



RHODOS

STAFF NEWSLETTER

30 APRIL 1998 VOL 10 No6

EL Numbers at All-Time High!

Student numbers at Rhodes East London have shown a marked rise this year, with the Commerce Faculty reaching record proportions.

According to Dr Terry Marsh, Director of the campus: "In 1995 we had 703 students registered at the end of March. Each year has seen a significant increase and this year we have 955 registered students so far. This figure is likely to rise further."

Dr Marsh went on to explain that this remarkable rise in student numbers was in spite of the Department of Education at Bisho refusing to grant leave to about 200 teachers who wished to do upgrade courses at Rhodes.

"We have introduced new courses this year to cope with the demand for training teachers. Our new Higher Diploma in Education (HDE) at primary level has 50 students registered and we have also introduced Further Diplomas in Education (FDE's) in Technology (at primary and junior secondary level), Mathematics and Science (both at junior secondary

level). These new courses have attracted a further 60 students to the University," said Dr Marsh.

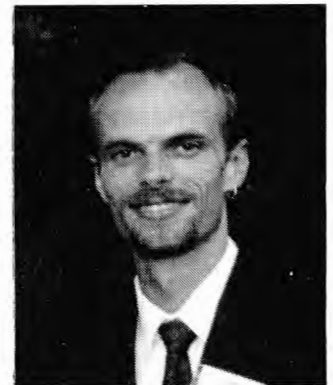
The Technology course is offered in conjunction with the ORT-STEP Institute, the Mathematics course with the Rhodes University Mathematics Education Project (RUMEP) and the Science course with the Centre for the Advancement of Science and Mathematics Education (CASME) at the University of Natal.

Commenting on the record number of commerce students registered at the campus, Professor Phillip van der Watt, Dean of the Faculty said: "I am very pleased that growth in East London is being sustained and that both the number of new students and the number of returning students in the Faculty have increased beyond the last two years' levels." He went on to add that the support of the East London community is important to the continued growth of the campus. "We aim to introduce new qualifications at the campus in the near future to better serve that

community. We are hopeful that the University, taking cognisance of the healthy demand for the Commerce Faculty's offerings at the East London campus, will put in place the resources we require to not only improve our service to our current students, but also to attract students from further afield."

Dr Marsh said that there had also been a gratifying increase in the number of post-graduate students in the Faculty of Humanities. "The Interdisciplinary Honours degree programme has attracted many students in the fields of development studies, industrial relations and African studies. There is also a new Masters degree in Counselling Psychology which has great growth potential. The existing Honours degree in Psychology has remained strong, as has the Masters degree in Social Work," he said. "Overall I am thrilled with the growth on campus and particularly with the support of the staff here. A great deal of hard work and effort from a number of people has gone into achieving this success."

DIFS Lecturer Awarded International Scholarship



Dr Tony Booth, a lecturer in the Department of Ichthyology and Fisheries Science (DIFS), has recently been awarded a scholarship from the International Foundation for Science (IFS). This is the first time that the IFS has awarded a scholarship to a South African.

The IFS, with its headquarters in Stockholm, is an international NGO founded in 1972. Its mandate is to identify, through a careful and highly competitive selection process, young promising scientists with a potential for becoming future science leaders in the fields of management, conservation and sustainable use of natural resources. The IFS supports such young scientists in their early careers to enable them to become established and recognised, nationally and

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RUTV News goes to air!

Here they come! They're out in full force now -- running around campus with cameras, microphones and lots (LOTS!) of questions.

Rhodes University Television News (RUTV News) is run by the third-year TV class in the Department of Journalism and Media Studies. It is a demanding course and students are required to produce stories on a regular basis.

The goal of the programme is to find strong, informative news about (and for) the campus community.

Students work hard to find good stories and they always need interviews. You may find yourself

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Marine Conference



Mike Davies-Coleman (left) with leading marine natural products chemist, John Faulkner (in the "Madiba" shirt), and PhD student, Denzil Beukes, at Scripps Institution of Oceanography, San Diego, California.

Professor Mike Davies-Coleman of the Chemistry Department recently attended the 1998 Gordon Research Conference in Ventura, California. The Conference focussed exclusively on marine natural products - Prof Davies-Coleman's research field. "Ventura was in the grip of an El Nino 'event' when I arrived with 40 inches of rain having fallen in the preceding month. Not bad for a town which seldom receives more than 7 inches of precipitation in a year!" said Prof Davies-Coleman.

The first Gordon Research Conference was held at John Hopkins University, Baltimore, in 1931 and was convened by a Professor Neil Gordon. The purpose of the Gordon Research Conferences has always been to bring together scientists with common professional interests for a week of intense discussion and examination of the most advanced aspects of their field. These conferences provide a valuable means of disseminating information and new ideas in a way that cannot be achieved through publications and presentations at large scientific meetings. Initially Gordon Research Conferences were only held in the summer months on the east coast of the United States but now they are held all over the world serving some 280 diverse scientific research topics ranging from malaria and the use of isotopes in biological and chemical sciences to

electrochemistry and, of course, marine natural products. The intimate nature of the Gordon Conferences, in which discussion is continually encouraged between the delegates, means that there is only a limited number of places at the conference. This particular conference was confined to 120 marine chemists from all over the world. "My PhD student Denzil Beukes and I were fortunate enough to attend as the only delegates from Africa," said Prof Davies-Coleman.

Prof Davies-Coleman presented a lecture on his recent marine natural product work in the Tsitsikamma Marine Reserve. "Interestingly, I was the first South African to address a Gordon Research Conference in the field of marine natural products. In addition to this lecture, Denzil Beukes and I presented a poster describing the chemistry of some novel South African marine natural products, aptly named the dilemmaones to highlight the dilemma surrounding their sponge source. Our work was well received and some excellent international contacts were made and new collaborations initiated," said Prof Davies-Coleman.

After a week of brainstorming and stimulating interactions, it was off down the coast to San Diego where Prof Davies-Coleman spent a couple of days at Scripps Institution of Oceanography with his long time mentor, Professor John Faulkner. "We have a number of col-

Competition Winner



Maretha Potgieter, the winner of the Afrikaanse Taal en Kultuurvereniging's Intraspag 1998 competition recently attended the Klein Karoo National Arts Festival in Oudshoorn to see the performances of her play *Droom*. Maretha is a MA student and part-time lecturer in Afrikaans and Netherlandic Studies in the new School of Languages at Rhodes.

Maretha was in Johannesburg in March where she was part of the entire production process of her play. "The ATKV sponsored the whole thing and it was a wonderful opportunity to work with a professional director and actors," she says. "The festival was like a big church fete and not at all like our arts festival. But it was great fun nonetheless."

laborative projects and it was a busy time finishing off old work and planning ahead for the future," said Prof Davies-Coleman.

From San Diego he flew to Washington D. C. for a day of intensive discussion with Gordon Cragg, an Old Rhodian and Head of the Natural Products Division of the National Cancer Institute (NCI). The NCI is one of the largest new pharmaceutical discovery organisations in the world with a focussed interest in new cures for cancer and HIV. "Following on from a visit to Washington in June

The competition replaces the well known "Kampus-toneel" of previous years and she believes that this is a big step forward in the promotion of young and/or inexperienced dramatic writers in South Africa. Maretha wrote her first play, *Koekgoed*, in 1996 as a project for her honours course in creative writing for the stage. The creation of her new play, *Droom*, was based on a personal experience, the gruesome death of her grandparents during a robbery. It tells the tale of an elderly couple returning from the afterlife in order to deliver a box full of stories to their granddaughter.

Commenting on her success, Dr Godfrey Meintjes, Head of the Division, said: "The members of the Division have got to know Maretha well on a day-to-day basis, both as a student and a colleague. We were delighted, yet not at all surprised, by her achievement and are enthusiastically awaiting her next success in the world of creative writing."

Droom will be staged in various venues in Gauteng, Stellenbosch, Welkom, Pretoria and Springs between August 12 and September 4.

last year by our Vice Chancellor, we have been able to set up a very exciting collaboration between the NCI and Rhodes University in the field of anti-cancer and anti-HIV drug discovery from South African marine organisms. The collaboration will be kick started by a large collection of marine organisms from Algoa Bay later this year," Prof Davies-Coleman explained.

From Washington it was off to Miami and a 14 hour flight home. "An exhausting but stimulating twelve days!" Prof Davies-Coleman concluded.

Honours Project IS



Ms Kathy Kenyon (student), Ms Lydia Palmer (IS Honours Course Manager) and Len Kruiskamp (Financial Accountant), listen attentively to a presentation by the IS Honours Development team.

The Department of Information Systems Honours Development Team at Rhodes is developing an in-house meal booking system for the University administration.

The project is one of four that the team is working on this year. Every year they do projects for clients as part of the Honours course. Besides working for various clients in Grahamstown, the team has done projects for several University Departments and Institutes. For instance, in 1995/6 the team did a project with the Geology Department. Last year, they started the "File-O-Fish" project with the JLB Smith Institute of Ichthyology which continues this year. "A few years ago we developed a very successful project for the Student Advisor's Office for their Job Placement Programme," said Mrs Lydia Palmer, IS Lecturer and Honours Course Manager.

Besides the meal booking system and the "File-O-Fish" projects, the students are working on an inventory control system (another project for the University administration) and a catalogue and requisitioning system for Rhodes Music Radio (RMR).

Mrs Palmer liaises with would-be clients beforehand and explains what the project is about. "I always tell prospective clients that developing a project requires a great deal of commitment on the part of the users or clients. The Development Team and the user need to meet at least once a week to get the system's requirements documented." She said her Department had always been pleased with the co-operation received from the University's administration and academic departments.

The Development Team hosted a meeting at the end of March during which all parties involved in the development of the meal booking system were invited to forward their suggestions and issues that they felt needed to be included in the development process. "That goes to show the importance of constant interaction between the users and the team," said Mrs Palmer.

The number of IS Honours students has grown tremendously in recent years "and that means more projects," said Mrs Palmer. This year there are 19 students. Four are working on the "File-O-Fish" project and five each on the other three projects.

The UCB Demonstrates the Importance of Effective Leadership

With the cricket season winding up and South Africans basking in the glow of another fine win in the international arena; with the Rhodes first cricket team also completing a marvellous season with only one game lost in the Border Premier League; and with the spotlight on Dr Ali Bacher next week when he receives an honorary doctorate during the East London campus graduation ceremony, it seems appropriate to publish a summary of research conducted by Adrian Ristow of the Department of Management for a Masters degree which he received during the Grahamstown graduation ceremony. The study is entitled *Transformational Leadership and Organisational Effectiveness in the Administration of Cricket in South Africa*.

"After approximately twenty years of isolation from the international sporting arena, the South African cricket team has recently achieved much success. Up to November 1997, they had played 40 tests since readmission, winning 17, losing 9 and drawing 14. In terms of one-day international cricket they had played 122 matches, winning 74 and losing 48. As a result of these statistics they are rated in the top three test and one-day international teams in the world by the widely respected Wisden Cricket Annual. However, it is important to note that there is more to this success than simply the talent of the cricketers.

Cricket has managed to escape the controversy of some of the other major sports in South Africa. This is mainly due to the proactive nature of the leaders in cricket administration. Organised cricket has been taking place in South Africa since the 1880s. However until 1991, cricket was racially divided in the country. After a series of meetings a joint non-

racial cricket board was formed in 1991 and was named the United Cricket Board of South Africa, with Dr Ali Bacher elected as the Managing Director. Cricket was the first sport to unify in South Africa. The UCB has eleven affiliated unions, each with their own Managing Director or equivalent. As mentioned, the success of the United Cricket Board is not merely the success of the national team. Behind the scenes administrative structures, set up by the United Cricket Board of South Africa, ensure that the sport is run in a professional manner, both at provincial and national level. In other words, there are various factors which need to be taken into account when measuring the effectiveness of the UCB.

This particular study was concerned specifically with managing for organisational effectiveness in South African cricket. The study undertook to test the relationship between the style of leaders (Managing Directors) and the effectiveness of their unions. According to the theory of transformational leadership, there should be a positive relationship between this style of leadership and organisational effectiveness. The transformational leadership theory shows how modern-day leadership should be focussed on developing the full potential of all in the organisation through the use of what is termed the four I's, namely idealised influence, inspirational motivation, individualised consideration and intellectual stimulation. Leadership which focuses mainly on rewarding followers in exchange for work done is considered to be far less effective. This *transactional style* of leadership fails to recognise that individuals are motivated by more than tangible reward, yet is employed in many organisations throughout the world.

RUMEP Workshops



Mrs Thandi Mboyiya of RUMEP hands over a set of teaching materials to North Eastern region Chief Education Specialist, Mr Nkos'velile Mkhuzo.

ARhodes University Maths Education Project (RUMEP) team recently conducted a workshop for mathematics primary school teachers in the impoverished North Eastern region of the Eastern Cape.

Also in that region was RUMEP Evaluator / Researcher, Mr Tom Penlington who was there to evaluate the progress made by RUMEP's "key" teachers.

According to RUMEP projects co-ordinator, Rose Spanneberg, the workshop was made possible after the Japanese Embassy donated money to RUMEP last year for the development and distribution of Maths materials in disadvantaged areas.

The North Eastern region includes Umzimkulu, Tabankulu, Mount Frere, Mount Fletcher, Mount Alyff, Lusikisiki, Matatiele and Flagstaff. Ms Spanneberg said they targeted the region (commonly known as the Kokstad region) firstly because RUMEP already has a number of "key" teachers in that area. "Key" teachers are those that have attended RUMEP's Further Diploma in Education (FDE). Secondly, although the region

has the highest number of learners and educators (teachers) in the province, statistics show that it is the most needy area. A survey conducted by the provincial Department of Education in 1996/7 showed that, of the province's over 2,2-million learners, 591 543 were from that region. That constituted 23,78 per cent of the province's learners. Despite these high figures, the survey indicated that the area had the highest number of schools without power supply (1200), telephones (1254) and sanitation (474).

The RUMEP team, comprising of Ms Spanneberg, farm school co-ordinator, Ms Thandi Mboyiya and materials developer, Mr Bruce Brown, also handed over teaching materials on fractions and geometry and showed the teachers how these could be applied using an outcomes-based education (OBE) system.

"The educators who attended left the workshop very excited. On the last day of the workshop, the region's acting chief education specialist praised Rhodes University and RUMEP for including the poverty-stricken region in their programmes.

"On our part, we hope that the materials and the workshop will help alleviate the bad situation. Those teachers have to cope in very trying conditions. On average, each has a class of more than 80 learners. There was a case of a teacher who had 112 learners. So one can see that the conditions under which they work are really bad," said Ms Spanneberg.

The workshop was organised in conjunction with two "key" teachers, Ms Noxolo Cele and Mr Michael Gcingca. "It goes to show that we maintain close contact with our key teachers even after they have left us,"

she said.

Mr Penlington evaluated the progress that has been made by the "key" teachers in the area. He felt that their progress was satisfactory. For many of them, this was their first workshop. "They were very dedicated and showed great enthusiasm in their presentation," he said. He added that most of the districts in the area have "key" teachers who organise workshops for the benefit of those who have not attended the FDE course. Mr Penlington will be visiting the area again to monitor the progress made by other RUMEP "key" teachers.

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internationally; and continuing, once their official association as IFS grantees is completed, to support them whenever feasible and relevant.

Dr Booth will be using his scholarship to develop a new spatial analysis laboratory in the DIFS. Spatial analysis is a major focus of his research and involves understanding the spatial relationships between objects. "All organisms are spatially related. Spatial analysis attempts to understand these relationships," says Dr Booth. He presented a paper on his work at an international meeting of the Alaska Sea Grant Programme last year. This presentation has resulted in a flood of offers for collaborative research from research scientists from the major fisheries research organisations and laboratories in the world, including the United Nations FAO fisheries section in Rome.

Spatial analysis incorporates both theoretical and applied aspects, which can be incorporated into mathematical models to provide advice in managing South Africa's

diverse fisheries resources. Spatial analysis of marine organisms is a new research field, nationally and internationally and Dr Booth is rapidly establishing himself as one of its leaders. By becoming a grantee, the IFS have recognised Dr Booth's leadership potential in this field.

Dr Booth is also involved in the development of Marine Geographical Information Systems. A Geographical Information System (also known as GIS) can store, analyse and display data that is geographically related. These databases are often large and complex and commonly use satellite imagery as a data source. Last year, while he was still a PhD student, Dr Booth was fully supported by the FRD as the only South African to participate in a workshop on remote sensing and satellite imagery in India.

Spatial analysis research in the DIFS is focussed on developing new fisheries models and incorporating these into widely used commercial applications. "This adds increased performance and a higher resolution of data analysis to users," says Dr Booth.

Rhodes Contributes to Phelophepa's Roving Success

One of the country's primary health care success stories, which began as a two-coach eye-care facility, now includes, amongst other disciplines, mental health care.

An initiative of Transnet's Community Involvement Department, Transnet-Phelophepa ("the train of healing") is the world's first health care train. The train travels country-wide on a two year cyclical basis. They aim to reach an estimated 45 000 people in 1998.

While in the Border region, the Phelophepa hosted a group of Masters students from the Psychology Department (East London campus), under the supervision of department head, Professor Andy Gilbert, and Eric Harris. "The train is superbly well managed," commented Prof Gilbert. "The train provides local employment as it moves around the country by using locals to interpret for both the patient and practitioner," he added.

The University volunteered the students to work on the train. "The patients queue at the station and are screened and then referred to the relevant speciality. A daily average number of people queuing who could realistically be

helped was 300 - the rest were turned away but asked to return the following day. During one week we held 38 individual mental health counselling sessions and ran 12 workshops in 10 schools. It is a marvelous way of getting counselors into the community. The students are continuing to support and train a self-help group that is continuing mental health services in the area," said Prof Gilbert.

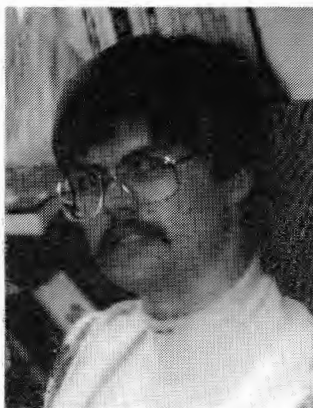
Transnet invested R14 million in capital to fund the 16 coach train. The Phelophepa has a monthly expenditure of about R450 000 servicing a highly sophisticated and capital intensive health care programme - taking health care to the most remote and rural areas of South Africa. One third of the expense is recovered through income from patients and donations. Transnet makes up the deficit as its contribution to the project.

Human resources are "donated" by all leading tertiary institutions in South Africa through a scheme whereby final year and post-graduate students spend at least two weeks in a multi-professional environment on board the Phelophepa gaining practical experience.



The Postgraduate students who worked on the train on a rotational basis were (l-r): Coceka Ntlokwane, Mtutuzeli Harthoff (interpreter), Ayanda Kashe (interpreter), Karuna Harry, Christopher Harper, Pam Heaton, Heide Smulders, Lumka Tutani and Nomabhaso Makaleni.

Virtual Reality



Shaun Bangay, Rhodes University's youngest professor and a virtual reality guru has recently returned from visits to Germany, the United States and the UK.

Prof Bangay presented a paper to the second German-South African Workshop on Information Technology Research in Gernsbach, Germany, in November last year on the work being performed by our Centre of Excellence

in Distributed Media. In December he presented a poster describing the work on distributed virtual reality and visualisation being conducted by the Virtual Reality Special Interest Group at Frontiers in Visualisation and Human-Computer Interaction '97 at the Wellcome Trust Genome Campus, Cambridge, UK. In January, he presented a paper on visualisation of multi-dimensional data at Visual Data Exploration and Analysis in San Jose, California.

Professor Bangay had been working at the Rhodes Computer Science Department as a consultant to the Centre of Excellence in Distributed Media, a position funded by Telkom, before being appointed as a senior lecturer in the Computer Science Department. Virtual reality is Prof Bangay's speciality.

Physics & Electronics Exhibit a Big Drawcard at Scifest '98

The Department of Physics and Electronics was rewarded for many hours of preparation by the interest shown in their hands-on exhibit at SciFest '98. Amongst the items on show which drew attention were the "Whispering Gallery" - two parabolic reflectors that allowed communication across the vault of the Monument by focusing and beaming sound waves - without any electronics! Visitors were astounded at the ability to communicate in whispers across a distance of 30 metres.

SciFest participants also enjoyed the hands-on tests of skill - trying to match a velocity against time graph by moving a plate along a track. Whilst an amusing game, this demonstration is at the same time an invaluable way of providing meaning to the concepts of displacement and

velocity - as well as graph interpretation.

Professor Eddie Baart, helped by Richard Grant and Allon Poole, gave a round-the-fountain demonstration of the physics of sound waves. The highlight of this show was a 5 metre long tube studded with jets and filled with LPG gas - when lit it provided an impressive demonstration of the positions of the nodes of a standing wave in a pipe, thus explaining some of the mysteries of the church organ-pipe.

Like its predecessor, the National Arts Festival, SciFest appears to be growing every year. The Department of Physics and Electronics intends to capitalise on the interest shown this year to draw good students to Rhodes, and to the Department.

A Spoor of Flowers - in search of Roy Campbell

A
Drama
Department
Production

Fascist, anti-Semite, alcoholic and bisexual, these are some of the titles that cling to the legend of Roy Campbell. The many conflicting personae that the poet constructed for himself continue to baffle and intrigue biographers and critics alike. Perhaps the most glamorous of these is the bullfighter, a role which serves as a metaphor for his life and work.

This production follows the trail of the matador-poet: the poems, the prose, the anguished letters to his bisexual wife. The notes to friends begging for money, the violent tirades which express his hatred of dogs and critics. It explores his obsession with bullfighting and, triumphantly, it uncovers the secret

of his bobotie recipe.

But *A Spoor of Flowers* does not linger in the factual and chronological world of biography. While sketching a vivid portrait of the man, we have exploded through the archives, into the poetic dimension. Here characters blend, multiply and disintegrate. Images populate the stage in a playful, often violently evocative exploration of his work.

In the spirit of Rhodes University's emphasis on collaboration, where physicality, gesture, sound, colour and image are given as much importance as text, *A Spoor of Flowers* seeks to imbue Campbell's words: "*To live one must always be intoxicated with love, with poetry,*

with hate, with laughter, with wine - it doesn't matter which."

Tamara Guhrs and Dion van Niekerk have collaborated on this production, using a process they have described as "uniquely fluid, defying conventional authorship." Their previous work together includes *Bedtime: An erotic Anthology* and the multi-media production with Christo Doherty: *A portrait of Dora*, which astounded Grahamstown audiences in 1996.

A Spoor of Flowers will be presented from 13 to 17 May at 19:30 in the Rhodes Box Theatre. Tickets will be available at the door: Students and scholars R8; Others R12.

New Staff Profile



Mr Clive Plaskett has recently joined the Law Department as a full time lecturer. He has been lecturing part-time Constitutional Law and Administrative Law since 1995 and previously worked at the Legal Resources Centre in Grahamstown. Mr Plaskett will be offering a Media Law course in the 2nd half of this year as well as optional courses for final year Law students.

DRAMA!



A portion of the Drama Department was destroyed by fire on the morning of April 14. The fire was extinguished by fire fighters from the South African Army and Rescue Services and the Grahamstown Fire and Rescue Services. The cause of the fire was an electrical fault in a washing machine which was not operating, but was left switched on at the wall-plug. The financial implications of the fire have not yet been established.

Letters to the Editor

Dear Editor

The name plaque of the Department of Ichthyology and Fisheries Science at the Prince Alfred Street entrance to the Department has been stolen. In fact neatly screwed out of the wall.

To say that I was annoyed is putting it mildly. I suspect that the thief must be someone who has a passion for fish and fishing. If this is the case then I call upon all the gods and spirits of the oceans, rivers, lakes and of fishes to pour bad luck on this person for the rest of his or her fishing life. May you never catch a good sized fish again.

If the person who took the plaque returns it, the curse will be lifted and no questions asked.

Tom Hecht

Dear Editor

For many years, Rhodes University has employed casual workers. These casual workers mainly waited for jobs in the Administration building area which was sometimes overcrowded and created chaos.

Ms Faku, who was then in charge of the casuals, raised this issue with myself. After long discussions it was agreed to have the casuals stationed at the GADRA Given Employment Bureau and administered partly from the Bureau.

This arrangement has been operational for almost a year. Since then I have placed over 250 workers. On average 30 casual workers per week are called by Ms Faku's office. In this way the bureau provides a valuable service to Rhodes University.

As the casuals simply sit and wait until they are called for jobs, the following activities are organised for them: queue education is done by inviting other NGO's to give talks. We at the Bureau also

give talks. The Rhodes Adult Literacy Unit has agreed to help run a series of activities suitable for the casuals. Presently, Ms Lungi of the Unit is showing educational videos.

To improve the waiting area situation, Rhodes University has given the Bureau R4000 which will go towards buying some chairs and benches as well as towards building a waiting area.

We hope that the good co-operation between Rhodes University and ourselves will continue in the coming years.

With more support and encouragement in the activities we intend to do, Rhodes University will be doing its share of community work with us.

Sincerely

Zet Mantla

Co-ordinator

Given Employment Bureau

GADRA

Dear Editor

It is with extreme sadness yet sincere gratitude that I direct this letter to the Rhodes University family - staff and students. It is like saying final farewells.

Firstly, please allow me to express our sincere thanks to the many members of the staff and student body for their messages and tokens of condolence after André's untimely death. A special thank you to those who assisted in so many different ways with the smooth running of the memorial service. I know that André had many friends on campus and beyond, but I think even he would have been surprised to see so many of them gathered together in his memory. Since a small boy he never lacked friends; one only needed to accompany him to the shops, anywhere on campus or even to other towns in the Eastern Cape, to realise how many people he knew by name. He loved his new-found career, his colleagues and friends. Thank you for your friend-

ship, patience and support when he needed them.

Secondly, I spent close on nineteen of the happiest years of my life as a member of the academic staff in the Education Department of RU. During that time I met some wonderful people and made some very dear friends. Recently I was obliged to give up my career and the environment I loved so much due to ill health which has been plaguing me for several years. Once again, the amount of support, assistance and love I have received since I first became ill is immeasurable. How then can one express one's gratitude sufficiently to a group of friends who gives so much and expects so little in return.

Thank you

Tish Burger

Dear Editor

I would like to express my sincere thanks for the support shown to me by the staff and students of Rhodes on the untimely death of André. From the many flowers and cards that I and André's family received, to the arrange-

ments of the chapel and teas after the ceremony. My special thanks to Mark Bunting, Tony Long, Len Kruiskamp, Desiré Wicks and the Finance Department. I know that André would have been proud to have known that so many of his friends and colleagues were gathered to honour his memory, and although many of André's friends could not be present, they were with us in spirit. Thank you for your kindness and patience shown to me; without the support of friends and colleagues this time would be much harder to bear than it is. *My deepest appreciation and thanks*

Fiona de Beer

LAST REMINDER!

60's Party

15th May

Tickets available from
Shelly Samuel in Marketing &
Communications
Tel: 603 8520 or e-mail:
ados@giraffe.ru.ac.za

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The Multifactor Leadership Questionnaire was used to collect information about leadership while data for organisational effectiveness, the dependent variable, was collected using the Effectiveness Survey for Cricket Administration. Most of the results regarding the relationship of the transformational leadership factors and organisational effectiveness were significant. In other words, the findings support the notion that leaders who strongly exhibit transformational leadership characteristics are more likely to lead effective organisations than those that do not. Similar findings have been made throughout the world by various authors including the primary author on the topic, Professor Bernard

Bass of the Center for Leadership Studies at Binghamton University in the USA.

The UCB can therefore be considered to be an effectively led organisation. President Nelson Mandela has on many occasions emphasised the key role that sport can play in nation-building in the country. Cricket has certainly played its part. As with any organisation this leadership effectiveness must be driven from the top management. The Managing Director of the United Cricket Board of South Africa, Dr Ali Bacher, should receive recognition for his role in making cricket a sport in which all South Africans can be proud. It is, therefore, appropriate that he receives an honorary doctorate of laws from Rhodes University."

Classifieds

BED & BREAKFAST

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GRAHAMSTOWN SCHOOL OF YOGA

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RHODES UNIVERSITY VACANCIES - GRAHAMSTOWN CAMPUS

(a) Academic

DIRECTOR : ACADEMIC DEVELOPMENT CENTRE from as early a date as possible.

The Centre for Academic Development promotes a high standard of teaching and learning through the University. The Centre strives to influence the development of the University's policies, curricula, teaching methods and student support systems to ensure that students, particularly those from disadvantaged backgrounds, have the best possible chance of success in their studies. The Centre provides educational services and consultancy to staff through the following range of programmes: **Academic Staff Development; Language and Learning Development; Peer learning; and Research and Publications.** The successful candidate will be responsible for the motivation, direction and co-ordination of the work of the staff in the Centre whose expertise covers a wide range of disciplines and interests. Candidates should be experienced practitioners in the field who have the credibility to lead others. Good administration and managerial skills are further requirements and a proven research record in the area of Academic Development would be a distinct advantage.

SENIOR LECTURER/LECTURER IN PHARMACOLOGY, SCHOOL OF PHARMACEUTICAL SCIENCES from 1 January 1999.

Candidates should have a good publication record, and should have experience in teaching at both undergraduate and postgraduate levels. A professional pharmacy qualification, while not essential, would be an advantage.

ACADEMIC DEVELOPMENT LECTURER/JUNIOR LECTURER, DEPARTMENT OF ECONOMICS AND ECONOMIC HISTORY from 1 August 1998 or as soon as possible thereafter.

Candidates should be in possession of an Honours degree, or equivalent qualification, in Economics and should have had teaching and lecturing experience at tertiary level. The ability to work with under-prepared students, in small groups and on a one-to-one basis, and to explain difficult concepts are further requirements. Candidates who have completed Business Management 2 or 3 would be at an advantage, although this is not a requirement. The Academic Development Programme for Commerce has been established to assist students in their first year to cope with the academic challenges of university studies in various subjects.

(b) Non-academic

CO-ORDINATOR : COMPUTER BASED EDUCATION UNIT, INFORMATION TECHNOLOGY DIVISION from as early a date as possible.

The successful candidate will be required to integrate instructional technology where appropriate into the teaching and learning activities at Rhodes University. To this end, the primary responsibilities of the position will be the assessment, acquisition, implementation and administration of educational software. This will include the compilation and administration of computer based tests, tutorials and evaluations. Extensive collaboration with other University departments is required, as is research into and identification of areas which could benefit from the use of computer based instruction. The incumbent will be expected to manage and support a number of existing services of this nature. Overall ongoing research in the area is required, and an appropriate degree and/or experience would be an advantage. The IT Division has responsibility for the management of campus IT facilities, and operates an extensive TCP/IP and IPX local area network, with several Unix and Netware servers, and excellent internet links.

Application forms, salary particulars and further information may be obtained from Mrs A Orsmond, Personnel Division, Rhodes University, Grahamstown, by phoning 046 - 6038115/7. Applications should be returned to Mrs Orsmond by 22 May 1998.

Curricula vitae which are not accompanied by an official application form will, regretfully, be returned to candidates.

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being asked to comment on an issue. Co-operation would be appreciated but if you're too busy or don't feel comfortable with the topic, it is fine to just say no. A simple "no comment" is all it takes to send them away. RUTV News reporters are expected to act like professionals. They should treat you with respect yet still be ready to ask tough questions when necessary.

Once the stories are finished, the students produce a twenty minute news bulletin. It is a "live" show - it goes straight to tape, mistakes and all. In the past, the show has stayed in the classroom but now it will be shown in public.

Screenings will be held in Arts Major at 17:00 directly after each show has been taped. The first dates are: May 5, 6 and 7. Each day will have a new show with different stories.

Have an idea for a story? E-mail RUTV News at newstips@journ.ru.ac.za. Other inquiries should go to the class lecturer, Doug Mitchell (ext: 8338 or e-mail doug@thoth.ru.ac.za).

Let the news begin!

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The views expressed are not necessarily those of the Editor, Rhodos staff, or the University. The Editor welcomes all contributions but reserves the right to edit these. E-mail: adlh@warthog.ru.ac.za