

October 28, 1986

RHODES UNIVERSITY  
STAFF ASSOCIATION

P.O. Box 94; GRAHAMSTOWN; 6140.



QUESTIONS TO THE VICE-CHANCELLOR - 1986

Question 1

Science technicians are trying to establish an Institute of Science Technology within the scope of the statute governing SACNAS. We feel that this is desirable and will be of benefit both to ourselves and our employers. To date little progress has been made towards these goals.

"What does the University feel about establishing of such an institute, and to what extent would the University be prepared to assist in establishing such a venture and support it?"

Question 2

Many Technicians feel that their Department's demands sometime goes beyond the call of duty, but without adequate job description they have no recourse. It is also felt that existing service contracts are outdated, and require revision to be brought in line with those of other universities regarding

- a) Notice period;
- b) Group life insurance;
- c) 24 hour accident insurance cover;
- d) Annual leave;
- e) Travel concessions.

"Would the University consider setting up a committee, consisting of representatives of the University, the departments and technicians concerned to draw up job specifications for the individual Departments, and investigate service conditions in general?"

Question 3

One of the reasons for the apparent lack of interest amongst staff in their respective associations affiliated to RUSA could be that these associations and RUSA lack any direct influence in the decision making processes of the University, even those affecting them directly, apart from some minor matters. At some universities even students have representatives, albeit without a vote, on their Councils.

"Can the University not show a greater interest in their staff, by cooperating closely with all involved staff associations, thus allowing these Association a more meaningful role within the management of the University?"

*I do consult regularly esp RUSA  
Emergency Info, Two-way street  
Always available: Mr. Giegau can hear me out. CUTA*

Question 4

"Could the Vice Chancellor please illustrate how the general salary increases (excluding notch increments) over the last five years have compared with the annual rate of inflation?"

Question 5 Lanham.

"Could the Vice Chancellor give quantitative information on what specific steps have been taken over the last two years to reduce expenditure, other than by ~~reducing~~ salaries?"

*holding down*

*Salaries + benefits as % of total budget*



Question 6

I know some of these people - closely related in fact  
8 to 5 2-2 weeks vac. out early.

S. A third year Rhodes B.Sc. student, hoping complete his degree this year was offered a position with a commercial company at a starting salary of R 28 000 plus perks. The starting salary of a lecturer, who should normally have a Ph.D., at least in the Science Faculty, is about R 18 000, i.e. R 10 000 less.

"Does this not have serious consequences for the future of tertiary education?"

Question 7

In the light of recent actions on UCT's campus in connection with the visit of the Irish academic Dr. Connor Cruise O'Brien and connected issues, would the Vice Chancellor like to comment on the following points:

Well expressed in letter by  
EC Hancock, Graham

- a) "What is the University's present position on the crucial issue of academic freedom, and the threat posed by the academic boycott?"
- VC. b) "What practical steps will the University take to protect the freedom of speech on Campus?"
- c) "What punitive action (if any) will the University take against anyone who attempts to implement the academic boycott by means of disrupting meetings?"
- d) "What contingency plans, apart from rescheduling examinations, has the University made to counter future disruptions of the academic year?"
- e) "Will the University consider prohibiting the holding of demonstrations on any part of the campus where such demonstrations would hinder the normal working of staff or students?"

① Not telegraph lunches  
② So far very low key.  
However, if violence,

Serious disruption, of course  
take steps, Not very kind to  
spell them out

Question 8

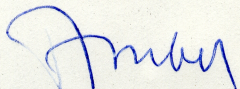
Following on the opinions of Dr. Mboya, as expressed in his article published in the recent issue of the RUSA Reporter, would the Vice Chancellor like to answer the following questions:

Hansard "q. falls away" track record better  
than any other  
? personally  
all white

- a) "How does the Vice Chancellor anticipate overcoming the perception by black and other non-white students that the quota system practised by Rhodes is discriminatory?"
- b) "What is being done to overcome the perception by black and other non-white students from disadvantaged backgrounds, that assistance provided by Rhodes (ASP) to these students is paternalistic or philanthropic?"
- c) "Does the Vice Chancellor think it feasible to distribute a manifesto to every prospective and returning student, which clearly states the University's view on the two points raised above?"

Catch 22  
pragmatic  
non paternalistic staff

anything

  
Dr. Georg M. Gruber  
Chairman

The Meeting will be held in the ARTS MAJOR at 16h30. Questiontime should come about 17h00 to 17h15. I will call for you as soon as the meeting is ready.



Mills

Q 9

According to a recent circular charged for photocopying are to be increased next year from five cents to seven cents a copy.

This may be regarded as a minor irritant but it affects all members of staff and the percentage increase is substantial.

Can the Vice Chancellor explain why it is that Rhodes University has to charge its members of staff so much more than other Universities.

(I understand UCT charges four cents a copy, and the charge at Natal used to be three cents when we were paying five)

Q 10

Is the Vice Chancellor satisfied that all members of staff have an equal opportunity to be equally informed of all benefits and concessions to which they may be entitled in regard to additional income, leave benefits and research grants, housing subsidies, travel grants?

If the administration assumes that it is the function of the Head of Department to keep his staff informed of these benefits, have the Heads of Departments been informed that this is regarded as part of their job?

Lanham

Q 11

(a) Have all the English speaking Universities withdrawn the subsidy on voluntary excess bond repayments?

I understand that the University of Natal has reinstated these payments.

(c) If they have not withdrawn these subsidies how do they solve the problem of providing housing for black staff?

*providing black second best in SA*

It should be noted that some members of staff went into the business of purchasing a house on the assumption that the subsidy on the voluntary excess would be payable, and the withdrawal of the subsidy might be classed as a cancellation of what the member of staff had been led to expect.

(a) We are blamed for doing it

(c) We would be blamed if we didn't do it