Niño events and corresponding drought conditions in parts of central South Africa. El Niño is the fluctuation of sea temperatures in the Pacific Ocean, which impacts meteorological processes as far abroad as Africa and Australia. The objective of this study was to characterise meteorological droughts in the Central Region of South Africa using Standardised Precipitation Evapotranspiration Index (SPEI) and to examine if there is a relationship between drought and El Niño events. The SPEI was used to quantify the precipitation deficit over time and space across the catchment for the time-scales that are important for planning and management of water resources.

Based on 12-month time-scale, the total number of drought events identified in the area using SPEI ranged between 13 and 20 during the period of analysis (1952–1999). Considering the effects of event magnitude and duration as severity parameters, the most severe drought event was identified during 1973 followed by 1995 based on 12-month time-scale. Moreover, it was also found that the number of moderate, severe, and extreme drought events identified by SPEI follows increasing trend with a decade during the period of analysis. The results of Spearman's rank correlation test revealed that the trends exhibited by mild (SPEI-3 and SPEI-6), moderate (SPEI-12), severe (SPEI-12), and extreme

(SPEI-3) drought categories are statistically significant at 5% significance level. The study also revealed that drought events in the central region of South Africa are preceded by El Niño events in the tropical Pacific (Niño 3.4) with an average lag time of 8 months between the onsets of the two events.

It was found that hydrological drought events in the study area lag behind meteorological drought events with an average lag time of 7.4 months. Findings of this study can be used to forecast drought events in the area for the proper planning and management of water resources. Based on these findings, researchers will be able to create drought forecast models as far as seven months into the future. The article has been published in an open access journal, to access, readers can go to:

<http://www.hindawi.com/journals/ijas/2014/508953/>
Sabrina Dean, Agri Editor, OFM



The three Department of Civil Engineering researchers involved in the project are (from left to right): Dr Desalegn Edossa, Senior Lecturer, Dr Worku Welderufael, Researcher, and Prof. Yali Woyessa, Head of the Department.

RESEARCH AND DEVELOPMENT HOST POSTGRADUATE SUPERVISION WORKSHOP



L-R Prof. Andre van der Merwe, Ms Dilla Wright, Ms Philina Wittke, Mrs Refilwe Moleiyane, Mr L Munsany & Prof. Laetus Lategan.



Prof Hesta Frederick Nel addressing the audience on doctoral education in South Africa

CUT research and development community hosted a postgraduate supervision workshop on 12 June. The purpose of the workshop is to address the best practices associated with postgraduate supervision.

According to Professor Laetus Lategan, Dean: Research and Innovation, South African universities are positioning themselves to grow their postgraduate enrolment, a strategy informed by national policy directives to become more research competitive. In this drive, CUT aims to grow its postgraduate student enrolment to 5% by 2020.

Prof Lategan further mentioned that for the university to meet its strategy to grow its research outputs, more attention should be paid to intensive training of postgraduate supervision expertise. "Postgraduate supervision is also teaching and learning, very often, supervisors overlook the necessity to be well prepared for formative assessment and to afford the students the opportunity to learn too. In addition, students do not make use of the opportunity to learn from their supervisory experience, discussions, and process. Be the leader and know that the more you read the better questions you will be able ask and the better research you will do."

Topics discussed focused on:

- A brief overview of postgraduate education, postgraduate supervision, and research training.
- A discussion on postgraduate students' needs and expectations.
- A discussion on postgraduate studies beyond Faculties, disciplines and institutions to secure regional responsiveness and international collaboration.
- Reflections on how to successfully complete postgraduate studies.
- Funding as enabler – for research, personal development, networks, etc.
- Pointers for internationalization of postgraduate studies.

Prof. Hesta Frederick Nel, Head of Department: Clinical Sciences, presented on doctoral education in South Africa: soaring or sinking?

She mentioned that policy makers for higher education in South African have called for an increase in PhD graduates.

"The reason for high demand in PhD graduates is on assumption that in the academic environment, PhD is the entry level requirement. PhD is like training a student in an Olympic swimming pool and throwing them in a deep end where some will swim through and others will sink. There have been some discussions on extending the PhD programme to six years. However, attributes that make the desirable PhD candidate for the industry is critical thinking, problem solving, networking, time management, writing project proposal and confidence."

Prof. Andre van der Merwe from Stellenbosch University gave an overview presentation on A Didactic platform for knowledge transfer where he argued that most candidates struggle on what angle to use when doing research. "PhD candidates need to define their research questions, objectives, construct their work, learn the basics, and get clarity. In the real world, practical exposure involves exposure to many variables, often all changing at the same time."

Mrs Refilwe Moleiyane, Academic Exchange/Study -abroad Co-ordinator presented on International Scholarship funding opportunities. She mentioned DAAD as one of the scholarships that supports the exchange of scientists and academics from partner countries in order to improve international relations and bilateral research co-operations between German and foreign universities. She further highlighted that one of the requirements in applying for the scholarship is that candidate's research topics should be diversified and speak to globalization. "Studying in other countries broadens your knowledge and fine tunes your mindset as you learn different approaches and that can assist in shaping the country for the better."

Other presenters of the day includes Dr Anshu Padayachee, CEO, South African Technology Network (SANT), Mr Sehlabaka, Research officer, CUT, Ms Jeanine Nothnagel, Lecturer Tourism and Events Management, CUT.

SOAR AND TAU LAUNCH



Back L-R: Prof. H. de Jager, Mr R Setenane, Dr B.G Fredericks, Mrs N Mpekoa, Ms Mkhize, Dr B van der Merwe and Prof. T Mthembu.

Front L-R: Prof. MLE Monnapula-Mapesela and Ms DE Rampana

CUT launched Stars of Academy, Research (SOAR), and Teaching Advancement at Universities (TAU) project on 19 June 2015. The purpose of this launch is to publicise the project and announce the SOAR and TAU fellows for 2015.

The objectives of the SOAR programme are:

- To increase the critical mass of young outstanding black, female academics including Coloured and Indian at CUT particularly in scarce and critical skills;
- To encourage outstanding candidates to pursue academic career in various areas of scientific research, teaching and technological development and SET;
- To create, support, promote, and sustain excellence in scientific and technological teaching and research;
- To promote academic careers for young black women.

TAU programme aims to:

- contribute towards the enhancement of teaching and learning in higher education in South Africa by supporting the development of a cadre of academics across institutions and disciplines as scholars, leaders and mentors in their fields;

- To enhance the status and the stature of teaching and further popularise the concept of teaching excellence;
- To contribute towards the definition of what teaching excellence means in varied institutional settings.

In his address, Prof. Thandwa Mthembu expressed his gratitude on how far the project has come to where it is to date. *"Back in 2010 when Academics and Research was established, we had a drive that we must improve the quality of life and free the potential of each individual. In 2010, we started the programme with 10 pupils and we became a unit in ensuring that there will be outcomes. Today, I am very delighted to witness the progress on the project and I believe it will keep growing to where we want it to be."*

Prof. Henk de Jager encouraged young, passionate, vibrant, and aspirant black women academics and researchers including Coloureds and Indians to take the opportunity, improve their qualifications, and grow academically.

The programme has also assisted Ms Mkhize on her career growth. She will be studying at the University of Uppsala in Sweden.



Prof. Mthembu with Ms Van der Merwe and Ms Rampana.

CAREER FAIR GROWS BIGGER AND BETTER

Career office held its 10th annual career fair at both campuses. The fair was inceptioned in 2006 at Bloemfontein campus and in 2009 at Welkom. The event has grown bigger each year and some of the partners have been part of the growth and networking opportunities.

The main objective of the fair is to build strategic partnerships with employers and address the developmental needs of the Central Region. At the fair, students are prepared in accordance with the industry needs and get exposure to the world of work; they also meet face-to-face and network with their potential employers and get more information about companies of their choice and the general demands of the industry. This in turn, broadens their outlook beyond the boundaries of their specific qualifications and ultimately aid in reaching for the much desired goal of reducing unemployment rate for CUT students.

This year, 25 companies registered to take part in the exhibition and the Department of Labour received a trophy for their 10 years of interactive exhibits.

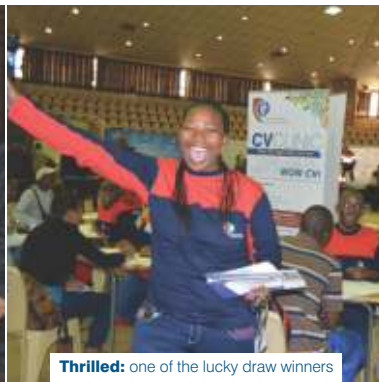
A selfie competition on Twitter was held where students had to take selfies of themselves with the stakeholders. The students' pictures with the most likes won the laptop bags. The winners are Ms Letlhogonolo Makapane, first Year BEd, Natural Sciences (Welkom campus) and Ms Ndakahona Bashingi M.Tech Civil Engineering (Bloemfontein).

Some students entered the lucky draws and received prizes donated by the stakeholders (branded pen sets, water bottles and T-shirts).

Work Integrated Learning (WIL) cocktail event was also held where companies such as SEDA, SAPS, Murray & Roberts and Merseta were honoured with a 5 year dedication certificates while the others were awarded for best stalls.



L-R: Maritha Bosch, Lynn van der Merwe, Henri Jacobs, Thandeka Moshodi, Thebe Seipobi, Rosita Rhodes



Thrilled: one of the lucky draw winners



Fire Quip won the best stall for 2015



At the WIL cocktail event: L-R: Mrs Boijane Mshumapela from SEDA, Ms Gertrude Marlow from Department of Labour and Mr Michael Houben from SAPS.



At Welkom Fair: Winner of the best stall



Selfie completion winners L-R: Ms Maritha Bosch, Career officer at CUT handing the Prize to Ms Ndakahona Bashingi, M.Tech Civil Engineering student (Bloemfontein) and Ms Letlhogonolo Makapane, first year Bed Natural Sciences (Welkom campus).



HOTEL SCHOOL PRESTIGE AWARDS



Current CUT graduates from the Hotel School are employed at the Saxon Hotel. They are seen here with Mr Cohen (MD Saxon Hotel) and staff from the Hotel School (Professor le Roux and Renee Minnaar). L-R: Dimitri Maritz- Assistant Villa Manager, Renee Minnaar-Lecturer: Hospitality Management, Greg Cloete -Sales Executive, Gustav Pieterse, Banqueting Manager, Olivia Bell-Sales Manager, George Cohen- MD Saxon Hotel, Tumi Riet -Third year trainee, Piet le Roux -Acting HOD: Hospitality Management, Obakeng Tlhokwe-Second year trainee, Nicky Kleynhans- Assistant Night Manager, Dumisane Sibeko-Restaurant Supervisor and John Ncamane-Duty Manager

Department of hospitality management in the Faculty of Management Sciences held its annual prestige award to honour academically deserving students and dedicated staff members who strive to give their best to the university.

The event was intended to expose the Hotel Management students to their potential employers who have pledged about R1, 293,000 of bursaries towards their studies in 2015. These include Tsogo Sun-R92, 000 (new bursaries), Protea Hotel-R239, 000 (continuation and new bursaries), Shoprite as a new player-R200, 000 (new bursaries) and CATHSSETA-R670, 000 (new bursaries). Top achievers for 2014 won the prizes while academically achieving students received bursaries from partners such as Protea Hotel, Tsogo Sun, and CATHSSETA and Shoprite/Checkers.

When addressing hotel school staff and students, Mr George Cohen mentioned that in his 10 years of association with CUT Hotel School he has seen and witnessed dedicated and hardworking staff, well-groomed students and organisational par excellence. "I am proud to be associated with this institution.

CUT has one of the best and excellent Hotel Schools in the country and we have been placing second and third year hospitality management students at our hotel for at least 15 years now." He is an extraordinarily knowledgeable hotelier with more than 40 years' experience in the industry. Born in Natal and bred in Bothaville, he is a General Manager at Saxon Hotel, Villas, and Spa in Durban.

Top Achievers 2014 were:

Best 1st year student- Ms Adrielle du Plessis, best 2nd year- Ms Chloe de Villiers, best 3rd year- Ms Nikita Olivier best BTech- Ms Kayla Davies and Belinda van der Merwe. Most Professional student award went to Ms Chloe de Villiers (will be joining Saxon Hotel for her WIL), Student ambassador award to Ms Sibulele Nyangeni, Service Excellent (staff)- Ms Eulanda Khooa, Cum Laude: National Diploma- Ms Catherine Louw and Cum Laude BTech- Ms Kayla Davies and Belinda van der Merwe.



Sibulele Nyangeni receiving a certificate for Student Ambassador from Prof. Piet le Roux



Tsogo Sun bursary holders



Waiters and Chefs in training



Guest Speaker Mr George Cohen



CathSeta new bursary holders



CathSeta bursary continuation recipients



Protea Hotel New Bursary recipients



Protea Hotel Continuation bursary



Eulanda Khoosa-Service excellence

Practical Hospitality Management Book Launch



Collective efforts: Dedicated Hotel School lectures who compiled the book

The tourism and hospitality industry plays an increasingly important role in creating and ensuring sustainable employment. Major sectors in the South African economy like mining and agriculture face insurmountable challenges pertaining to labour unrest and continuous wage strikes. Despite this, tourism and hospitality industry has grown amicably and continues to create much needed job opportunities!

Hospitality Management department has launched a book-Hospitality Management (practical guide). The book aims to provide a practical perspective on the management and operational issues that the hospitality

industry face on a daily basis. The practical nature of the book is valuable to all hospitality establishments including guest houses, lodges, B&B's, restaurants bars and hotels. The contributors to the book have an impressive combination of industry experience and theoretical knowledge to convey a practical approach to hospitality management. The book is available at Sun Media for R220. The joint effort production was written and compiled by lecturers according to their field of expertise.

THE SCOPE AND LAYOUT OF THE BOOK

Theme 1: Human resource management for the hospitality industry by Desere Kokt

Due to the complex and challenging nature of the hospitality industry many challenges exist that revolve mainly around human resource issues. Employees represent the core of any hospitality establishment and it is imperative that their issues and concerns be addressed by management.

Theme 2: Front and back office management by Christine Boshoff

This theme provides an overall perspective on what front and back office management implies and articulates the roles and duties of the various positions within an accommodation establishment.

Theme 3: Financial controls and budgets by Lisa Marie Coughlan

Financial controls and the process of budgeting is a crucial activity in any organisation. The theme aims to provide a concise guide on the financial planning and budgeting aspects that should be considered by hospitality establishments.

Theme 4: Food service control systems by Jacques Ras

The theme deals with various food service systems and administrative controls that need to be considered by hospitality establishments.

Theme 5: Beverage Management by Fezeka Judith Mavuso

Beverage management is the heart of the hospitality industry and focuses on the operational issues associated with the bar service.

Theme 6: Health, safety and hygiene by Yvonne Maluleke – Makubalo

The importance of health, safety and hygiene in hospitality establishments are expressed in this theme, as well as the applicable legislation that governs these issues.

Theme 7: Culture, religion and food rituals by Zorada Hattingh

Different culture and religious groups have different orientations towards food and food preparation. This theme relates the various cultural and religious rituals of patrons that might visit hospitality establishment.

Theme 8: Protocol and etiquette for hospitality establishment by Jeanine Northnagel

Protocol and etiquette is an important consideration in dealing with guests on a daily basis. Hospitality staff needs to be properly informed about protocol and etiquette.

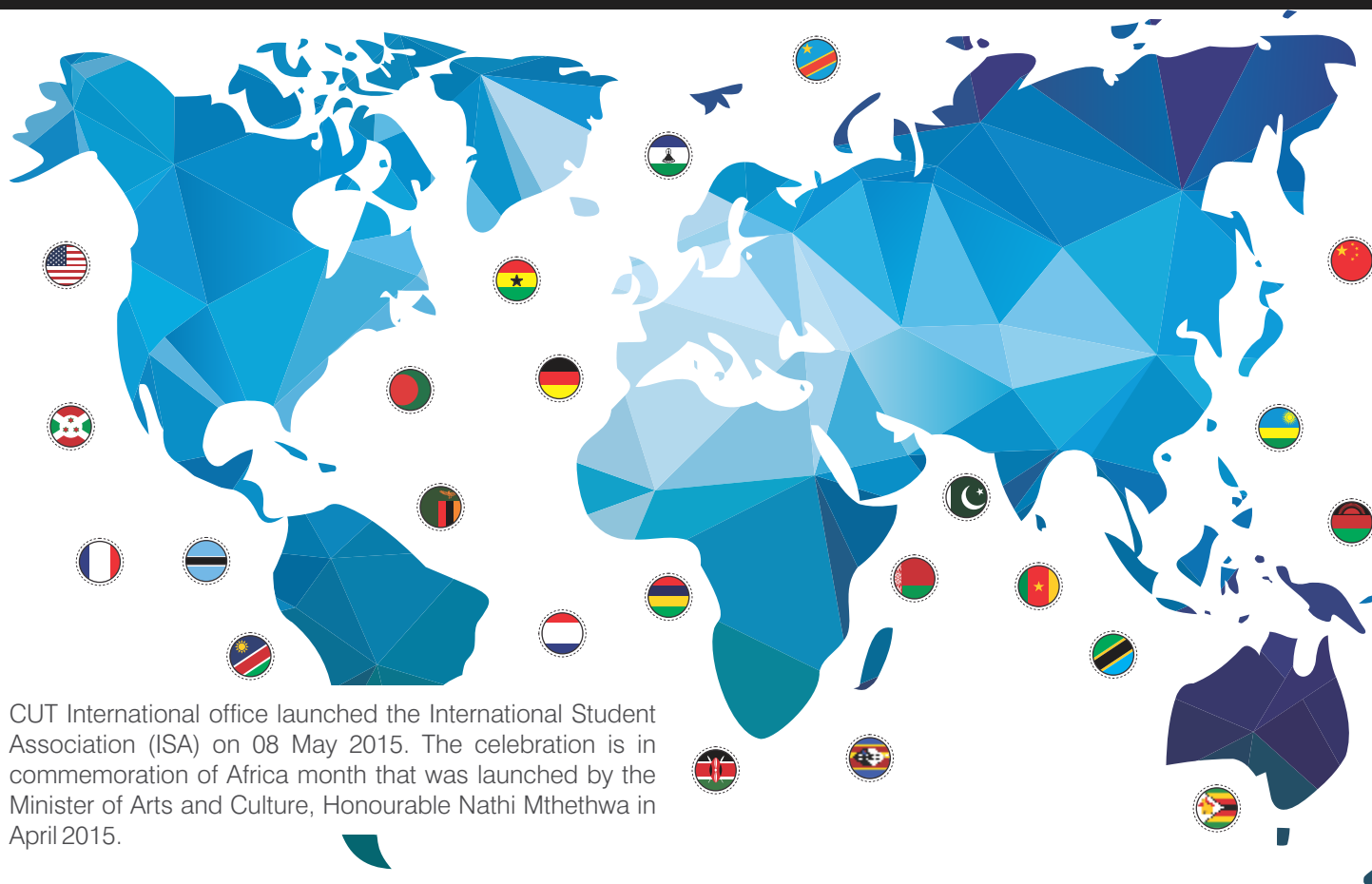
Theme 9: Design and decor considerations by Mariane le Roux

The design and decor of any hospitality establishment is crucial in attracting patrons. This theme relates which design and decor aspects should be considered, especially if an establishment aspires to become graded by South Grading Council.

Theme 10: Tourism and local attractions by Johan Hattingh

As the tourism and hospitality industries are inextricably linked, it is imperative that accommodation establishments are well informed about local cuisines and attractions. The theme refers to strategies that enhance tourism in local areas.

CUT LAUNCH INTERNATIONAL STUDENT ASSOCIATION



CUT International office launched the International Student Association (ISA) on 08 May 2015. The celebration is in commemoration of Africa month that was launched by the Minister of Arts and Culture, Honourable Nathi Mthethwa in April 2015.

CUT considers this launch as an important development toward the integration of international students into the broader CUT community. It also supports the internationalization strategy of the University which calls for the globalization of its academic offerings.

Vice-Chancellor and Principal, Prof. Thandwa Mthembu said: "for us to be a 'Cut above the rest', we have to ensure that we increase the number of our international staff and students to the set target of 10% and ensure that they are secured, comfortable and well supported in all they do. CUT is everyone's campus and the world is a global village where everyone should live together in peace and harmony."

Deputy Vice-Chancellor, Academic and Research, Prof. Henk de Jager echoed the same sentiments stating that the purpose of launching the association is to also promote student and staff exchange as well as instilling internalisation into the curriculum. "We are Africa and we want to produce graduates that will be global citizens," he concluded.

Julius Akaba, ISA chairperson and MTech student said that the purpose of the association is to create equality and make all international students integrated as new members of CUT family. He further encouraged the students to support one another and assist those who are struggling academically. "We are one family, let us all unite, and speak in one voice and one language so that we can be loud enough to be heard," Akaba said.



ISA Executive committee From left: Mr Emanuel lwuchukwu, Project and Campaign officer; Ms Makatleho Pheko, Finance Officer; Ms Matumelo Leqala, Welfare officer; Ms Katloho Pakose, Secretary; Ms Mothepane Seghobane, Deputy Chairperson; and Julius Akaba, Chairperson.



Staff members at the International Office, from left: Ms Martina Moss, Admin Coordinator; Mr Danny Bokaba, International Student Support Services; Ms Refilwe Molekane, Academic Exchange Coordinator; Ms Cecilia Sejake, International Student Advisor; and Mr Arthur Johnson, Director, International Office.

CUT EMBRACES THE CULTURE OF DIGITAL TEACHING AND LEARNING



CUT librarians receiving training from the expert.

CUT Library and Information Services (LIS) took technology to another level when it launched the EBook (digital or electronic books) on 9 and 10 April.

The launch, which took place two years after the institutional depository launch, is a clear sign of how the university is integrating technology into the culture of digital teaching and learning. Internet has become a vital component, most people and institutions are now resorting to e-books because it saves time, space, and money.

According to Mr Juliano Kabamba, University Librarian, the launch is a strategic decision to move with the times and be at par with the rest of the world. "E-Book launch is a build-up of the Institutional Depository that we launched two years ago. The primary objective of the depository is to preserve all intellectual output and make it accessible to the CUT community and the rest of the world with the aim of publicising our academic's material to attract more citations and raise their profile as well as the profile of our institution. The institutional repository has thus far, 2030 publications and it is freely accessible to all users."

"Although we have strived to move with the times in ensuring that our students and staff get the best out of technology, we also looked into the obvious challenges at hand." Mr Kabamba cited a few challenges that might be obstacles to the successful rollout of the project:

- Internet connection: when the internet is down, you cannot access the E-Books.
- Lack of special devices: laptops, iPad and smartphones.
- Restriction policies to prescribed E-Books (one reader at a time).
- Incompatible software. The E-Book is also seen as a cost saving method, which will maximise access of information to the users and help the university to connect with the world.
- Readers will have unlimited access to information.
- More users can read the same book simultaneously at different locations as compared to printed versions where only a few copies are available to borrowers.
- There will be more space and no shelves to pack and manage.
- No bibliokleptomaniacs!

Visit the CUT Library webpage for access to a number of information resources.

World Book and Copyright Day 2015

Library Information Services celebrated the world book and copyright day with CUT rated researchers, NRF funders, academic, representatives from university of Lesotho, and guest speakers from the sister university, UFS and UCT shared their knowledge and success stories over the years in their academic journey.

"Today we are celebrating a world prestigious day, this day serves to re-affirm our commitment to protect our academic's property and also pay tribute to the authors by observing corporate laws. World Book and Copyright Day is an opportunity to recognise the power of books to change our lives for the better and to support books and those who produce them. As global symbols of social progress Books and reading are powerful instruments that help eradicate illiteracy and promote knowledge transplant that will encourage and rekindle the culture of reading as well as open the windows of cultural diversity," these were the words from Mr. Juliano Kabamba, University Librarian, during the world book and copyright day, celebrated on 23 April.

Dr Masango, a copyright expert from UCT shared his experiences on why copyright is essential and protective of authors. He also mentioned that for copyright to prevail, it must be in literary form.

"We have come a long way, we have moved from word of mouth, to print and now digital. I would like people to know that ideas are not copyright until they are in literary form. Anything that the individual produces whilst in the institution becomes the property of that institution."



Some of the publications from CUT's rated researchers.

The guest speaker, Prof Johan Grobbelaar from the Department of Plant Sciences in UFS, shared his experiences in the topics 'what is science, what is research and researcher, and what knowledge is. In his academic and research life, he has published more than 100 scientific papers and reports, and has delivered more than 120 scientific papers at conferences and seminars, 32 of which were at international conferences, and 19 posters.

CUT's rated researchers included Professors: Laetus Lategan, David Ngidi, Arthur Swart, Alfred Ngowi, and Ihar Yadroitsau who also shared their success stories

LIBRARYWEEK Commemorated



Library staff assisting students to use technology to access library information wherever they are



Mobile phones also formed part of technology

Library and Information Association of South Africa (LIASA) observed the National Library Week during 14 to 21 March 2015. The theme "Connect @ your library" resonates with the belief that libraries connect people to each other, give them an opportunity to share information and knowledge, give them access to print and electronic resources, and expose them to the available technology and professional support. CUT celebrated Library week during 16 to 19 March.

As part of its culture and tradition, the celebration included activities where students were trained on walk-in Library catalogues and how to connect their electronic gadgets (such as mobile phones) and have easy access to massive volumes of information. Students and staff were also informed on the important role that libraries play in a democratic society by advancing literacy and making the basic human right of freedom of access to information a reality. The week was steeped in fun and activities, including competitions and lucky draws.

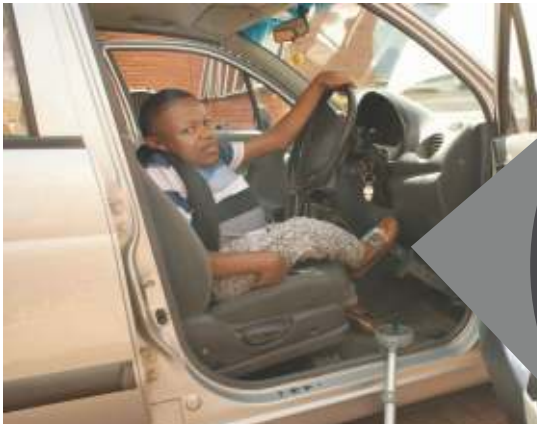
CUT OPENS DOORS TO CLASS OF 2015

Scores of learners from all walks of lives attended the annual open day at CUT Bloemfontein and Welkom campuses on 16th and 23rd May to explore and experience the life and careers at Central University of Technology. Approximately 7000 learners turned up for this event, a huge increase as compared with the classes of 2014 with 3138 learners, 2013 - 2886 and 2012-1461.

Thirty-nine buses transported these learners from 119 schools. Some travelled with their parents and some with friends. Others were prospective students from SADC region. Faculty representatives, lecturers, deans of faculties and advisors provided valuable information to the learners on study options, programmes and other related questions about admissions, fees, accommodation, study loans, bursaries and scholarships. Learners, parents and teachers had an opportunity to tour the campus and meet face to face with lecturers. High-standard career exhibition stalls manned by professional academics were visited and visual projects were also demonstrated. Learners were also afforded an opportunity to apply for 2016 academic year. CUT-FM and OFM kept learners upbeat with entertainment and competitions throughout the day.



TECHNOLOGY OFFERS ALTERNATIVE SOLUTION



In the driver's seat with his extended driving pedals, is Mohalatsi Mabilietse.

Mohalatsi Mabilietse is a CUT student who has a very small stature. For years, the 2nd year IT student depended on his sister and friends to drive him around. He was born and bred in Philindaba, Bloemfontein and matriculated from Martie du Plessis in 2013. With a height of 4.6 feet, modern life became a burden to him, as driving a normal car was a challenging exercise. His legs were so short that he could not reach the pedals.

Mohalatsi represents many students with disability in higher education institutions who through various circumstances face challenging obstacles that are beyond their control. Many of them who own cars, are at risk of causing fatal accidents if they continue to drive cars unaided. Many of them are at risk of causing fatal accidents if they continue to drive cars unaided. He never knew where to find help.

Desperate to improve and change his day-to-day ordeal, he approached Product Development Technology Station (PDTs), a technology innovation agency at CUT, with an idea of extended pedals and explained it to Kamohelo Mokoena, Mechanical Engineering graduate from CUT who advised him to draw up a proposal and submit it to PDTs for consideration.



"This great idea was inspired by the student himself. He approached and explained his idea to us and kindly asked if we could manufacture the pedal extension for him, which was a great, but challenging experience", said Mr Ludrick Barnard who heads a team of young and innovative minds and experts.

"We took the idea, did research, and came up with the concepts and design. I mentored my intern on what and how it should be done and we got it right," he concluded.

He and Mokoena started modelling the idea and came up with a perfect product that liberated the student. With the help of PDTs, Mabilietse is able to drive himself anywhere with ease.

Today, he drives himself around the streets of Bloemfontein and from home to campus. "I am pleased and grateful for the wonderful work that PDTs has done for me. It has helped me a lot. I do not depend on people to take me from A to Z now. I am independent and enjoying every moment," said Mabilietse.

Thanks to PDTs, CUT is emerging as a leader in creating niche products and solutions that are almost impossible using conventional techniques. It offers a one-stop solution for product and industrial designers to manufacture prototypes.

The idea of these extended pedals is the first of its kind in the country and can make CUT stand proud at the forefront of innovation for the country's motor industry. "We used six millimetres of normal steel plate, carbon fibre, canopy clips, and rubber. The total cost for the material was between R500 and R700," said Mokoena.

Mabilietse is a humble person who loves outdoor, adventure, sports, and hanging out with his family and friends.



PDTs Director, Mr Ludrick Barnard (R), and Mr Kamohelo Mokoena (L), a mechanical engineering graduate from CUT are the brains behind the innovation. Pedal extensions were designed to give leverage to the student who could not fully reach the pedals in a normal car. Today, Mohalatsi can drive himself around the streets of Bloemfontein, home and take himself to campus.

FACULTY OF MANAGEMENT SCIENCES AWARDS ACADEMIC STAFF AND STUDENTS FOR EXCELLENCE



1.



2.



3.



4.



5.



6.

1. BTech student, Ms D L Modise with Prof. Dennis Dzansi.

2. Best 2nd year student, Mr EL Iwuchukwu with Prof. Tshedi Naong.

3. Best 3rd year student Mr SR Lekhetho.

4. Staff award for community Engagement-Prof. Crispin Chipunza with Dean of Faculty, Prof. Albert Strydom.

5. Guest Speaker of the day: Mr Sipho Joseph Thomas, Deputy Director General (DDG): Department of Cooperative Governance Traditional Affairs (Cogta)

6. Best 1st year award went to Ms M Seghobane.

The Faculty of Management Sciences held the first-of-its-kind recognition award ceremony in honour of their top achieving staff and students held on 11 March 2015. The sterling event was graced by the guest speaker of the day, Deputy Director General (DDG): Department of Cooperative Governance Traditional Affairs (Cogta), Mr Sipho Joseph Thomas.

In his address, Mr Thomas mentioned innovation and entrepreneurship as two inseparable concepts, which are key economic drivers in South Africa. "Youth unemployment is a huge challenge in our country and the Central Region is not an exception. As Government in the Central Region, we rely on institutions like Central University of Technology to beef-up skills development and equip our children with innovative minds and entrepreneurial skills that the country is in dire need of. These skills are envisaged to bring the necessary change to the lives of our future generation." Mr Thomas also highlighted that the Free State government has adopted aggressive measures in making sure that its youth gain the necessary skills that will make them employable.

"The population growth in the City of Mangaung has shaped and channelled us into planning and creating entrepreneurial opportunities for our youth," he said.

When announcing the top achievers, Dean of Faculty, Prof Strydom said, "Today is a memorable day to our staff and students as we celebrate their hard earned achievements. As a Faculty, we are proud of you for the hard work and commitment you have shown in making the Faculty realise its vision to reach greater heights.

12 students from the first years to BTech were recognised and awarded. Prof Chipunza became the only academic staff member to receive an award. He was honoured with the Community Engagement award for his active engagement with students and communities in promoting entrepreneurship, which has seen him winning national awards!

ALUMNA TAKES CUT BRAND ABROAD

Ms Lebohang Selloane, holds a BTech degree in Diagnosis Radiography from CUT and currently finishing her MBA at MANCOSA Graduate School of Business. Ms Lebohang was selected to participate in the 2015 Nelson Mandela Washington Fellowship for Young African Leaders, a flagship program of President Obama's Young African Leaders Initiatives (YALI).

As a Mandela Washington Fellow, she will spend 12 weeks studying Business and Entrepreneurship at the university of Notre Dame and as part of her fellowship at IBM; she will participate in a Professional Development Experience (PDE). PDE is designed to give her practical training and the opportunity to learn transferable skills, expand her professional network, and apply concepts learned at her Institute to real-world situations. She will also have the opportunity to make meaningful contributions to IBM through targeted projects, which will in turn, help her grow

professionally and expand her portfolio. PDE will also prepare her for greater leadership roles later in her career and help to advance her career trajectory. Ms Lebohang is scheduled to depart to USA in June.

She will also hone her leadership skills and network with other young leaders from sub-Saharan Africa and USA. After her academic residency at the U.S. University, She will travel to Washington, D.C., to participate in a three-day Mandela Washington Fellowship Summit hosted by President Obama. During the summit, she will have the opportunity to interact with U.S. leaders in the fields of business, government, and the non-profit sector. Upon completion of the U.S.-based program, her Fellowship continues in Africa where she will have access to ongoing professional development, networking, and a variety of possible funding sources.



Woman on a mission - Lebohang Selloane

A young and hardworking Alumna is an entrepreneur from Kutloanong (Odendaalsrus). She is the Owner and Managing Director of a company called Visionary X-rays, established to offer onsite mobile x-ray services to business communities with employees prone to occupational lung diseases. The company also offers advanced radiology services to the rural areas in a mobile x-ray trailer. In 2014 her business idea of an onsite mobile radiology clinic, which led to the founding of Visionary X-rays won the Engen Pitch & Polish National competition for entrepreneurs after competing with over 1200 aspiring entrepreneur entrants. Ms Selloane is keenly aware of the need for access to quality medical services for rural and poor communities.

In this regard, the Visionary X-rays objectives are aligned with those of the Rural Health Advocacy Project (RHAP), which aims to help combat the spread of Tuberculosis through preventative disease programmes.

She has been a diagnosis radiographer, sales, and marketer for radiology equipment for eight years. Through her community engagement, she co-founded a non-profit organisation, Dream Girls Foundation. As Chairperson, she focuses on empowering young women through a range of educational and entrepreneurial programs.

CUT PARTICIPATES IN CHINA-SOUTH AFRICA WEEK



CUT took part in the China in South Africa week on 15 to 20 April 2015 hosted by Free State Provincial Government. The theme for the event was 'The year of China in south Africa'. Government entities, industry and business, SMME's, and tertiary institutions joined in the masses to exhibit their products in stalls that were allocated at the PACOFS grand hall. The week-long event was filled with activities from seminars on mining and mineral beneficiation, agriculture and agro-processing, trade and investment opportunities, infrastructure and investment plans to networking and business match making processes and entertainment in tourism, township excursions and game drives at Emoya Estate. Five hundred Chinese investors attended the event.

Premier of the Province, Honourable Ace Magashule said that China in SA Week should be seen as an opportunity to promote economic and trade relations, tourism, and a starting point in strengthening cooperation in education and agriculture. He also urged and encouraged business and Industry to participate and form partnerships with the Chinese business fraternity and gain the necessary skills and expertise needed for their growth. "South Africa imports more commodities and goods than we export, our aim is to sell our Province, and it's potential to the Chinese, work towards providing an enabling platform for the Chinese to invest in our province with the intention and view to increase our export profile. We also want to provide a holistic tour experience across the province with the aim to temporarily increase consumer spending during the tours and to sell the Tourism sector as a growing sector in our Province."

CUT is appreciative of the important role that the Free State government is playing in ensuring that the universities are connected to the world. The opportunity will also broaden the scope of partnerships and collaborations within institutions.



Seen here at CUT stall with Mr Modisaotsile Kodisang, BTech Marketing student and Ms Selloane Mmutle, N.Dip Human Resources Management student assistant and mentor both from Faculty of Management Sciences is Mr Sun Shun, Senior Marketing Manager SEPCO Africa, enquiring about CUT's post graduate programmes in Engineering.

CUT in Talks with Gediz University for possible collaboration



Prof. Henk de Jager, DVC: Academic and Research (centre) is flanked by Gediz University delegates and CUT academic staff.

Prof. Seyfullah Cevik, Rector of Gediz University in Turkey and his entourage visited CUT on 04 March to explore possible collaborative programmes in the fields of biomedical engineering and additive manufacturing- an area that CUT is emerging among few institutions in the country so far.

The delegates were impressed with CUT's academic programmes and the similarity of those at their University. Currently, Gediz University has a partnership with Free State

Provincial Government and thirty-seven students from the province are already pursuing their studies at the University.

Prof Henk de Jager, Deputy Vice Chancellor: Academic and Research said that there are a number of areas that could be explored since the two universities offer similar academic programmes. Prof. Seyfullah also thanked the university management for welcoming him and his entourage on a short notice.

QEP WORKSHOP



Mr Mokhele led the discussion by presenting the summarised outcomes from the CHE's collaborative QEP workshop held in Port Elizabeth earlier this year.



The task team addressing the focus area on Enhancing course and programme enrolment management. **From L-R:** Prof G Schlebusch, Dr J Nkonoane, Prof A Strydom, Ms N Dlamini, Mr A Komeni, Ms A Naidoo, Mr A Magwentshu, Prof F van Schalkwyk, Prof D Umesiobi

On 14 May 2015, various academics, deans, support services staff, and students participated in the Quality Enhancement Project (QEP)'s second institutional workshop to track progress and provide guidance to the Quality Enhancement Committee and Task Teams on the QEP activities within CUT. The workshop discussed and compared CHE analysis of institutions' baseline report submissions against CUT's and revealed the gaps as well as innovative solutions and the way forward in addressing shortcomings and learning from national best practices.

CUT SAYS **NO** TO XENOPHOBIA



Academics and Students led by the VC and principal joined in the masses to condemn the acts

CUT community joined masses of South Africans in the fight against xenophobic and Afro phobic attacks. The University assembly held, was to express solidarity with the victims affected by the upsurge of senseless outbreaks and violent attacks towards innocent African nationals.

When addressing staff and students at the assembly, Prof. Thandwa Mthembu, Vice-Chancellor, and Principal at CUT condemned the acts and he said, "CUT is shocked by the acts of brutality and violence that are being committed by South Africans against our fellow African brothers and sisters around the country. As a University that is home to many nationalities from Africa and beyond, we unconditionally condemn these shameful and deplorable acts of violence, which are inimical to the values of Ubuntu.

We are in support of the statement issued by Higher Education South Africa (HESA) on behalf of the higher education community, which states that such incidents are inconsistent with the values expressed in, and the founding provisions of, our Constitution. You need to go back and preach the gospel of living in South Africa to your friends and families."

Akhona Komeni, President of the SRC said that South Africans need to understand their history and the role that other countries has played during struggle. "We are first humans before we become Africans. As CUT, we say No to xenophobia!" Julius Akamba, President of International Student Association said that the only way for Africa to progress is through unity. He appealed to all students to go back to their communities and educate them.



Welkom Students & Campus





Learners queuing for their study material



From left: Mr Will Choene, Mr Goodison Molefe, Mr MB Monnane, Ms Zainal Samodien, Prof. Thandwa Mthembu, Vice-Chancellor and Principal, and Mr Anton Nicolaisen.

CUT HOST ITS 19th WINTER SCHOOL

Class of 2015 marks the 19th CUT Winter School since its inception in 1996. The school has grown over the years and collaborated with strategic partners, Standard Bank South Africa and Free State Department of Education. The aim of the school is to help prepare grade 12 learners for their final examinations and to support government to achieve better results for the province. For the duration of the school, the following subjects are offered: Economics, Accounting, Business Studies, Life Sciences, Mathematics, Physical Sciences, Geography, Engineering Graphics and Design, and Computer Applications Technology (CAT)

"This winter school programme is of great assistance with the success rate of grade 12 results in the province. From our side as Standard bank, we would like to see the Free State Province again taking the lead. It is through hard work, dedication and commitment of our grade 12 learners, teachers and department that the province can achieve the number one position again", said Mr Anton Nicolaisen, Regional Head of Business Banking.

This year, learners from 86 schools came from Free State, Northern Cape, North West and Eastern Cape. The Winter School has been privileged to receive generous sponsorships for the past five years from Standard Bank South Africa. In 2013, the grant received was R700 000 and

has since increased to one million in 2014 and 2015, making it possible for more learners from disadvantaged backgrounds to be part of the programme. "What the province has achieved in education over the years would not have been possible without the keen interest and dedicated support from Standard Bank. We look forward to continued our collaboration with Standard Bank and Department of Education", said Prof. Henk de Jager, Deputy Vice-Chancellor: Academic and Research at CUT. He further stated that there is still room for more collaboration with districts beyond the confines of Motheo; more particularly with the geographical area where CUT Welkom Campus is located. Learners were urged to spend more on their studies and prepare themselves for the future.

"As the department, we will continue to support CUT and its intervention programmes in pursuit of our common mandate of delivering quality education for our youth in this province", said Mr MB Monnane, Deputy Director General responsible for District Management and Educational Support in the Department of Education, Free State. Mr Monnane urged the learners to use the two weeks duration of Winter School fruitfully and do well in the future to enable the province to regain its lead by improving the 2014 pass rate of 82.8 percent.



It is day 1 registrations at the Boet Troskie hall, learners are assisted by dedicated tutors and mentors



Lessons in progress: learners are tasked to group activities

SRC POLICY REVIEW SUMMIT 2015



Akhona Komeni, SRC President for Bloemfontein challenging management on student issues.

Student Representative Council hosted a student policy review summit on 8 and 9 May 2015 at Bloemfontein campus. The Student Policy Review Summit is an annual gathering of student leaders where institutional policies are reviewed.

The two-day event consisted of five commissions who focused their debate and discussions on the role of student governance in advancing higher education transformation agenda: CUT's perspective, Assessment Policy, Admission Policy, Funding of Organization Policy, and Financial Policy where issues and challenges were analysed. Proposals on guidelines regarding financial exclusions and SRC constitution were also tabled and submitted to management for perusal.



Student leaders engaging with Management at the student parliament

Vice-Chancellor and Principal, Prof. Thandwa Mthembu, unpacked the state of the University address, Mr Benny Mokoma shared views on Institutional Forum in advancing transformation, SEU Executive Director, Mr Tembile Kulati took the students through critical break-through and direction of Vision-2020 and NSFAS representative, Ms Bogatsu shed the light on financial funding for student.



Management at the Parliament

CUT-PDTS PLOUGHS BACK TO THE COMMUNITY

CUT-Product Development Technology Station (PDTS) recently conducted a two-day workshop to Cosmo City youth in Randburg, Johannesburg as a way of ploughing back to the community and skills transfer. The youngsters, aged between 14 and 19 years, are high school learners who have shown interest in drawing and sketching, an expertise within the PDTS.

The youngsters are part of a youth programme called "Raising Giants" initiated by Ms Kgomotso Khosa. Raising Giants is an organisation that mentors and grooms the youth to realise their hidden potential where they think none exists.

Mr Vusi Skosana of Technology Innovation Agency (TIA), a funding entity for PDTS and Raising Giants, approached PDTS to present the sketching and drawing course to the interested youth in the Cosmo community and 19 learners benefitted from the workshop.

The two-day scope of the course covered: the basics of sketching for concept development including topics such as drawing styles, project planning, design balance, shading

and texture, isometric drawing and perspective, shadows, contour lines and the application of these skills. Learners were also exposed to various innovation projects from CUT, which bring about socio-economic development in the Central Region. A holistic approach on product development and entrepreneurship was also discussed.

The course facilitator from CUT, Ms Miralde Kotzé said, "kids were so impressive, well-spoken, and mannered with unique talents and great drawing skills! The excitement was remarkable and the feedback was most inspirational from both the students and their mentors."

At the end of the workshop, participants received a certificate of completion and a booklet containing all their sketches and drawings done for the entire duration of the course. "Although acquiring a certificate might have a boost in one's career path as a skill, the certificate cannot be used by learners as a qualification," Ms Kotzé concluded.



Youth from the initiative "Raising Giants" on day 2 of a Sketching and Drawing workshop presented by CUT-PDTS.

EDUCATIONAL GAME FOR BASIC ECONOMIC TRAINING EXTENDED TO THABONG COMMUNITY



Ms Mazakia Tihobelo (Enactus trainer) actively engaging Thabong entrepreneurs in the planning game from left: Mr Madikane, Mr Mosikidi and Mr. Thokolo.

“One way of dealing with the challenges of unemployment is by being innovative and entrepreneurial. We can no longer be content with simply producing graduates into a hostile, poverty- stricken socio economic environment. We have to change course and provide a form of future-proofing that will not only shape the future of individuals, but the future of this region and the country as a whole,” these were the words of Prof. Thandwa Mthembu, Vice-Chancellor and Principal of CUT, during his address at the official opening.

In the wake of high unemployment, lack of entrepreneurial skills, and the current thinking within the institution, the Faculty of Management Sciences in collaboration with Aalen University took it upon themselves to initiate and develop a series of educational game systems, dubbed planning games.

The initiative aims to promote entrepreneurship, a skill that is in high demand across the globe.

In 2014, CUT Enactus group under the leadership of Dr Edem Agbobli, project champion, piloted the project to the small business community of Mafora Township, Bloemfontein. The main intention of the game is to develop and sharpen their business skills, equip them with knowledge that will enable them to run their own businesses, keep records, make transactions, penetrate the market, record their products, and keep record of accomplishment of their capital and profits. It is anticipated that the concept will inculcate entrepreneurial skills among the youth and the unemployed in the Free State and beyond for gainful employment, poverty alleviation and general improvement in the quality of life.

On 4th July 2015, the team extended the training to Lejwaleputswa district in Thabong, Welkom where small business communities of Thabong and the surrounding areas actively engaged throughout the training duration. The game has several levels based on corresponding concepts of values and principles of economics. The development and deployment involves various stakeholders from university, industry, community, and education.

The various levels of the game are as follows:

Levels, values, and subjects in the VAL-U (VALues & yoU) game

Level	value aspect	entrepreneurship scope
1	the concept of value creation	Elementary economics: product price and financial gain, procurement, production and sales
2	adding monetary value	Accounting, cost analysis, interest and taxes, investment and financing, funding
3	creating value for the market	Marketing and sales, risk management, supply and demand, quality and research, stakeholders
4	valuing people and culture	Project management, teamwork and leadership, networking, soft skills and culture
5	entrepreneurial values	Sustainable development, corporate social responsibility, strategic planning, competition, entrepreneurship
6	adding value to society	Business plan development, forecast and research, bringing the plan to action

During the second half of 2015, beneficiaries will advance to level two until six where they will receive intensive training from the rest of the value aspects.



Around the table: L-R: Mr Madikane, Ms Mazakia Tihobelo, Mr Thokolo, Ms Maraka Lefera, Mr Qubada and Ms Lerato Mokgosi.

CUT STRENGTHENS RELATIONS WITH PROVINCIAL SPORTS CLUBS



CUT Residence team and Bloemfontein Celtics Management at the handover ceremony.

Bloemfontein Celtics honoured CUT house committee members and sports students at Gymnos Residence when they officially handed over a signed and framed Celtic Football Club jersey that will be hung on the TV rooms and main entrances walls at the residence.

According to Beauty Nelani, Acting Assistant Residence Manager, the main objective of the handover is to enhance partnership with strategic stakeholders, show-off their pride and confidence in local teams and sustain the relationship with them.

"Having the Bloemfontein Celtic Football Club and Toyota Free State Cheetahs on our walls as provincial team will not only provide an opportunity for CUT community to interact with provincial partners but also to gain the necessary support that is intended to enhance students' positive experience of CUT," she said.

Gymnos accommodates 31 CUT sports men (soccer and Rugby) and is headed by warden, Mr Erich Pretorius.



L-R: Bloemfontein Celtic COO, Mr C. Motsamai and CEO Mr K. Konco handing over the Celtic Jersey to Deputy Registrar-Student Services-Dr T Tondi, Mr Erich Pretorius, Gymnos Warden, accepting the Celtics jersey from BFN Celtics Managing Director, Mr R Ramabodu, Dr Tondi accepting the framed Celtics signed jersey.

Welkom Cricket Club wins the PRO-20 Cricket Tournament

CUT Welkom Campus Cricket Club participated in the Pro-20 Student Cricket Tournament hosted by Aesthetic Sport from the 12–15 March 2015 in Limpopo, Polokwane.

The teams that participated in the tournament were:

1. Central University of Technology, Free State, Welkom Campus
2. North West University, Mafikeng Campus
3. TUT, Soshanguwe Campus
4. University of Limpopo, Medunsa Campus
5. University of Venda



L-R: Welkom Cricket Club Participants at the PRO-20 Tournament. Proud moments for Man of the series-Kantoro Mokhethi.

CUT Welkom Campus Cricket Club won the tournament, and they were awarded the winner's trophy and gold medals. Man of the series trophy was awarded to Kantoro Mokhethi.

LISSO HELPS KEEP MANGAUNG CLEAN



Life Sciences Students Organisation (LISSO) took it upon themselves in the project themed 'It is everyone's responsibility to keep the city clean' to clean and teach the community of Mangaung about solid waste management. The organisation, dominated by the Environmental Health students, joined the City's Solid Waste Division in cleaning the city and teaching the hawkers about the best practices in solid waste management. The organisation aims at initiating more Environmental Health awareness programmes that will ultimately educate communities and aid in reducing the carbon footprint. Mr. Manyatsa and Phekonyane (lecturers) joined the team in the campaign. The organization is planning to have more Environmental Health awareness programmes in the future.



CUT UNVEILS NEW SPA



The Faculty of Health and Environmental Sciences recently launched and re-opened a world class Sanitas Per Aquam (SPA) at Bloemfontein campus.

The main objective of the SPA supports CUT's vision to be a centre of knowledge, innovation, and excellence, producing a critical mass of innovators that directly contribute to propriety creation. Second, third and BTech Somatology students receive practical experience and exposure so that they are fully equipped with knowledge and are employable at the end of their theoretical training.

Currently, the SPA can accommodate 5-7 people at a time, depending on the treatments administered. Sessions vary from 15 to 120 minutes per session depending on clients' needs. Two of the treatment rooms can accommodate couple. The hydro area consists of sauna, Neptune hydro bath, neoQi Dream and a sensation shower.

Benefits of SPA treatment

- Improves quality of life
- Enhances relaxation
- Improves general health and well-being
- Improves emotional state

Specialised treatments on offer includes

- Hydro treatments such as the NeoQi Dream (Replenishes and frees the circulation of Oi restore health and find new life energy),
- Vichy Shower (16 showerheads at varying temperatures water pressure, spray pattern and spray angle provides an invigorating hydrotherapy experience),
- Chromo therapy
- Steam Sauna
- Infra-red Sauna
- Sensational shower
- Full body wrap
- Exfoliation and the sensational shower
- Spectacular body wrap with the sensational shower

The main sponsor at the launch was NOV-U . The SPA is also open to the public by appointment.



Services offered at CUT SPA includes manicure and pedicure, mud wrap and heat treatment, facials, full body massage, slimming treatment, waxing and any other service that a world class SPA can offer.



ASSOCIATION OF ACCOUNTING TECHNICIANS (SA) AAT GRADUATIONS



Backrow-Left: Mrs Nadine Kater, General Manager: AAT alongside Prof. Henk de Jager and Dean of Faculty, Prof. Albert Strydom
Backrow-Right: celebrating with the graduates and the Project Administrator, Ms Eloise Laurence (**front - seated**)

The Accounting profession in South Africa is growing and becoming increasingly complex. At the same time, the industry is experiencing an alarming shortage of qualified accountants at all levels. To bridge that gap, CUT has collaborated with Association of Accounting Technicians (SA) (AAT-SA) to ensure that students are qualified and internationally recognised.

AAT is a professional body dedicated to the education, development, regulation, and support of accounting technicians in South Africa. It is also a practical qualification that will improve student's career prospects in finance and accounting. Accounting technicians work at all levels of finance, depending on where they are in their careers. Some accounting technicians work as accounts clerks, whilst others go on to become managing directors or finance directors of well-known companies.

Flexible and unique, an AAT (SA) qualification comprises of both accounting theory and a practical component and allows a student to develop and apply skills in the work environment. 18 graduates qualified on the day. Levels 3-5 are equivalent to a certificate while level 6 is equivalent to a National Diploma. The first group of AAT-SA graduates was in 2011.

The AAT (SA) qualification offers the following three certificate levels.

Certificate: Accounting Technician
SAQA Credits: 120
NQF Level: 3
Duration: 1 year

Further Education and Training (FET) Advanced Certificate: Accounting Technician
SAQA Credits: 120
NQF LEVEL: 4
Duration: 1 to 1.5 years

Higher Certificate: Accounting
SAQA CREDITS: 120
NQF LEVEL: 5
Duration: 1.5 to 2 years



Proud level three graduates: (Top middle) Mr Phemelo Kok and Ms Pontsho Applegreen (**Bottom middle**) flanked by Ms Nadine Kater, General Manager: AAT-SA (L) and Prof Henk de Jager, DVC: Academic and Research.



CUT 2015 SOCCER AWARDS

On 20 June CUT soccer club held its annual soccer awards in recognition and acknowledgement of commitment, hard work, dedication and passion displayed by some of the players who, despite not making it to the top 5 in the ABC Motsepe League, went an extra mile in all games played. The team in its second season of the League, ended on 11th place.

Categories of awards honoured are as follows:

- Chairperson's award: Mr Lefu Makhoba, from CUT Protection Services.
- Best young player of the season: Mr Morena Lehloa.
- Most disciplined player of the season: Mr Steven Mantshiyane.
- Leading goal scorers of the season: Mr Lefa Wesi, Mr Sizwe Ngoma, Mr Moeketsi and Mr Winston Manopole (captain).
- Player of the season award: Mr Winston Manopole.
- Recognition of long service award went to Mr Chuma Nogemane for 8 years of his dedication and Mr Teboho Ramakoa for 10 years.



L-R: Mr R Morena (former coach), Ms Veronica, Mr Chuma Nogemane and Mr George Ntholeng



Mr Lefu Makhoba shed the tears of joy when he was announced as the best chairperson of the league. The award was handed over by Mr Chuma Nogemane.

Hard work and dedication pays off. Award winners of the day: L - R. Mr Chuma Nogemane, Morena Lehloa, Steven Mantshiyane, Lefa Wesi, Winston Manopole, Sizwe Ngoma, Mr K Thakalekoala and Mr Lefu Makhoba.



FACES OF CUT Alumni 2015-2017



MR CINDI MAJOR GAMA

Qualification:

- National Diploma: Office Management and Technology (CUT)
- Postgraduate Certificate Education (CUT)
- Clinical Laboratory Specimen Reception Certificate (NHLS)
- Postgraduate Diploma Clinical Research (JLI)

Alumni Portfolio: Additional Member

Employment History

- Contract Facilitator @ Matthew Goniwe School of Leadership: 2014
- Part-time Lecturer IMM School of Marketing, Sandton: 2013
- Managing Director @ Gama Research Consultants
- Laboratory Assistant @ National Health Laboratory Services: 2005 - 2007
- Clinical Data Coordinator @ Quintiles Transnational: 2007 - 2009
- Senior Clinical Data Analyst @ PAREXEL International: 2009 – 2012
- Part-time Lecturer @ Motheo FET College: 2012-2012.



MR EMMANUEL KABELO MOREMI

Qualification:

- B. Tech(Public Management) CUT- 2001 - 2004
- Certificate: Emerging Managers Development Programed-University of Fort Hare-2009
- B Public Admin (HONS) University of Stellenbosch-2013

Alumni Portfolio: Treasurer

Employment History

- Exam Assistant (Part-time), CUT- 2005
- Residence Coordinator (Warden) 2004 – 2005
- Administrator (Part-Time), Department of sports and recreation- 2005
- Zimisile Service Delivery Programme Manager, Department of Public Works (Kimberly) 2006-2007
- Manager, RENS Business Consulting, Greater Sekhukhune District Municipality-2008-2009
- Manager, Policy Coordination, Research and Development Office, Northern Cape (Office of the Premier)



MR KEMANG ALBERT TUMELI

Qualification:

- National Diploma: Language Practice(CUT)

Alumni Portfolio: Additional Member

Employment History

- Personal Management Information January 2011-2012
- SRC (Financial Officer)2009-2010

Alumni



MR DAVID MATHEAKUENA MOHALE

Qualification:

- BA Degree (Cum Laude) Vista University, 2004-2006
- Certificates: Integrated Development Planning and Local Economic Development , Management and Development in local government
- Masters' Degree (Public Policy) Wits University, 2013

Alumni Portfolio: Additional Member

Employment History

- Senior Manager: Office of the Speaker Matjhabeng Local Municipality, 2012
- Senior Researcher: office of the Speaker , 2006 -2011
- Communications Officer, Masilonyana Local Municipality
- Chief of Staff: Office of the Mayor
- Student Assistant: Welkom Campus English Department
- English teacher: St. Edmund Rice School
- Freelance Journalist: Laduma Soccer- Bulletin



MS MMAKAKATI EUNICE MATEBES

Qualification:

- National Diploma (Internal Auditing) Technikon Free State, 2002
- B Tech (Internal Auditing) Tshwane University Of Technology
- Post Graduate Diploma (Internal Auditing) University of South Africa

Alumni Portfolio: Vice- President

Employment History

- National Treasury S.A, Deputy Director: current, Assistant Director: Finance 2010-2012, Assistant Director Finance, Revenue & Expenditure, 2009-2010, Financial Administration Specialist 2003- 2009
- Department of Public Works, Accounting Clerk, 2002-2003
- Accounting Clerk (Internship programme) South African Management Development Institute)2002



MS NKOSAZANA BEAUTY NELANI

Qualification:

- Advanced Diploma in Higher Education, University of Free State (UFS) 2014
- Short Programme Certificate in Project Management, University of Free State (UFS) 2012
- B.Tech: Office Management and Technology, Central University of Technology, Free State (CUT) 2005
- N DIP: Office Management and Technology, Central University of Technology, Free State (CUT) 2004

Alumni Portfolio: Additional Member

Employment History

- Student Services Secretary to the Deputy Registrar: Student Services CUT- 2005 - Current Residence Life Acting Assistant Residence Manager 2012
- Office of the Deputy Vice-Chancellor: Student Services, Student Temporary Employment Program (STEP) Administration 2003- 2005
- Experiential Training: Communication Services ,Free State Department of Education-2002

Alumni



MR THEMBEKILE ABRAM TSATSA

Qualification:

- National Diploma(Human Resources Management)
- BTech (Human Resources Management)
- Btech (Project Management)

Alumni Portfolio: Additional Member

Employment History

- South African Social Security Agency (SASSA).



DR GARTH ALLISTER VAN GENSEN

Qualification:

- Doctor Technologiae: Business Administration, School for Entrepreneurship and Business Development, CUT
- MBA, University of Wales in collaboration with the CUT
- Bachelor of Arts (Hons)

Alumni Portfolio: President

Employment History

- Lecturer (University of the Western Cape) 2014 - Current
- Owner/Founder Consultancy: 2013 - Current
- CEO (NMMU Trust)2012 -2013 Director (Cape Peninsula University of Technology) 2009 -2011
- Senior Director (Central University of Technology, Free State)2001-2009
- Office Manager, Area Manager, Regional Manager (Prestasi Brokers) 1996 -2001
- Lecturer (College of Education) 1990 - 1996
- Teacher (High School) 1983 -1989

“The price of success is hard work, dedication to the job at hand, and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand.”

Vince Lombardi

Alumni



Central University of
Technology, Free State

GRATIA

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