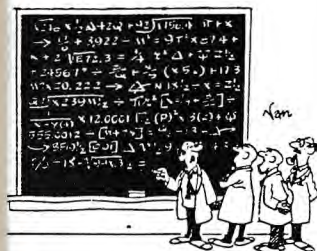


## Update on scientific research



*"Which, gentlemen, conclusively proves where the matching sock goes when it disappears in the wash."*

## THANKS

Shirley Hulu, of the Estates Division, would like to express her sincere thanks and appreciation to all senior staff in Admin for their very generous cash donation and words of sympathy received after the loss of her loved one.

Also a very big thank you to all service staff throughout the whole University for their words of comfort and expressions of sympathy in so many different ways. May God bless you all.

## Innovative retirement seminar

by Richard Buckland

ABOUT 40 senior (in years) staff attended a seminar organized by Oakley West, of Geography, on Tuesday, October 22 in one of the Zoo Minor Lecture Theatres.

Nine speakers took the group through steps that need attention before the final pay cheque. They covered the right mental approach, care for the body and what medical aid is available, reminders of how to make pension and final leave calculations, how it would be taxed, what legal preparations are advisable and - what seemed depressingly important - the vital need for skilful decisions about savings and property.

The Vice-Chancellor, Dr Henderson, opened the seminar and emphasized the University's continuing interest in its former staff members.

This interest was reflected by all speakers, who pointed out that considerable specialized advice is available to people preparing to retire; the common message from every one was that people must prepare themselves in good time, in mind, body and pocket.

The consensus was that Oakley West had really helped the group through his innovative effort.

## Makes you think ...

"If British academics think they are having a bad time - and they certainly are - they might reflect that their colleagues in Africa are doing even worse. Research in the continent has declined by 35 percent in the past 20 years (Science 1991; 253:851) and 'faculty salaries are so low that most teachers have to supplement their wages by driving taxis or raising chickens'."

*British Medical Journal*, vol 303, 21 September, 1991

# CUP CONFERENCE report back

by Maxine Reitzes

THE COUNCIL of University Principals (CUP) held a conference on "The Effectiveness and Efficiency of Universities in Regard to Education, Research and Community Service" at the University of Pretoria on July 24, 1991.

It preceded the CUP policy meeting. Rhodes is represented on this body by Dr Derek Henderson, Dr Keith Hunt and Mr Tony Long.

Mr Rod Amner, as President of the Rhodes SRC, also attended the Conference. A broad spectrum of interests was represented, including not only those of tertiary educational and research institutions, but also those of the private sector (Anglo American); health (South African Institute for Medical Research (SAIMR)) and independent social research institutes (South African Institute for Race Relations). A variety of issues was discussed, albeit rather superficially, given the length of the programme and the constraints of time. The programme had three main sections: the role of the university, administrative problems of the university, and student concerns.

A major issue in the first session, raised in a paper by Dr R Atwell, President of the American Council on Education, was that of teaching versus research. He explained that the American system of tertiary education addresses this apparent conflict by prioritising teaching at some universities, and research at others. A related problem is that of accountability and autonomy: the

main funding for universities comes from the taxpayer who expects to see results - high-quality educated students. On the other hand, one of the best ways for a university to maintain its independence, is to ensure a diversity of funding, from the state and private sectors, so that no one interest becomes dominant and controlling.

Another paper in this session dealt with the challenges and opportunities of higher education in Africa. Dr C F Garbers, after painting a dismal picture of educational decay in Africa, argued that South Africa could become a leader in educational development for the whole continent. He stressed the need for research and educational advance in the applied sciences, advanced technology and management, contending that the demand for manual skills in manufacturing has decreased. A conflict between the demand for academic training, and the need for vocational training, emerged from this paper as well as the problem of the drift away from 'wealth-generating disciplines' (as the sciences then became called for the rest of the conference.) The lack of incentive to leave university, given high levels of unemployment (including among graduates in some countries) results in universities becoming clogged with professional students. Other problems include high illiteracy rates, population growth, the socio-political fragmentation of the continent, the dubious quality and relevance of

♦ page 2

## RHODOS DEADLINES

Copy date	Publication date
4 Nov	14 Nov
18 Nov	28 Nov
3 Feb	13 Feb
17 Feb	27 Feb
2 March	12 March
16 March	26 March
6 April	16 April
20 April	30 April
4 May	14 May
18 May	28 May
1 June	11 June

## CONGRATULATIONS

to Lee Aldag, on her engagement to Shaun McGillewie and to Nick James and Helen Barber, who have also announced their engagement recently.



curricula and the escalating costs of education and enormous waste of resources resulting from high drop-out rates.

The concerns of personpower provision, research and community service were addressed in other papers in this session. In the ensuing discussion, various people took issue with the belief that the sciences are the wealth-generating disciplines: Mr Michael O'Dowd of Anglo American, strongly challenged this, pointing out that many companies such as IBM, follow a policy of appointing graduates in the arts, humanities and social sciences. This is based on the belief that these graduates receive a general and critical education which teaches them how to think, and that they can successfully be given in-house training relevant to the job they are required to do. Similarly, a representative of the SAIMR pointed out that it is becoming increasingly impossible to run research projects successfully in many areas of health, without the participation of social science graduates - for example, community health.

In the session concerned with administrative issues, Prof B M Gourley (the only woman to address the conference), claimed that 'extraordinary times call for extraordinary measures' in her address on "Present and Future Expectations in University Financing". Universities need to develop creative responses to crisis conditions, resulting from growing student numbers making increasing demands on decreasing resources.

In the final session, Professor J Reid read a paper on the selection, admission and channelling of students. A central theme was the need for developing a more differentiated system of higher education, in response to the diverse demands which are increasingly placed on it, and the heterogeneity of those making the demands. It is necessary for the system to become more flexible, so that various institutions become more compatible, thus facilitating easier passage between them. The generally accepted value of university education must be questioned, and the possibility of other institutions being more appropriate to answer certain educational needs must be assessed.

Professor A Melck's paper assessed various forms of financial assistance to students, concluding that a loan scheme is the most viable, and proposing the establishing of a student loan bank. The

problem of the provision of financial support for students is serious, given the increasing number of financially disadvantaged students, and the competition for funding from other areas bearing the legacy of apartheid neglect, such as housing, electrification, etc.

Another important issue was raised by Professor P Hunter in a paper on "Academic Support and the University Mainstream". He called for the re-evaluation of academic support programmes. Such programmes, although appropriate when introduced, can no longer constitute a university's total response to the new challenges brought about by changes in the student composition and in the broader context in which universities exist. The present supplementary role of academic support is inadequate; it should become more integrated into mainstream teaching and curricula. Academic support skills should be explicitly woven into the teaching of the relevant academic content and processes, and mainstream curricula should be critically reassessed.

The final paper concerned the role of universities in continuing education and community service. Dr J G Garbers discussed ways in which the Centre for Continuing Education at UPE, established in 1978, has responded to the demands of disadvantaged communities in three main areas: relevant education of high quality to equip community leadership; training in community development and the development of the small business sector. In general, the conference attempted to address some of the most crucial issues facing South African universities today. It was, however, characterised by a predominance of white males: one woman delivered a paper, and no address was given by a black person. This raises a question mark over the representativeness of the views expressed. These concerns were raised by an NECC delegation, who pointed out that apparently not all universities' staff and student organisations had been invited; and that there was no guarantee that concerns expressed by non-CUP delegates, would be addressed by the CUP at their policy-making meeting. How broadly then are those involved in policy-decisions concerning the future of tertiary education are willing to consult, and how representative such policy will be.

\* Anyone interested in obtaining the CUP conference papers can contact RUSA secretary Cathy Holton, c/o Zoology Department.

## CALL FOR SUGGESTIONS

by Bruce Smith, Director of Personnel

The Vice-Chancellor has approved, on a trial basis for one year, the introduction of a suggestions scheme which offers a R200 gift voucher for the best suggestion received each month from any member of staff or student on ways of improving the University's mode of operation.

Suggestions, which should be submitted in writing to the Registrar (Finance) by the last day of each month, will be considered by a panel whose decision will be final.

A winning suggestion will only be selected if the panel considers that its implementation would save or make the University money or im-

prove the way in which the University operates. They should be practical and capable of easy implementation. Suggestions relating to one's own level of motivation and/or level of job input will not qualify.

Unsuccessful suggestions will be carried forward for three months.

It should be noted that the decision of the panel to award a prize for a suggestion will not, in any way, commit the section of the University concerned to implement the suggestion. Likewise, the panel is not obliged to make an award if, in its opinion, no worthy suggestion has been received.

## ISKIMU SENGCEBISO

USEkela-Ntloko weYunivesiti uvumile ukulinga ixesha elingangonyaka ukuba kuqaliswe iskimu sengcebiso esinebaso eliyi-R200 ngenyanga nganye, xa kuthe kwafunyanwa elona cebiso ligqwesileyo livela kwilungu le-Stafu okanye umfundi, ngendlela zokuphucula indlela iYunivesiti ema isebenze ngayo.

Ingcebiso eziyakubhalelwa u-Mphathi-zimali nekufuneka zingeniswe phambi kosuku lokugqibela kwinyanga nganye, ziya kuqwalaselwa ligqiza labantu abamele lo mcimbi nesigqibo salo asisayi kujikwa. Icebiso eliphumeleleyo liya kukhethwa ukuba eligqiza licinga ukuba xa lithe lasetyenziswa liya kwenza iYunivesiti yonge okanye ikwazi ukwenza

imali, okanye iphucule indlela esebenza ngayo. Icebiso funeka libenziseke, libe lula nokuphunyazwa. Ingcebiso eziphathelele kwizinto ezikhuthaza imeko yomcebisi okanye umsebenzi wakhe azisayi kulunga apha.

Amacebiso angaphumelelanga ayakugcinwa inyanga ezintathu ezilandelayo.

Kufuneka kuqwalaselwe ukuba isigqibo sabachongi sokuvuza ngebhaso lecebiso asisayi kulibandakanya kwaphela elo candelo leYunivesiti ukuba lizalisekise elo cebiso. Kananjalo igqiza alinyanzelekanga ukuba lenze isiphokuba, ekuboneni kwalo, akukhange kubekho cebiso lifaneleki-leyo.

Applications are invited for the following posts from January 15, 1992, or as soon as possible thereafter.

### Part-time Secretary in the Electron Microscopy Unit

Candidates should be competent typists with general office experience and, preferably, the ability to use a word processor. A knowledge of basic bookkeeping would be a recommendation.

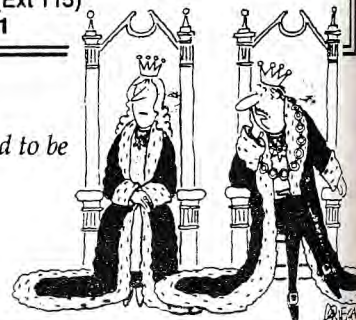
### Part-time Secretary in the Rhodes Oppidan Union.

Candidates should have general office experience and, preferably, the ability to use a word processor. The successful candidate will be expected to take an active interest in oppidan student affairs and will be required to assist the President and Chairperson with the administration of the Oppidan Union.

Application forms and salary particulars can be obtained from Mrs S Stephenson, Personnel Division (Ext 115)

Closing date: November 8, 1991

"To tell the truth, I really wanted to be the Dirty Rascal."





# LETTERBOX

## The Editor

'Old Timer' is quite mistaken in thinking I was commenting on the morals of the Grahamstown community. It was the apparent slur on these morals made by 'Footloose and Fancy Free' I was objecting to. Incidentally, I wonder why 'Old Timer' is reluctant to sign his, or her, name? I'm not  
Gina Buijs

## The Editor

Cuckoos and swallows are not the only signs of spring in view at the moment. I saw fireflies in my garden last night (Oct 17). It was a lovely warm evening that later brought a light rain. I hope that's a good sign too.  
Eleanor Anderton

## The Editor

My wife and I read an interesting article in a popular periodical about the problem of dogs digging in the garden - very much our problem

Amongst other suggestions, the article stated that the best deterrent was to collect the dog's faeces, unseen by the animal, and place them in the hole which he had dug most recently.

As we had exhausted every other avenue of prevention, apart from shooting the creature, we quietly carried out this dirty deed.

Unfortunately, this four-legged crossbreed retaliated by creeping into our bedroom, unseen by anyone, and for the first time since we have owned him - pooped on the floor!

We have now given up trying  
Mike Young

## The Editor,

We've had a name for caring for our students at Rhodes, and this may be a reason why life is generally fairly peaceful here.

If financial stringencies have meant that there is to be a change of policy, surely including members of staff in attempts to solve the problem would engender greater loyalty and commitment.

To take and execute decisions that directly affect the living and working conditions of staff without consulting them seems high-handed in the extreme.

I am sure that I am not placing undue faith in people when I say that wardens would willingly have given up a room in their flats for "the cause" had they been consulted.

The way that the matter has been handled, however, leaves many feeling that they are not of sufficient value to the University community to be consulted, and are dispensable pawns in an administrative power game.

One of them

Blackfriars  
London

January 4, 1672

## Dear Andrew Marvell,

This was a filthy trick to publish that disgusting poem dedicated to me because I would not co-operate with your lustful middle-aged desires. You say in the poem, "But at my back I always hear, Time's winged chariot hurrying near." Permit me to say in your case it's not merely hovering near, it's standing outside the front door blowing its horn. Some of us however, feel we have a little longer to live and don't have an all-consuming desire to jump into bed with people just because we might die at any minute. Yes, I know you get those stabbing pains in your chest. They are much more likely to be caused by eating pickled herrings all night with Thos. Kyd and Bob Herrick than your heart.

This wretched verse of yours has ruined me. John Vanbrugh was going to put me in a play until he heard of it. I might even have been presented to the King. The only consolation is that like all your rubbishy poetry, no one will ever read it.

You say, "The grave's a fine and private place." I agree. Drop dead.  
Your Coy Mistress

School House  
Rugby School  
Nov 3, 1823

## Dear Mr Webb Ellis,

I regret I shall have to ask you to remove your son William from the school. He is a persistent cheat at games. This was first discovered during the cricket season when he dismissed a record number of opponents while keeping wicket, mostly by catches. Unfortunately, it came to light that he had secreted in his gloves a small metal device which made a clicking noise when pressed, simulating the sound of a snick. During the annual cross-country your son and a boy named East outstripped the field and were alone. Seeing he was about to be passed by East, Webb Ellis col-

lapsed shrieking in pain. East, who is a kind-hearted lad, ran back to a cottage for help, upon which your wretched son got up and finished first. Luckily, he was incriminated by the evidence of a passing farm labourer.

However, the full depths of his depravity only came to light this football season. Early on he had to be reprimanded for tying an opponent's feet together with his own bootlaces during a long scrummage involving fifty players. On another occasion, when a kick at goal was being taken he lifted the goalpost out of the ground as the ball passed, causing the kick to miss.

But yesterday saw his most dastardly crime. Playing for the school against School House in our annual match, he found himself with the ball at his feet in front of the School House goal. Instead of trying to kick it through, the miscreant picked it up in his hands, ran between the goalposts and placed it on the ground. When I upbraided him he was insolent. "Do you call that a goal, sir?" I demanded. He replied without shame. "No, but it was a d--d good try." In all my days have never seen such a piece of barefaced cheating. What would happen if every boy followed his example? What would become of the noble game of football? Already there are signs that other boys are copying his crime. Only this afternoon I discovered a group from the fifth form actually throwing the ball from one to another instead of kicking it. I immediately flogged them but I fear the rot has set in.

I shudder to think what will happen to your son in later life. Nothing lies ahead but obloquy and oblivion unless he reforms.

I am, sir, your most obedient servant,  
Dr Thomas Arnold: Headmaster

## • SMALLS •

### • ADVERTISING RATES •

Block ads: R2,00 per col cm, double for back and front pages. Classifieds: R0,10 per word. Advertising is run on a strictly cash basis. Please take your copy to the Public Relations Division.

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AMROSE ESTATES For buying, selling and renting of residential property, farms and smallholdings, please contact one of our dynamic team who will go all out to help you. Rose Calmeyer, Louise Lithgow, Angie Parsotam and Lizo Zake at Tel: 22695

BEAUMONT AND TATHAM Estate agents for professional service in the buying and selling of houses and smallholdings. Contact us first. Office 311289. Dorothy, after hours 23104.

### • SECURITY •

HI-TEC Security Home and car burglar alarms at competitive prices. Less 10% for students. Phone Andrew at 24528 (all hours)

### • SHOE REPAIRS •

Supersole Shoe and Leather Repairs We guarantee high quality repairs at the lowest prices in town. Rhodes staff and students get a further 10% discount. We are at the SBDC complex (opp. OK furniture store).

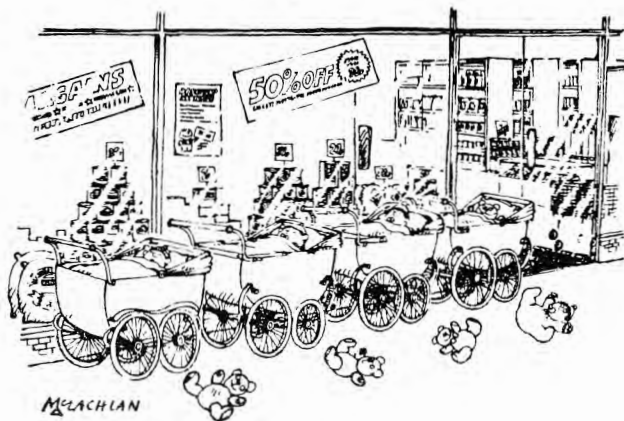
### • FOR SALE •

DOCTORAL GOWN, hat, etc. for sale. Tel 24770

LIONS' CHRISTMAS CAKES, these delicious, fruit-filled cakes (1kg, 17cm across) are now available at only R12,50. Contact Luc Marechal (ext 240/241), Ros Hughes (ext 399) or Denis Hughes (ext 334).

### • ACCOMMODATION •

Flat available for December/January. Contact Tracey 23709





## WHAT'S ON



### Monday, November 4

AGM: Royal Society of South Africa (East Cape Centre)

- Tea room, Department of Zoology & Entomology 7.00pm

Schonland Memorial Lecture of the Royal Society of South Africa (East Cape Centre): *The Life and Works of Michael Faraday*. Professor Peter Ford of the School of Physics, Bath University, England

- Lecture Theatre 02, Department of Zoology & Entomology 7.30pm

### Tuesday, November 12

Medicaid Clinic

- Personnel 9.00 am - 12 noon

### Tuesday, November 19

Grahamstown Music Society: Marlene Fleet (piano)

- City Hall 8.15pm

## Night cricket anyone?

Rob Midgley, of the Faculty of Law is keen to start a Rhodes Staff Night Cricket team. Staff members at Rhodes and the University's associated institutions who are interested in joining Rob in this, should make contact with him on ext 432, or at home at 2 7886.

## Let's Dance!

The annual senior staff party will be held on November 22, 1991. Those people who feel they would like to continue the party can wend their merry way down to the Rhodes Club where taped music of the 60s and 70s, together with a cash bar, will be provided. The Club will open at 8.30pm.

To book, please phone Cherry on ext 330.



## Breathtaking Addo Rose Show

by Mike Young

A total of 28 staff members took advantage of the excursion arranged by Rhodes Transport to visit the nationally-acclaimed Addo Rose Show on October 12.

The arrangements in the main hall were quite breathtaking, and the second large marquee had a wealth of information about the roses on show.

While rose plants and cut roses were on sale, so were many other varieties of plants and flowers, as well as fresh vegetables.

Judging by the complimentary comments made on the return trip, everyone had a good day.

Let's try to do the same again next year!

## Airfares drop with a thump

SASTS has slashed its fares on Luxavia flights to Europe for November and December. Fares at the end of November have been dropped by a huge R890, and those in December by R500. There are still a number of seats available on November 22 and 29, and December 1 and 20.

Onward flights to London and Paris are available at very reasonable rates, and there are also free courtesy coaches from Luxembourg to numerous destinations in Europe. Connecting return flights from Port Elizabeth to Johannesburg for Luxavia ticket-holders have also been cut, with the introduction of their new domestic service, Flitestar. These are not the only supersaving fares SASTS can offer. Our One Year Return fares, from R2 900, to many European destinations simply cannot be beaten, and are available to all members of the University community.

Further good news is that the R10 administration fee charged nationwide by NedTravel (through which SASTS operates) has been waived. "I have fought against charging this fee since its inception, said Alison Terry. "We are very aware of the high cost of travel and try to give our clients the best deal possible."

For further information, call at the SASTS Office in the Rhodes Union, or 'phone Alison Terry at 2 6791

## Introduction of a Group Life Assurance Scheme

by Bruce Smith, Director of Personnel

FOLLOWING discussions with FRUSA, the University Council has approved a recommendation that a Group Life Assurance Scheme be introduced from January 1, 1992 for members of the Senior Staff (academic, research, non-academic - grades 6 to 15). Council is willing to negotiate the extension of this benefit to members of the Service Staff (non-residence - grades 1 to 5; residence - grades R1 to R4) at the annual wage negotiations in 1992.

### Eligibility to Join the Scheme

Serving Staff Members: all serving full-time members of the Senior Staff as well as members of staff appointed on contract terms for two years or longer are eligible to join the Scheme within three months of the introduction of the Scheme.

### New Appointments

All new eligible staff members would be required to join the Scheme as a condition of their employment.

### Benefits

Life Cover: On the death of a member of staff the Scheme would provide a tax free cash sum equal to twice the staff member's annual salary.

Beneficiary: In the event of death, the life assurance benefit will be paid to the dependants of the member of staff or a nominated beneficiary.

Acceptance of Cover without Proof of Health: Members of staff who join the Scheme would be eligible to do so without need to provide proof of health.

Continuation of Life Cover after reaching the age of 65 years while still in the employ of the University.

The Scheme allows a staff member who continues in post after the age of 65 years to enjoy life cover equivalent to twice his/her annual salary received at the age of 65.

### Voluntary Additional Life Assurance

Additional voluntary life cover is available at competitive rates for staff requiring additional assurance of one or two times their annual salary.

A medical examination would only be necessary if the total cover exceeded R500 000.

### Voluntary Disability Cover

A benefit for total and permanent disability of one or two times the annual salary may be coupled with

the voluntary life cover. The disability cover, if chosen, must be equivalent to the additional voluntary life cover. The voluntary disability cover is not available on its own.

### Premiums

The present monthly rate of premiums is 41,8c per R1 000 of basic cover of which the staff member and the University each pay half. For example, a person earning R30 000 per annum will be covered for a basic sum of R60 000 and will pay R12,54 per month of a total premium of R25,08.

The voluntary additional life insurance premium is 42,5 per R1 000 and is payable in full by the staff member e.g. R60 000 cover would cost R25,50 per month.

The voluntary disability cover premium is 9,8c per R1 000 e.g. R60 000 will cost R5,88 per month.

### Administration

The Finance and Personnel Divisions will administer the Scheme. Monthly premiums will be deducted from salaries.

### General

Mr Sean O'Neill of Independent Financial Brokers will address a general staff meeting on Tuesday, November 5 in the Arts Major Lecture Theatre at 5.15 pm. Thereafter, application forms will be available in the Personnel Division and Senior Common Room for completion and return to the Personnel Division by those wishing to join the Scheme.



"We interrupt for a newflash: a space ship has just blown China totally off the map ... but first a word from our sponsors."

### • RHODOS STAFF •

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Cartoonist: Mike Ginn

Rhodos is produced twice a month by the Public Relations Division, Rhodes University, Grahamstown. The views expressed are not necessarily those of the Editor, Rhodos Staff, or the University.