



Monday, 23 August, 1993

Vol 5 No 15

Service Staff demands go to Mediation

Following the deadlock in wage negotiations between the National Education, Health and Allied Workers' Union (NEHAWU) and Rhodes University, both sides have agreed to take the issue to mediation. It is hoped that this process will begin early this week.

The University has offered its 500 service staff members an increase of R 126 per month across the board, which amounts to an average rise of 15,7 percent. Rhodes believes that this amount is the maximum it is able to offer, since the increase has serious implications for residence and tuition fees next year.

The Union is demanding an increase of R 185 per month across the board, which represents an average rise of 23,3 percent.

Agreement has already been reached on a payment of R 575 to service staff who complete 15 years of service and on an increase to R 7 per day in the extra conference allowance payable to residence staff.

See letters on pages 4 and 5



The view from the administration building during the workers' strike action

New books introduced

Three new books were launched recently in the National English Literary Museum (NELM). Two of them are collections of hitherto unpublished stories by famous South African women writers, Bessie Head and Pauline Smith.

Introducing *The Cardinals*, Craig Mackenzie of the Rand Afrikaans University said that Bessie Head had given the manuscripts of these stories to the poet Patrick Cullinan just before she left South Africa to go into exile in Botswana in 1963. She died there in 1986.

The stories have now been published by David Philip, and constitute an important addition to the Head corpus. Like most of Bessie Head's writings, these stories are derived largely from the author's personal experiences of what it was like to be black and a woman in South Africa thirty years ago.

Other stories which have remained unpublished since the author died in England in 1959, are published in *The Unknown Pauline Smith*. This collection,



At the NELM opening of the Roy Campbell exhibition were prize winning novelists (from left) E M Macphail and Edward Lurie

with extracts from her diaries and other prose writings, spans the whole of her writing career, from 1905 till 1935 and reveals, as Ernest Pereira says in his introduction, "excitingly new aspects of the author's craft".

At the same occasion David Philip released David Attwell's

major critical study of the works of JM Coetzee: *South Africa and the Politics of Writing*.

Coinciding with the book launch was the opening of a NELM exhibition entitled *A Lyre of Savage Thunder*, on the early years of the poet Roy Campbell.

150 Club prizes drawn

At the Old Rhodian dinner on 30 June, which took place during the 70s reunion, Julia Goodwin (OR 1992) won the R 500,00 May prize and Dr Richard Cooke (OR 1985) the same amount for June.

The prizes for July and August will be drawn at the Johannesburg and Cape Town OR reunions on 10 September. Good luck to all who are in the running!

Membership renewal

Our 'pioneer' members, going back to July of last year, have been served with renewal notices. Renewals are coming in very nicely; but just a few of you need a gentle reminder.

*Chris Hummel, Chairman
150 Club*

New challenges to management teaching

"One has to accept that management is no longer an all-encompassing single purpose discipline"

The teaching of management to students at tertiary level is having to adapt to new circumstances by defining specialisations within the discipline.

This is the view of Prof David Kirby, visiting Rhodes for a month from the Durham University in England under the aegis of the Visiting Lecturers Trust Fund.

This is his second visit to South Africa and his first to Rhodes. During the course of 1985 he travelled extensively between, and worked upon, many South African campuses. He holds the position of Booker Professor of Entrepreneurship in the Service Sector at Durham University's Business School. He holds a BA Honours degree in Geography and a PhD in Social Science, both awarded by the University of Durham. He has done much post-doctoral research on aspects of small business development in the retail and distributive trades as well as on shopping centre development, enterprise development and the training needs of small firms. He has published five books (a sixth, *Government Control in Retailing* is in press) and many research monographs and articles.

Kirby specialises in small business management and says that it is no longer appropriate to train purely to manage and not to draw the distinction between the skills and techniques demanded by industrial and commercial corporate management and the needs of small business.

Job creation

He says that there is, internationally, a massive small business sector playing a significant economic role. Small businesses may not necessarily be the largest generators of domestic product but are serving a vital need in other crucial areas, such as job creation. In the United States, Kirby notes, some two-thirds of all net new jobs are reported to be created by companies employing fewer than 20 staff members.

This represents a significantly changed circumstance. He sees, amongst other factors, the results of continuing world-wide recession and massive population growth influencing this, together with the downsizing of large corporations and the adoption of new technologies.

"One has to accept that management is no longer an all-encompassing single purpose discipline", he says. "There is a distinct difference between the requirements of a large concern and those of a small business. One can measure this in their different cultures and characters, which themselves are dictated by their need to address different management and trading philosophies. What has happened is that the small business has, as character traits, the ability to be extremely flexible and responsive, to more efficiently exploit niche marketing opportunities, to adapt more speedily to customer demands and to employ the widely desired 'flat hierarchy' to great effect".

"While the big corporations have just as rapidly and correctly identified all these attributes as being desirable and of competitive benefit, they are having difficulty getting it right. There is perhaps a no-win situation here because corporations are possessed, inevitably, of corporate inertia to a lesser or greater extent; as a result they will experience difficulty in developing the edge because their sheer bulk and the resultant necessary systems and management practices will not allow for the adaptability which is needed".

This situation pertains in all countries, he adds. The growth of small firms is especially evident in Britain and in Japan, that oft quoted example of massive industrialism, where the number of large corporations is massively outweighed by the thousands of small businesses. Often these small businesses are working and developing in partnership with their large-firm customers. And the share of the economic cake now held by that broad range of entrepreneurial-led 'consultancy' business is significant and increasing, reflecting the trend towards a knowledge-based society. "Consultancy is in its own right a new discipline", he says. "Where were consultants a few years ago?"

The Japanese and consultant situations mentioned above are together a symptom of the interdependence of small and large concerns. While born of recession and unemployment, exacerbated by redundancy and retrenchment, it is not a reversible situation, says Kirby. A return to economic growth will not see the small businesses disappear, he says, nor a return to scare economies. Business has changed; the customers and consumers are benefitting by having their demands and needs catered for more efficiently than before. New entrepreneurs have emerged who are able to survive, often literally, purely by supplying, in addition to their products and services, the 'value added' extras such as niche response, flexibility, adaptability and customer service. "Do you think that the public are going to want to give this back?"

Today's management student needs to know how to manage all these new aspects.

Need for entrepreneurial flair

Kirby sees parallels between today's business world and that in Britain during the late 19th Century. The response was different but both that and the current period saw a need for entrepreneurial flair and creativity. The industrial revolution saw the birth of manufacturing industries; today we are witnessing other thrusts to create employment and wealth. The mature industries (he quotes shipbuilding as an example) are no longer creating employment. The new growth industries are based on knowledge and information and are frequently small in scale, offering flexibility, adaptability and customer service.



Professor David Kirby

Just as the best engineer in an organisation may not necessarily become a competent manager, so the competent middle manager in an industrial corporation may not become a winner in a small business.

"Different management styles and philosophies are needed to accommodate the different characteristics of big and small businesses. There is much common ground, but that interdependence remains. But the differences dictate different approaches. As a result, teachers have to address what is no longer a single-purpose discipline in such a way as to equip future managers, be they employers or employees, with tools and skills appropriate to management in the turbulent 1990s and beyond".

While at Rhodes, Prof Kirby is the guest of the Department of Management.

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Fine home win for Rhodes 1st XV – after 17 years!

A nail-biting end to the 1st XV's encounter against their counterparts from "Die Baai" saw the Rhodes team win the coveted trophy for the first time in 17 years.

A spectacular try by John Isley some four minutes before the final whistle, converted by Alister Firth, saw a final score line of 18-12 and the University of Port Elizabeth return home empty-handed.

Daniel McAlister played a brilliant game at lock and was deservedly named 'man of the match' at a function at which senior sports office Steve Olivier and coach Greg Doolan were seen to smile for the first time during the whole weekend.

That this was infectious was proven throughout the following week when a mood of happy pride crept right across the campus and into Grahamstown.



Captain Brendon Grant (left in our photograph) wasted no time in sharing the pleasure of winning the trophy with the Vice-Chancellor, Dr Derek Henderson (right), Steve Olivier and Greg Doolan (second from left).

Angling Museum will be major attraction

By Erica Meaker

"Once the Angling Museum has been completed it is likely to be a major attraction for tourists and anglers in the southern Cape and an important environmental education tool." This is the hope expressed by Profr Mike Bruton, the Director of the JLB Smith Institute.

The Angling Museum in the Old Gaol building in Knysna was well received by the Knysna community at its recent opening. Only certain sections were ready for the opening, but Professor Bruton and his staff hope to complete the remaining displays by the end of this year. The Coelacanth Room, which contains an exhibition on the history of the discovery of the coelacanth and displays a large adult specimen, attracted a lot of attention at the opening.

"There have been generous donations of angling tackle and clothing from far and wide," said Professor Bruton. "As a result our senior exhibition officer, Mr Dave Voorvelt, has been able to create magnificent colourful displays on the history of the fish hook, line, sinker, swivel, lure, float, handline, rod and reel."

Displays that are still being completed are the fish information centre and reference room, which features computers with colour graphics that can be used for the identification of common marine, estuarine and freshwater fishes; the children's underwater museum, featuring a touch-and-feel display; an exhibition on the history of fly fishing, the most rapidly growing facet of angling in South Africa; and an exhibition on 'Conservation and the Angler'. This includes displays of banned fishing tackle; exhibits on tag and release; the use of barbless hooks; and the use of ultra-light tackle. There are also small displays on pollution caused by angling and how to prevent it.

A display on 'Traditional fishing methods of Africa' is being prepared. It contains a variety of interesting items of tackle, from countries like Mozambique, Malawi and Zaire, said Prof Bruton.

"By establishing the angling museum in Knysna, we are extending the services of the JLB Smith Institute and Rhodes' Department of Ichthyology & Fisheries Science into a part of

South Africa in the southern Cape that is not served by a university. Apart from this, Knysna was chosen because it is a major angling and tourist resort; there is no natural history museum or oceanarium; and the Institute has historic links with the town.

"We see the Angling Museum as the beginning of a process of increased involvement by the JLB Smith Institute of Ichthyology in environmental research, management and education in the Knysna region and beyond," Prof Bruton said.

Rhodes Summit postponed

Following the disruptions caused by two weeks of strikes and demonstrations on the Grahamstown campus, Rhodes has announced the postponement of its proposed "Summit" which was initially planned for last Saturday (August 21st).

The Summit will now take place on Saturday, 25th September, at 09h00 at the Settlers' Monument.

Vice-principal Dr Michael Smout said that all parties involved in the planning of the Summit had agreed to this. "All of them now need more time to prepare," he explained.

The Summit is intended to provide interested persons and organisations with an opportunity to discuss issues which may shape the future of Rhodes. Participation is open to the general public.

Anyone who wishes to speak or to nominate topics for inclusion on the agenda must inform the organisers, in writing, before 24 August. The advice should be addressed to The Convenor, Rhodes University Summit, P. O. Box 94, 6140 Grahamstown. Detailed documentation to be made available at the summit must be in the Convenor's hands by 10 September.

The Editor

The American satirist H.L. Mencken once defined democracy as the art of running the circus from the monkey cage. The behaviour of the striking workers (a term whose irony has become more and more obvious) over the ten day period has shown that Mencken's cynicism has become, like so much else under the shadow of the New South Africa, an expression of naïve optimism. There are things that monkeys do not do, and circuses are at least entertaining.

The daily jiggling and singing by an unimpressive turnout of the Rhodes service staff was only partly entertaining. Even less so was the disingenuous pretence of impartiality by Mr Ibrahim Seedat of the SRC, who warned students against what he called 'scabbing' (i.e. attempting to clean up rubbish strewn over their campus by striking workers and others) as that would involve them in workers' affairs that did not concern them. Being without University meals for ten days is presumably no concern of theirs, nor is the emptying of rubbish bins all over the campus, and the disruption of lectures is just what they pay fees for (those that actually do pay). Being excluded from the library is none of their business, either. Mr Seedat seemed less concerned, however, about the part played by registered students in the organisation and implementation of these disruptions and the stealthy attempts to damage University property, or the open threats against fellow students.

What is most interesting (if one tries to be detached), or sinister (if one envisions a future on the staff at Rhodes), is the way in which the events of the past week have crossed a line from which there is no turning back. Whatever justice there might originally have been in the workers' demands for more pay (and it is far from self-evident), their behaviour has discredited their cause even amongst those traditionally sympathetic to them. The infamous racist chant 'Bulala amaBunu!' performed outside the Vice-Principal's home over several lunch hours suggested motives less disinterested than the usual desire to make someone else pay, and the attempt to make the campus look like the rest of the Third World with barricades of stones across its roads

and piles of rubbish, broken glass and burning tyres, was suspiciously close to the tactics being employed at the same time in municipal offices countrywide.

But when the familiar tactic of trashing the local infrastructure was applied to the University a boundary was crossed. The damaging of books and computers (to say nothing of the many tyres slashed) in a time of serious financial stringency showed unmistakably that the war, as the strikers later reportedly claimed it to be, would be pursued even against their own interests by threatening the continuance of the institution which employs them. It also showed very clearly that the shrinking radical minority on the campus, which aided and abetted them and even took the field alongside them, has no commitment to education and no sense of responsibility to future generations, even those which they expect to rule. It takes over a thousand years to build an academic tradition like the one which Rhodes is currently engaged in preserving, but it can be destroyed in a moment, as universities elsewhere in southern Africa have found to their cost; and once gone it cannot be resuscitated.

For what is lost is something both more frail and more important than the property that is damaged, which can indeed be replaced (if the money can be found). It is the ethos of civilised beings engaged in the disinterested pursuit of learning, free of threats by political manipulators and street-corner Stalinists. This freedom was already under threat before last week's disruption of classes, and what has been damaged during the actions of the past period may never be repaired. What the disrupters took for granted and used against the students and academics was the tradition of a polite society which respects differences of opinion without resorting to force or threat, a meeting of minds in what is essentially a conversation. This was drowned in the ululations of ignorant greed and hatred. Students may be slow to anger, and staff may still preserve vestiges of guilt, but the persistent hooliganism, threats, and in some cases the actual physical attacks have raised an anger that will not die down in a

Mr Ibrahim Seedat, SRC President, was invited to reply to Mr Morgan's letter for concurrent publication. He has done so, as follows:

The Editor,
To get a few things straight: The SRC does not support the disruption of classes and we have gone public on this on numerous occasions at student body mass meetings and in memos issued during the strike. We find disruptions highly undesirable and therefore acted decisively to unite a rapidly splintering student body by calling for a voluntary postponement of the academic programme from 13h00 on Thursday, August 5th till August 6th, after the special Senate. This call was coupled with other demands aimed at pushing the administration to resolve the crisis as soon as possible. These demands were signed by over 1 000 students after being circulated for 10 hours. The issues of disruptions, scabbing, wage disputes, the closure of the University, disciplinary action against student leaders and financial transparency on the part of management were all thoroughly discussed and debated at 6 student body meetings held during the strike. These meetings were personally chaired by myself and extensive debate did take place with some minimum consensus being achieved. Due to lack of space, I cannot go into the above issues. Mr Morgan is welcome to approach me

hurry. Future strikes will begin with the example of this one before them. The attacks on University property are attacks not merely on a landlordist minority but on the nature of civilisation itself, whose opposite, as Ursula Le Guin has pointed out, is not some happy state of noble savagery, but war. We have seen the first tendrils of township violence enter our campus. The symbolism of the burning tyre is all too clear.

This is the mentality not of monkeys but of locusts, who move into an area, strip it, and move on, confidently expecting that there will always be something one hasn't yet consumed. This may be a tradition, but it will entail a few learning curves in the years to come.

Arthur Morgan

on any one or all of them.

The student body and the staff came out strongly against scabbing at the above meetings. Scabbing includes: 1) Being paid to perform striking workers' tasks; 2) Performing the above striking workers' tasks without pay; 3) Being involved in actions which are in direct opposition to workers' actions, without consulting workers' leaders.

Sure, students could keep their own rooms, passages and toilets functioning during the strike - but this would not constitute scabbing. What would be scabbing is cleaning up rubbish dumped by workers on roads, etc, without consulting worker leaders first.

It is the responsibility of students to decide if they support a living wage for Rhodes' workers and if they do then they should do all they can to ensure that this goal is achieved.

Mr Morgan needs to deracialise and decolonise his mindset. The University is seen as being irrelevant to most of the surrounding communities who have little access and little support from this institution. Even within the Rhodes community, service staff are treated as glorified servants with no meaningful educational upgrading programmes, no meaningful facilities such as recreation rooms and canteens and no meaningful basic pay either. These conditions, coupled with the country's national context, have led to increased anger and militancy. What needs to occur now is a more empty promises from Mandela, de Klerk or constitutional experts and not more racist and bigoted ranting from self-serving English academics. The people want to see direct improvements in their lives and salaries are a start. Rhodes cannot afford it - then can we morally afford to grossly exploit our fellow citizens? We rather need to come together as a Rhodes community and debate the sacrifices each one of us would be required to make in order to achieve some level of equity. A challenge to Mr Morgan is to ask him to think of some sacrifices he would like to make to ensure that Rhodes staff a) have jobs and b) are paid a decent wage. Perhaps freeze on your 5 percent increase Arthur?

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The Editor,

I wonder whether the time has come for us to consider adopting more sensible policies in our personnel sector. (Of course I mean this with no disrespect to members of that Division, who are, quite properly and efficiently, applying the University's existing policies.) While the University perceived the country's laws to be inimical to the development of individuals there was perhaps some rough justification for certain employment practices not in themselves ideal. Now that the Government, and much of the country, is inflamed with precisely those ideals that have sustained and enlivened the University through a dark age, perhaps we too should consider a cautious move forward.

While I realise that so modernised an attitude may find quite wide application amongst us, I refer particularly to the conditions of service of those who, by reason of extreme vulnerability to exploitation, belong to a Union.

Until now, I gather, the policy has been to employ such people in cohorts, at low levels of efficiency and productivity, on the smell of an oil rag, and under circumstances of job tenure that would make them the envy of much of the civilised world. Far be it from me to criticise: this was quite possibly the right policy for the wrong circumstances. But as there is so much change abroad, much of it consistent with what the University has wanted for decades, and with even more exciting developments in the congested pipeline - such as minimum wages and so on: all the shibboleths of the liberationist dream - perhaps these employment policies too should come under the scrutiny of a kindly but unclouded eye. (You will notice, please, the earnestly enquiring and unassuming tenor of my discourse. Thank you.)

Specifically, it might be a good idea to employ only about 20% of the existing labour force, at three or four times the current per capita

rate, with a level of expectation, by the employer, somewhat more imaginative and consistent with the potential dignity and self-esteem of the employee, and with some fractionally diminished security of tenure, to act as a small spur somewhere in the immediate background. (I hope the radical left will not see this suggestion as radically right wing or "ultra conservative".) It would also be a very good idea (and here you may note greater confidence creeping into my voice) if, as I suggested to our previous Vice-Principal a few years ago, the University required certain of its prospective employees to have themselves sterilised as a condition of employment, or that such employees at least commit themselves formally to an intelligent policy of birth control. This is no different in principle from the requirement, currently and widely applied, that prospective employees pass a health examination.

I would be happy to receive the University's official award for potentially money-saving suggestions, but unfortunately the ideas, apart from the sterilisation/birth control one, are not mine. Indeed they are vigorously espoused by wiser and more senior people than me on the staff. Besides which, they are so obviously good ideas that rewarding them might make us appear stupid as an institution. At the same time, not adopting them might of course be hazardous in the same context.

Unfortunately for these suggestions, the real challenge for us as a primarily academic institution - as I learned while doing a stint of house wardening under a professional philosopher - lies in pursuing and defending policies that all common sense exhorts us to reject. It is in this that some of the mystique of high academia has always inhered. Perhaps the time has come to set ourselves less ambitious challenges.

Sirion Robertson

Seedat

continued from page 4

Finally, we as the Rhodes community need to take heed of the African experience with regard to its universities after independence. Dr Mamdani from Uganda told us at the 1993 Rhodes Academic Freedom lecture, that the current push for academic freedom and institutional autonomy in Africa is likely to fail because of their neglect of African communities. The State is notorious for encroaching on academic freedom; and international capital with its market logic and purely functional drive cannot be turned to for a guarantee. Rather it is only the neglected communities who are the ones who will defend academic freedom in a democratic South Africa, but only if that freedom has some relevance and meaning for those communities. The university as an independent institution in a civil society needs to embrace more strongly those elements of civil society it neglects and those on campus it oppresses and exploits, for only they can ensure an adequate defence of the future "Rhodes" University.

Ibrahim Seedat

Retired staff plant lasting memories



As is now traditional at Rhodes, Arbor Day was again celebrated this year when four retired staff members were invited to plant trees on the campus on August 13th.

From left to right (above) they are Professor J V L Rennie, Mrs R Botile, Mr R H J Buckland and Mr A Lanham.

The trees planted by each were, respectively, a Henkel's Yellowwood (*Podocarpus Henkelii*), a

White Stinkwood (*Celtis Africana*), an English Oak, (*Quercus Robur*) and a Common Coral Tree (*Erythrina Lysistemon*).

Prof Rennie was on the staff from 1931 until 1970, serving as Head of the departments of Geology and Geography and later as Vice-Principal. Mrs Botile was a room attendant in St. Mary's Hall and was on staff from 1969 to 1993. Richard Buckland also retired this

year as Director of Public Relations, having joined Rhodes in 1984 and Mr Lanham, a former Finance Officer and Director of Finance, retired in 1987 after eight years at Rhodes.

Arbor Day originated in 1872 in the American state of Nebraska as a day set apart for tree planting. This is the ninth year that it has been marked at Rhodes.

Come along and Hiss!

Feel like letting your hair down, hissing at a villain and swooning over the hero?

This could be for you, then. Keith Galloway is bringing his production of *The Good Old Days* to town for one night only.

Pure Victorian Music Hall, the single performance will be at the Rhodes Theatre on Saturday, 4 September, at 19h30. Galloway himself treads the boards as the Chairman, vociferously introducing each act, telling jokes and keeping the smiles on the faces of the audience.

The first half of the show encourages audience participation in a sing-along (song sheets are provided). After the interval the melodrama begins with a full cast of characters. Entertainment for the whole family is promised at only R 12,00 per head (pensioners will be admitted at half price). Booking is open at Grocott & Sherry.

Childrens' show

While in town, Galloway is also producing six of the best known of *The Fabulous Fables of Aesop* at the same venue. There will be two performances, on Saturday, 4 September at 15h00 and on Monday, 6 September at 10h00. Especially tailored for pre-schoolers up to Std. 5, the stories are set to music and are filled with fun and colour. Children may buy tickets for R 5,00 each and may bring their adults, if they wish, at a special price of R 8,00 per head. Tickets are available from Monica Gaybba; phone her at 2 5296.

Summit postponed

The University Summit scheduled for August 21st has been postponed until Saturday, 25th September.

See story on page 3

Price greatly reduced!

We apologise to Arthur Lanham for pricing his Volkswagen out of the market in our last issue. It had, of course, to do with a printer's gremlin.

We are now able, however, in this issue, to offer the vehicle at an all-new, massively reduced and totally affordable price. See the smalls column on page 8.

Travel agency opens on campus

Travel at your fingertips is now a practicality on the Rhodes campus with the opening in the administration building of Tom Tits Travel's in-plant office.

Tony Johnson, the travel agency's managing director, said that his company has taken this step for a variety of reasons. The prime objective is to enable the University to fund more staff travel, both locally and abroad, without increasing the budgeted expenditure or lessening the individual's freedom of choice and capitalization on individual benefits. This can be achieved, he says, by exploring to beneficial effect the implications of group purchasing and more efficient travel bookings.

"It is at the moment extremely difficult to quantify the full extent of Rhodes' travel spend", he says, "because of there being no centralised tracking of purchases and bookings. It is very probable, as a result, that the University and its various departments are not benefitting to the extent which they might from the weight of bulk buying"

Tony believes that if bookings for travel and accommodation are routed through the new office (although they do not have to be), he will be able to establish a data

base and be in a position to claim a host of benefits which are at the moment going begging.

He stresses that any such procedure would not adversely affect any personal benefits for which individual staff members might be eligible, such as air travel and hotel bed nights earned by frequent usage. Rather a benefit currently not claimed will accrue to the University as well.



Ruth Doyle

Tom Tits' Rhodes office is initially manned during the mornings only, by Ruth Doyle, and you may contact her on extension 8560, or visit her personally in room 109. Her computer is on-line to Tom Tits' downtown office so she has instant access to all the

services and information of a mainstream travel agency.

When she is not here in the afternoons, the personnel at Tom Tits will have reciprocal access to her data so no delays or hiccups should occur.

Travel spending by individuals and departments at Rhodes will be categorised by destination country by airline utilisation, accommodation utilisation and terms of other expenditure, such as on car hire. Airlines and hotel chains used will be identified against achievable targets negotiated at the sustainability of utilisation incentives identified. Existing arrangements, such as those with the CUP and Imperial Car Hire will be integrated and maximised. The benefits of coordinating individual journeys will be explored, especially insofar as ground travel is concerned.

Support organisations, such as credit card companies, will be identified and their offered benefits evaluated; so will those from such 'corporate clubs' as the British Airways Executive Club.

Tony Johnson says that it is often the practice of suppliers of travel and accommodation to extend corporate benefits to staff during their leisure time. This will be explored.

Check the closing dates for fellowship and research grants

Applications closing

Applications are invited for the W D Wilson Visiting Fellowship, an Ernest Oppenheimer Memorial Trust Fellowship.

An application form is not necessary but required information should be submitted in an acceptable typewritten format, to the Registrar's office, before the closing date on 10 September 1993.

Persons wishing to apply should contact the Registrar's office for full details of procedure which were posted as University circular No 86/1993 on 22 July.

Research grants

The deadline for applications for Rhodes University research grants is 30 September, by which date completed application forms have to be submitted to room 242

in the Old Arts Block

Grants to staff are made in terms of the General Principles and Conditions governing the Award of Grants, a copy of which document may be obtained from the same place.

Funds for the purchase of research literature are awarded only in exceptional circumstances. However, well-motivated applications for funds to be thus directed will be considered, to encourage research, especially in the humanities, in view of the financial difficulties which the Library experiences. Should research literature be acquired with such funds, it must be deposited with the Library after completion of the research.

Prospective applicants are reminded that updated copies of their CVs should be lodged with the Personnel department as

Contributions now accepted by e-mail

The Public Relations and Development Division has made it into the 20th Century and is now on the e-mail network.

This is as a direct result of difficulties experienced in the dissemination of information to staff during the period of the service staff strike earlier this month. We are hopeful that such communication will in future be more efficient and comprehensive, although we do not wish upon anybody like circumstances in which to experiment!

One happy consequence is, however, that contributors to Rhodes may now file their copy to our e-mail address, which is adjm@kudu.ru.za.

We look forward to hearing from you.

Situations Vacant

Applications are invited from suitable qualified candidates, irrespective of race, gender or creed, for the following positions:

Senior Lecturer / Lecturer in the Department of Psychology (2 posts) from 1 January 1994 or as soon as possible thereafter.

Applicants with academic, research and practical expertise in any field of psychology will be considered. However, expertise in one of the following areas is currently being sought:

- Industrial Psychology
- Research Methodology, both Quantitative and Qualitative
- Psychotherapy and Clinical Psychology; (the position of Director of the Rhodes Psychology Clinic is currently vacant)
- Community Psychology and Development Studies

Lecturer / Junior Lecturer in Microbiology in the Department of Biochemistry and Microbiology from 1 January 1994 or as soon as possible thereafter.

The ability to teach bacteriology, although not essential, would be a strong recommendation, as would research expertise in the areas of molecular genetics, environmental microbiology or virology. An MSc in Microbiology is the minimum qualification for appointment at lecturer level.

Research Officer in the Academic Development Programme

A contract post at the level of Lecturer from as early a date as possible until 31 December 1994.

The successful candidate will be responsible for conducting a thorough annual evaluation of

the ADP. He / she will further be required to assist the Director in developing a coordinated research programme for the ADP and to assist staff with research in the area of academic development.

Part-time lecturer in Church History in the Department of Divinity

The successful candidate will be required to assist with the teaching of Ecclesiastical History during 1994. While the incumbent will be expected to teach a fixed number of courses, the time period over which the teaching will be spread can be negotiated.

Application forms, salary details and other particulars concerning the above posts may be obtained from Mrs A Orsmond in the Personnel Division (phone: ext 8117).

Applications close on 24 September.

Secretary in the International Studies Unit of the Department of Political Science

from 1 September 1993 or as soon as possible thereafter to 31 December 1994 in the first instance.

Candidates should have general office experience and the ability to deal with graduate students from a variety of international and cultural backgrounds. Some experience of financial management would be an advantage and computer and word processing skills are a requirement.

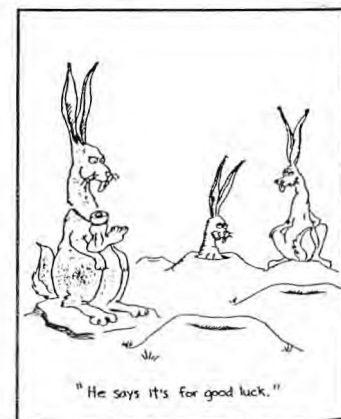
Application forms and salary particulars may be obtained from Miss D Inge in the Personnel Division (phone ext 8115) and should be completed and lodged by 27 August.



Payphone installed in admin block

A public telephone has been installed in the administration building adjacent to the Janitor's office, for the benefit of staff who do not normally have access to a telephone.

It works well; as Phyllis Mnyamana (left) discovered the day after it had been installed. Its number is 2 9002.



Extracts from a UNISA memo dated 1 April 1993 *

We must develop suitable adverbially premodified adjectival units for a culturally appropriate language. The following set of grammar and vocabulary guidelines have been developed in order to help staff avoid non-ambegenic¹ ableist², ageist³, rectocentric or sinistromanualistic⁴ language.

Ambigenic or epicenic⁵ pronouns such as cos⁶, coself⁷, or h*or*sh*it⁸ are preferable to sexist ones. People will henceforth be addressed as Pn.⁹ Sexist gender-enders¹⁰ should be avoided at all costs. This is in order to efeminate¹¹ women from the ego-testicle worldview¹² embedded in language. The preponderance of the ideas of DWEMS¹³ in malestream¹⁴ university curricula must be eliminated in order to provide a balanced understanding of the his*n*herstory of ideas.

Noting that we have a number of aurally inconvenienced and optically challenged knowledge-base nonpossessors, some of whom may be ecodefenders, we will no longer present study material exclusively in writing on processed tree carcasses, nor on radio or tape. Suggestions for alternate means of presenting

and distributing study material will be welcomed.

Notes:

1) Sexist. The term 'ambigenic' is preferable to 'non-sexist' since the latter defines something by what it isn't rather than by what it is.

2) Language offensive, or insensitive, to the differently abled. For example, statements such as 'I see what you mean', or 'what is your point of view?', which discriminate against optically challenged people should be avoided.

3) Language offensive, or insensitive, to the chronically gifted or experientially enhanced. For example, statements such as 'that idea is old fashioned', which discriminate against longer-living people by suggesting that old is equivalent to bad, should be avoided.

4) Language which stigmatises, is offensive to, or discriminates against people who are left-handed e.g. 'having two left hands' (clumsy), or 'right-minded' (correct).

5) Applying fairly and equally to both males and females.

6) Ambigenic term for 'his/hers'.

7) Ambigenic term for his/herself.

8) A gender free pronoun replacing 'he or she or it'.

9) Abbreviation for 'person' - an epicenic term replacing gender-based terms such as Mr, Mrs.

10) Sex-marked suffixes such as '-ess' in waitress; use of feminine gender-enders implies that the male version is the norm and the female the aberration.

11) An improvement on 'emancipate', especially as it applies to women's liberation and empowerment.

12) Men's point of view on all issues.

13) Dead White European Males who were responsible for creating the vast majority of the irrelevant art, literature, music, (social) scientific theory that forms the core of what is regarded as culture.

14) That body of thought judged by males to constitute the intellectual mainstream.

15) A gender inclusive term of history.

* It subsequently transpired that the perpetrator was one Mike Sarakinsky of the Sociology department.

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23 August

Underwater Club
• Zoo 02. 5.15pm
His People Bible School
• Old Kaif. 7pm
Zoology Department Seminar:
*Studies of South African patelid
limpets* by A Hodgson
• Room 216, Zoology. 4pm

Soccer

RU Internal Knockout Cup
• King Field & Upper Prospect.
5.30pm

24 August

Underwater Club
• Zoo 02. 5.15pm
His People Bible School
• Old Kaif. 7pm

25 August

Inaugural Lecture: *Ambiguities
of South Africa's Quest for
Democracy* by Professor R J
Southall of the Dept of Political
Studies
• Arts Major. 8.15pm

Soccer

RU Internal Knockout Cup
• King Field & Upper Prospect.
5.30pm

26 August

Underwater Club
• Zoo 02. 5.15pm
Students for Human Rights
• GLT 7.30 pm
Democratic Society
• Zoo Minor 01, 8 pm

27 August

Rugby

RU 1, 2 & 3 vs Despatch.
• Away

28 August

Oriel Hall Ball
• Great Hall. 8pm

Tennis

Ru vs Carlisle Bridge
• Home. 1pm

29 August

Oppies Video
• Arts Major. 7.30pm

Soccer

Internal Knockout Cup
• Lower & Upper Prospect.
11am

30 August

Zoology Department Seminar:
*Studies of neighbourhood song
dialects in bubuls* by A Hodgson
• Room 216, Zoology. 4pm

31 August

Squash

RU1 (m) vs Tech • Home
RU2 (m) vs Tech • Home

1 September

Soccer

Internal Knockout Cup Final
• King Field. 7pm

2 September

RUSA Annual General meeting.
• Arts Major. 4.30pm

3 September

Third Term ends



When potato salad goes bad

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RHODOS is produced fortnightly by
the Public Relations and
Development Division of Rhodes
University, Grahamstown. The
views expressed are not necessarily
those of the Editor, Rhodos staff, or
the University

RHODOS
DEADLINES

Copy Date	Publication Date
27 August	2 September