



Awards Galore!



Professor Ian Macdonald, head of the Department of Philosophy, with Dr Derek Henderson, who presented him with a Long Service Award at a recent awards ceremony.



Several staff members received Alty Awards from the Vice-Chancellor at the same ceremony. Among them were (from the left): Mrs Ursula van Harmelen (MEd); Mr Brian Brown (MSc); Mrs Orla Mostert (MEd); Dr Henderson; Mrs Thelma Henderson (MA); and Mr Ian Dore (MSc).



Others who received Alty Awards were: Mr Peter Rose (PhD); Mr Mike Burton (PhD); Mr Davvid McKellar (PhD); Mr Pedro Rankin (PhD); Dr Henderson; Mr David Bunyan (PhD) and Professor Richard Haines (PhD).

Leading Chemist visits Rhodes

by Kelli Hardman

A leading marine chemist, Professor John Faulkner, of the Scripps Institute of Oceanography, La Jolla, California is visiting the School of Pharmaceutical Sciences until April 29.

He will give two lectures here on his research into the intriguing chemical compounds produced by marine organisms, especially sponges, with emphasis on their biomedical applications. On April 27 he will lecture on *marine natural products* and on April 28 on *nudibranch (sea slugs) and sponge chemical inter-relationships*, both in the Chemistry Minor lecture theatre at 5:15 pm.

Professor Faulkner is a professor of marine chemistry at Scripps, which is affiliated to the University of California, San Diego.

"The chemical compounds are referred to as marine natural products and many sponges produce natural products as part of a chemical defense mechanism to protect themselves from being eaten by other sea creatures. Surprisingly, some of these chemicals have shown potential as pharmaceuticals for the treatment of a range of diseases including arthritis and cancer," says Dr Mike Davies-Coleman a lecturer in Pharmacy, and Professor Faulkner's host.

Dr Davies-Coleman recently returned from a sabbatical year spent with Professor Faulkner's research group. "As a researcher in the Marine Pharmaceutical Discovery Programme I was able to work on various marine organisms from all over the world, including Antarctica, and was also involved in a very successful collaborative project with a major US pharmaceutical company," said Dr Davies-Coleman. "A natural product which I isolated and identified from a South Pacific sponge had novel anti-cancer properties which were of interest to this company," he added.

"Harvesting marine organisms to obtain sufficient quantities of a chemical for drug development is never an option because if the

marine natural product shows significant pharmaceutical potential it is made artificially in the laboratory," Dr Davies-Coleman said.

Professor Faulkner's visit to Rhodes marks the beginning of a joint project between Rhodes University and the Scripps Institute to investigate the chemistry and pharmaceutical potential of South Africa's diverse marine organisms. As part of this project, Professor Faulkner and Dr Davies-Coleman will join Dr Colin Buxton of the Department of Ichthyology and Fisheries Science on a field trip to the Transkei coast.

Dr Buxton's research team routinely collects specimens during their SCUBA diving surveys of our coastal reefs. "These specimens are used for taxonomic purposes and enables us to compile an inventory of species occurring on different reef habitats" Dr Buxton said. "Very little is known about most benthic invertebrates found in water deeper than 10m off our coast," he added. "We scarcely know the names of most of them, let alone their potential medicinal properties."

With the sophisticated chemical analysis techniques and equipment available at Rhodes, especially the high field nuclear resonance spectrometer, only very small amounts of an organism are needed to identify its natural products. Therefore the quantity of marine organisms collected for taxonomic purposes will be sufficient for chemical and pharmaceutical studies by Professor Faulkner and Dr Davies-Coleman, thus ensuring that nothing is wasted and collecting is minimized.

One of the aims of the world conservation strategy is to preserve genetic diversity to realize the potential uses of unknown species to man. "The collaboration between Rhodes and Scripps will add a new dimension to our research off South Africa's shores and also emphasize the importance of the conservation of our marine resources" Dr Davies-Coleman concluded.

Applications are invited from candidates for the following post:

**SENIOR TECHNICAL OFFICER IN
BIOCHEMISTRY in the Department of
biochemistry and Microbiology from July 1, 1992**

Candidates should hold either a BSc degree or a scientific/medical technician diploma with, preferably, previous laboratory experience. Experience in the preparation of biochemicals, in the use and maintenance of equipment and in laboratory management would be a strong recommendation.

The successful candidate will be responsible, inter alia, for all aspects of the organization and running of undergraduate practicals in the Biochemistry laboratory course.

Application forms, salary and further particulars may be obtained from Mrs Sandy Stephenson, Personnel Division, (ext 115).

Closing Date: April 30.

Applications are invited from candidates for the following position from May 1, 1992 or as soon as possible thereafter:

PART-TIME CLERK IN THE FINANCE DIVISION

The successful candidate will be required to work in the creditors section and to assist with the daily maintenance of the commitments register, the checking of invoices for signatures and codes, the reconciliation of statements with the ledger, and batching for capture. Previous creditors experience would be a strong recommendation.

Application forms, salary and further particulars may be obtained from Mrs Sandy Stephenson, Personnel Division, (ext 115).

Closing date: April 21 1992.

Applications are invited from candidates for the following position from 1 May 1992 or as soon as possible thereafter:

**PART-TIME CLERK IN THE DEPARTMENT OF
GEOGRAPHY**

Candidates should be competent typists with bookkeeping experience and preferably, the ability to operate a word processor.

Application forms, salary and further particulars may be obtained from Mrs Sandy Stephenson, Personnel Division, (ext 115).

Closing Date: 24 April 1992.

Remember to code rail notes

by Liz Leiper

Please ensure that all rail notes received in your Department are coded and returned to Mrs Kirkland in the Finance Division. She is experiencing great difficulty in allo-

cating expenses on the Railway Statement and the prompt return of the rail notes will be most helpful. Your assistance will be much appreciated.

Seminar on Motivation to be held

A one-day seminar presented by Dr Arnold Mol, in association with the East Cape Branch or The Institute of Park and Recreation Management, will be held on June 11, at the St Peter's Building. Registration starts at 7:30am and the seminar at 8:00am. The cost is R180.00 per person and includes teas, lunch and course notes.

To book a place, contact Mrs Lesley Harper 0461-22023, ext 138. Bookings close on 19 May 1992.

50th Anniversary for St Marys

A celebration tea for all past members of St Mary's Hall will be held on Saturday, May 9. A Jubilee Ball will be held on Saturday, May 11. For further details contact Jean Wright at ext 576 or 23036.

Congratulations...

to Brian Wilmot on his engagement to to Hepsie Cooper



"But I expect you've seen worse inferiority complexes"

Keep it simple

Preparing text and pictures for Rhodes publication

The following are hints to be used when submitting articles on floppy disk for publication in *Rhodos*, or other publications produced by the Public Relations Division. We'd be grateful of these could be followed, as this means less time wasted on 'unravelling' text.

- **spacing:** Do not put in line spaces, between paragraphs or headings. Leave only one space between each sentence.
- Do not centre text
- Data for tables should be typed as a 'string', with the text for each column typed under the text for the preceding column.

eg.
Visiting lecturer,
• **Zoology Minor, 10:45am**

should be typed as follows:

Visiting lecturer,
Zoology Minor, 10:45am
Please do not insert Wordperfect codes, except 'italic' and 'bold'.

For those who do not have access to a computer - we are happy to accept contributions for *Rhodos* written on the backs of old envelopes, cigarette boxes or any other piece of paper at hand when inspiration strikes.

Photographic material

We prefer black and white photographs for *Rhodos*, but colour pictures with good contrast can be used. Please supply captions (using first names as well as surnames with your pictures).

NEVER use staples, paper clips, pins or sticky tape on photographs. Never write on the backs of photographs. Either write the caption on a sticky label and stick it on the back of the photograph, or fold the written caption over the photograph.

Colour transparencies for the *Vice-Chancellors' Annual Report* or *Rhodos Review* should be numbered, with numbered captions supplied. The safest way to store transparencies is in plastic sheets with individual pockets for each slide.

Rhodos staff appeal to all departments and staff to inform us of any happenings within your department that would be of interest to other members of the *Rhodos* community. We would also be grateful for contributions to *What's On*.

Remember, if you don't tell us what you're up to, we can't tell the world about it!

A Walker's really stirred things up!

- The Editor

The letter to the Editor from A Walker with regard to the parking problem has caused by blood pressure to climb. Does A Walker think that the Administrative staff do not work! Has it never occurred to this person that the Admin staff also work overtime.

As a member of the Admin staff I have often worked very late, burning the midnight oil and unlike A Walker I do not have the luxury of strolling in at 9:30am. My office has to be open at 8:30am as the Administration is here assist the Academic Departments and some of the academics or students are waiting for us when we open our doors between 8:15 and 8:30am. I would hate to have to walk from my office in the Main Admin Block to the museum car park late at night.

However, I do have a suggestion - perhaps A Walker should try working on a Friday afternoon. As an member of the Administration I find that on a Friday afternoon there is never a problem to find a parking place - this I suppose is because half of the academics are not at work?

About your comment about Admin staff walking - as a working mother I need access to my car at short notice and this would not be practical - healthy maybe - but not practical.

Very Upset Admin Staff Member

- The Editor

Ag shame, poor thing having to walk from as far away as the museums - a mere half kilometre away - how my heart bleeds for you. Surely with 'burning the midnight oil' your body craves a bit of exercise to flush out tired brain cells and breathe a bit of fresh air? You are probably a heavy smoker on top of all these late hours, not much sleep, etc and a good brisk walk at 10:00am every morning will do you the world of good.

Come on Walker, be sensible, the University is trying hard to save money - do we have to have another uproar, such as the brick pathway fiasco, and have more man-hours wasted painting yellow dots? My suggestion to you is sleep later each morning, come to work between one and two while most of the Admin staff are out to lunch - that way you are assured of parking spot and you will also get a lot more hours sleep!

*Ros Parker
Human Movement Studies.*

- The Editor

As everyone will agree, the raison d'être of a University is to render an academic service to students; it therefore follows that academics are the most important employees of the University and should receive a certain amount of deference.

I agree wholeheartedly with A Walker (*Rhodos*, March 12, 1992) that parking bays on campus should be reserved for academic staff, but since I am reliably informed by senior administrative staff that academic staff work for 27 weeks of the year (and then often only for three quarters of an hour a day), bays should only be reserved for them for those relevant weeks.

Whilst it is clear that academics are the most important staff at Rhodes, it must be conceded that there is some necessity to have administrative staff.

For this reason I suggest that for the other 25 weeks of the year academic and administrative staff be allowed to compete for the red dot parking places on a first come, first served basis.

This should result in a saving on A Walker's suggestion, i.e., no need to buy the yellow paint, since all non-red dot parking spaces could be competed for by administrative staff and students for 27 weeks of academic reservation of red dot spaces.

A N Other-Walker

PS Can I have the R200.00 soon please, as I see that Marmite is now R7.70 a bottle?

- The Editor

A Walker in the March 12 issue, should have chosen the pseudonym A Whiner, which is a common condition amongst academic staff! As no A Walker is listed in the staff directory this must be a pseudonym, and the term 'perennial parking' implies an academic of long standing here. So, the question is: why not state your name plainly? At least the Beards and Robertsons of this world stand amongst the counted!

As a non-academic, by 9:30am I have been in my office two hours already, and generally leave at 5:00pm and often take work home as well. Personally I seldom retire to bed before midnight, yet still make it into the office by 7:30am.

My leave is a matter of contractual stipulation, whereas academics, along with the various kinds of 'honey-coated' leave arrangements they enjoy, get the University vacations as well. In-

- The Editor

If I believed the letter by A Walker (printed in the last copy of *Rhodos*) to be a true reflection of the thinking of academics at Rhodes then I would agree, they should not be walking, they should be given their marching orders. His/her ignorance is appalling and matched only by his/her arrogance.

If the 'yellow dot' system suggested was applied for parking bays, then the yellow dot should be reserved for people like himself/herself who are too yellow to sign their real name.

Many Admin staff also work late hours and are also frustrated by the shortage of parking in Artillery Road. In the course of their duties some of them have to travel across

the campus and return to find that the parking spot occupied at 7:30 am when they started work has been taken, but they manage to take this in their stride as there are several alternatives to parking near the museums.

A Walker stops work in November and only returns in February, even then only managing to get to work by tea time, but somehow he/she believes that simply being an academic entitles him/her to special treatment. Without the Admin staff A Walker would not receive a salary and I suggest that to save the University money, a better scheme than the 'yellow dot' would be to remove him/her from the payroll.

Mary Green, Computer Centre



"You won't be bored on that topic. We're inviting only those who haven't been burgled."

cidentally, the current academic contracts oblige them to work during the vacations if required, for no extra pay. They can also be obliged to lecture (remember what that is A Walker?) after hours for no extra pay.

I get tired of the argument that 'we work late into the night' from academics. What percentage actually do this, and what are they doing? I don't consider 'working on my PhD' an extension of the normal work day activities of academics. They wouldn't have to 'work late into the night or even during vacations' if they worked during the day in their offices!

I feel A Walker's suggestion is worth nothing and foments the ever arrogant and distasteful discriminatory thinking that too many well-heeled undeserving and lazy academics on this campus hold toward the non-academic staff. In many cases the work of the academics would be fruitless were it

not for the contribution of the non-academic staff in their departments.

I not that A Walker does not volunteer what time he/she actually leaves for home having arrived at 10.30am (tea-time). I fail to see how a much-curtailed work day can produce greater productivity! I do not subscribe to the notion that academic staff be allowed to come and go as they please. Fortunately, some departments and academic staff still exist which are productive, available to the students they teach, and put in proper work hours. They do appear to be an endangered species, though.

Finally, reserved staff parking should be there on a FIRST COME FIRST SERVED BASIS and if you have to walk, then at least you'll get some exercise. If A Walker's suggestion is implemented, I suggest that all non-academic staff meet on the front lawns within the hour of its implementation.

John Landman

- The Editor

On behalf of the Meddent Medical Scheme, I would like to reply to Mr D Sewry's article (*Rhodos* Vol.4 No 2 - 27/02/92).

Firstly I would like to address the points raised.

Increased Subscription rates

Following the pattern experienced by all medical aid schemes in 1991, the Meddent Scheme had a very high claims pattern. This, coupled with the introduction of VAT, necessitated the September increase. Fortunately, the increase was sufficient to carry us through the January 1 increase in benefits, which is the normal time for contribution adjustment.

Increased thresholds

Thresholds are set in accordance with the increase in benefits every January. All scale of benefit tariffs increased in January, together with more generous amounts for spectacles, etc. Thresholds must keep pace with this, if they don't the concept of Economised as a disincentive plan will no longer work.

Slow/No response to claims

Claims received by the Port Elizabeth office take a maximum of three to five days to be assessed. Payment is then automatic. Members have experienced problems because claims were sent to other branches. Quick turn-around time on claims is an area in which we pride ourselves and there are generally good reasons for delay, most out of our control. However, we do recognize human error and on the few occasions we were at fault, the matter was swiftly sorted out.

Less frequent pay outs

Except for one period last year when there was

a backlog of cheques because of a printer fault, both Economised and Unimed have printed cheques every 14 days. Delays can occur because of a query on a particular claim, but if claims are submitted timeously and are signed, there should be no delay. Members are requested to keep a record of claims submitted. If they do not appear on the subsequent statement, check with us.

Inconsistencies In Methods of Payments

Most of the confusion in this areas is caused by doctors who do or do not charge scale of benefit. If a doctor charges scale of benefit, then we are obliged to pay him directly. If he does not, we send the cheque to the member, who must then pay him. Some doctors cause confusion by charging the same member both scale of benefit for certain procedures and out of scale for others. It can even vary on the same account. It would help if members did not pay doctors first, and when they receive a cheque from us to check the statement, which shows exactly to which doctor the money is owing. It is in the member's interest to keep a copy of all accounts submitted and go through the monthly statements carefully. If members do this, a lot of confusion can be avoided.

Communication

The main purpose of Meddent initiating the monthly workshop is to allow members free access to our staff. Members are welcome to see us regarding general queries, account problems, in fact, for any reason. It is all in confidence and we find that once the problem has been discussed and looked into, it is always easy to solve. I would like to see more members using this

facility.

Changes in contributions and thresholds are communicated directly by Meddent to Employer groups for distribution among members. There has been no change to the basic Rules of the Meddent Scheme during the past twelve months. However, as the first issue of *Rhodos* is only printed in February of each year, Meddent will insure that members are notified of next year's changes directly.

It is important at this stage to remember a few points as to why Rhodes moved to Meddent.

- Its benefits were and still are, superior to those offered by Bestmed.
- Contribution increases were not only confined to Meddent in 1991. Bestmed also increased their rates, and their top contribution are now in the R600s.
- Pensioners on both Unimed and Economised are subsidized by the Meddent Medical Scheme, which was not the case with Bestmed.
- All ex-gratia requests by members were met. No one was turned away.
- We are local and service is available locally.

It is important to bear in mind that we are a people industry. Some errors are unavoidable. It is how these problems are dealt with that counts. On the whole, I feel that Rhodes staff are happy with how things are going. However, I would like to invite all staff to attend a general meeting. I am sure Mr Sewry would be happy to organize it. Meddent will make themselves available to suit your time requirements. It is in everybody's interest that staff are satisfied and Meddent will do everything possible to ensure this is the case.

Medicaid Administrator
Jacinta Heron

WHICH Medical Aid?

by Dave Sewry

At the start of each year, staff members who are contracted to Meddent Medical Scheme, are given the opportunity to select either the Economised (30%/70%) scheme or Unimed (100%) scheme.

Although the change-over date for 1992 has passed, staff should know that Economised is still the better scheme.

Under Economised, members pay a lower monthly contribution than under Unimed but are required to pay 30% of the scale of benefits of any medical service or medicine.

Under Unimed, members pay a greater monthly contribution, but do not pay any percentage of the scale of benefits of any medical service or medicine - the scheme pays the full scale of benefits. (Any portion of the fee for any medical service which exceeds the scale of benefits is payable, in full, by the member regardless of the scheme to which the member belongs.)

Also, under Economised, the moment total claims exceed certain thresholds, the 30% co-payment falls away, and the scheme pays the

full scale of benefits (as under Unimed).

The question members must ask is:

Does the total sum saved in smaller contributions (by belonging to Economised and not to Unimed) exceed the threshold level above which the scheme pays 100% of the scale of benefits (that is, the member SAVES money)?

Indeed, for all but three categories of staff (those whose monthly salary is between R0 - R750-00, and who have 2,3 or 4 dependents), the Economised option saves members HUNDREDS of rands.

For example, a member with 3 dependents and a monthly salary of between R2001-00 - R2500-00:

- Economised (full subscription) 402 - 00
- Unimed (full subscription) 550 - 00
- Economised (member pays 40%) 160 - 80

- Unimed (member pays 50%) 275 - 00
- Monthly difference 114 - 20
- Per annum difference 1370 - 40
- 30% threshold 810 - 00
- Total annual SAVING 560 - 40

It should also be noted that under Economised there is no maximum claim limit on prescribed medicine whereas under Unimed there is.

Members of staff might also be interested to know that BESTmed now also operate an Economised/Unimed-like scheme in addition to their original scheme. In all cases the monthly contributions and the threshold levels are higher than Meddent's (Personnel has copies of Economised and Unimed Member's Handbooks in which tables of monthly contributions are detailed.)

(We hope to publish a comparative table on this subject in the next issue of Rhodes - Ed)

- To the Editor

What is happening to our palm trees on campus?

Why are they dying, necessitating felling? The majority of these trees are many decades old and have reached great heights.

Various answers have been suggested:-

- A virus is killing them (why then not elsewhere in Grahamstown)
- A weedkiller herbicide was used for some time which built up in the water table to the detriment of the palms.
- The drought (very unlikely to afflict this species and has not happened in the past)

Maybe our botanists or horticulturalists have the answer and, I hope, a remedy.

Dominic Thorburn

Some PC Questions and Answers

by Tracey Chambers

How often have you forgotten the name of a document that you have typed a couple of months ago?

Long Document Names

In WordPerfect you can change the set up so that every time you save, you are prompted for a description of the file and what type of file it is.

WordPerfect uses this information to display these files with Long Names.

When listing your files (F5), they are displayed with these long names which makes it easier to see at a glance what the files contain.

How to turn Long Document Names on

Once in WordPerfect, press SHIFT F1 [Setup], 3 Environment, 4 Document Management / Summary. Ensure that option 1 is set to NO. Select option 1 and change this to Yes.

The next time you save a document you will be prompted to provide a "Long Document Name". This can be a description of the document to be saved. You will then be prompted for a "Long document type".

This is the type of document that you have typed eg. Letter, Memo etc. WordPerfect then suggests a file name which is a combination of the long name and the type. You can change the suggested file name if you wish.

When you press List Files (F5), your WordPerfect files will be displayed using the long document names.

This will make it easier for you to identify your documents. You can easily change back to the normal list files display (short file names) by selecting 5 (Short/Long Display), 1 (Short Display).

To change back to the long document names, you select 5 (Short/Long Display) and then 2 (Long Display).

Something to bear in mind, is that a long document names list will only display WordPerfect documents.

If you have ASCII (text files) or .WPG (WordPerfect graphics) files you will have to use the short display.

If you have any further queries please contact Tracey Chambers at Ext 288.

- The Editor

A brief reply to the issues raised by Dominic Thorburn in the 26 March issue. He asks who decides on the location of new building and why is the new residence in Prince Alfred Street being sited in that position?

The final decision was made by Council on a recommendation of the Joint Physical Planning Committee. This committee includes representatives of Council, Senate, the SRC and Senior Administrative Staff. A major factor in determining the location of this new residence is where the students will take their meals. Given that the Drostdy Hall has some spare capacity, a location near to that Hall obviated the need to build new (and very expensive) dining facilities.

As for the fig tree, I can only say that the matter was carefully considered and discussions did include the academic staff whose research was involved. The final siting of the building was adjusted to preserve several other trees and once the residence is complete, landscaping and the planting of trees will be undertaken.

Dr Michael Smout
Vice-Principal



"I backed the wrong microchip."

- The Editor

I have read Mrs Beard's letter in a recent number of *Rhodos* with interest, and I sympathise with her.

Ever since I first arrived at Rhodes, I have been amused, or mystified, or "skunnered" (Good old Scots word, that is still in use in Scotland and North Ireland: it indicates a distinctly strong emotional reaction, a combination or compound of disgust and disapproval in equal measure, it is well worth a place in the King's English) by what is often done in the grounds, presumably with the approval of the groundsman, and on the instructions of some committee or other.

The fate of the thriving roses, which I admired when I was last at Rhodes, is just the most recent in a long line of similar mysteries.

Over fifty years ago, the pathways in the Arts quad were bordered by little hedges of Christ-thorn, which was in every way suitable, it toned in nicely with the red-and-white colour scheme of the building, it required a minimum of attention, and it perhaps had some effect in getting the students to keep to the paths. But out it came, and, in due course was replaced by dahlias!

Naturally these did not long survive.

Of similar futility was the very temporary little flowerbeds around the trees in the Drostdy grounds.

A similar fate overtook a very thriving row of that very attractive rose, "Mermaid" that lined the fence from the Art School up to the front of the Admin building.

Arriving at my department one morning, I saw to my surprise that the roses had all been uprooted.

They lay all day in the sun, but at five in the afternoon I took pity on them, and put about half a dozen into the boot of my car.

I gave them a good soaking, and planted them at 16 St Aiden's Av-

enue, where they still thrive.

Then there was a very attractive stand of poinsettias along the front of Drostdy Hall, looking East. They were also eliminated, as was a row of thriving strelitzia on each side of the path leading up from the Drostdy arch to the Admin building.

Where did they go?

Similarly, rows of cycads were uprooted from both sides of the pathway in quad 2, not so many years ago, to be replaced by prunus trees, allegedly chosen to provide shade to the students going up from quad 1 to the library!

How silly can you be, with the students entirely absent from the end of November till mid-February.

Then there was the planting of a row of bougainvillea along the edge of the Drostdy grounds in front of the main building - a troublesome plant, in an unsuitable and wind-swept site, and the choice of Lombardy poplars, quite the ugliest tree in Europe, some even being planted close to the back of J Kotze house, where their roots inevitably got into the drains.

Then there was the planting of specimens of New Zealand Kauri Pine, in the small areas in front of Graham House, at the wrong time of year, where they were left to look after themselves.

Such are a few items in the history of the Rhodes grounds. And so I fancy it will go on.

No. Mrs Beard. You're up against it. You should throw in the towel, for you're swimming against the tide.

I leave you to speculate as to what or who the tide is.

I never had much of a clue.

Dan Morton

- The Editor

Much has been said about the desertification of Quad 2, but what of our residence gardens?

In the precincts of my Hall I have watched with dismay the death and removal of all too many plants and shrubs, and the neglect of low visibility areas.

So little replanting has been done that the beds fronting University road are now little more than a bleak wasteland.

The exception to this being the area around Beit, thanks to the efforts of the previous Beit Warden and her husband, who in desperation bought and planted a number of hardy shrubs, and employed their own gardener to restore order to the overgrown surrounds.

In early February of this year a number of freshly uprooted rosebushes (some still in flower) were delivered with no warning to Jameson.

No holes had been prepared to receive them, and they were unprotected by even damp sacking.

The Jameson Warden and I managed to get them planted (in soil so hard and impoverished that a pickaxe had to be used by the gardener we had called to assist) and we have since battled against odds to keep them alive.

So far only 10 of the original 26 rosebushes seem to have survived. Was this, I wonder part of what is described in *Rhodos*, March 12, as "the relocation of the very popular roses from Quad 2 to other areas on campus"?

I am aware that we are experiencing severe drought conditions, with all that this implies, but even when there has been an abundance of water so little is done to improve our residence surrounds that adverse comments from parents and visitors, even students, seem to be all too frequent, and something needs to be done about it.

Bess Allen

I am writing out of utter disgust, frustration and impatience,

On page four of today's *Weekly Mail*, March 21, a large Rhodes University advert - you know, one of those really designed to draw a lot of attention - invites applicants for the Hugh Kelly Fellowship.

Offering the Fellowship to scientists, it is apparently available only for male applicants.

The appointee will be able to be accompanied by his wife, whose air or travel fares will be paid. HE will be a member of the Senior Common Room, HE will be an honorary member of staff and HE will have to submit a report at the end of HIS Fellowship.

What I find remarkable is that the University can still be so totally insensitive about this gender bias, and apparently unaware of how much damage it does to Rhodes's reputation when it places prestigious adverts versed in this outdated language in leading newspapers.

But it also would seem to clearly indicate that the University hierarchy can scarcely conceive of there being such a being as a senior woman scientist.

Certainly, such an advert as the one just placed is likely to become a self-fulfilling prophecy, as any decent likely female applicant is likely to conclude that Rhodes must clearly be a bastion of reaction.

I am writing now to ask the Registrar to issue a public assurance to the University:

- that the University will re-issue the Hugh Kelly advertisement in gender-free language, to make it clear to the world at large that female applicants would be welcomed;
- that all advertisements placed by the University henceforth be similarly versed;
- if the Hugh Kelly - or other-annual awards should be available only to male applicants, that they be suspended forthwith until their terms be re-written.

The point must be made that it is not just female academics at Rhodes who feel frustrated by the sexist bias at this University.

A lot of us men feel embarrassed by it too.

Roger Southall

RUSA News

Liaison Committee Report by Robin Palmer

One of the more constructive developments on the RUSA front in the last couple of years was the establishment of the Administration-RUSA Liaison Committee, which meets every three months.

The last meeting was held on March 26, under the chairmanship of the Vice-Principal, Dr Smout. The RUSA Executive Committee was represented by Mrs Mary Allen and Dr Gina Buijs, our co-chairpersons, Mr Dave Sewry and Mr Darryl McLean.

Reporting back to the regular meeting of the RUSA Exco on April 2, the delegates appeared to be satisfied with the progress being made. They welcomed the opportunity the Committee provided for an entirely frank exchange of views on several topics of concern to staff.

- The first topic for discussion - the service staff strike - produced the most concrete result.

The Registrar, Dr Keith Hunt, announced that his division was preparing a booklet for circulation to all staff on what to do in case of an emergency.

Although the service staff strike and reactions to it among especially administration staff in the main administrative building provided the inspiration for the booklet, it was not restricted to strike-related emergencies and would cover emergencies of every kind.

- The second topic - the taxation of formerly tax-free awards and benefits such as the Alty and Vice-Chancellor's awards and the remission of fees for staff members and their dependents - arose from an over-reaction of the Receiver of Revenue as a result of various abuses in this area on the part of the business community.

Appeals have been made at the level of the Committee of University Principals, and there are indications that they are being sympathetically received.

- The third topic - medical aid for

married women staff members on the same basis as married men - has been raised before.

It is not so much the principle as the increased cost of the reform that has delayed its institution.

The Administration has promised action on this score before the next Liaison Meeting.

- The fourth topic - facilities for the disabled on campus - was motivated with a substantial report from Brian Peckham, a paraplegic lecturer in the Department of Law.

Mark Hazell, Head of Grounds & Gardens and a member of RUSA Exco is to work closely with the Administration on making the campus more accessible for the disabled.

- The fifth topic - the position of the lecturers' representatives on Senate (whether or not they have a constituency) - was amply discussed, but a definite ruling could not be given at the meeting.

- The sixth topic - sexual harassment on campus - was mainly for noting.

In response to a motion at the 1991 congress of UDUSA calling for all universities to establish committees to address sexual harassment, the RUSA's UDUSA committee has combined with the SRC and the campus Women's Group to set up a Working Group which is gathering information and organizing meetings with a view to raising consciousness and establishing guidelines.

The administration has no problems with that, and is supportive.

- The seventh topic - the criteria for promotion, especially among non-academic staff - came too late to effect any changes in 1992, but discussion of representations made to RUSA persuaded the Administration that there were grounds for reviewing the criteria before this time next year.



"He's my social worker."

She frowned and called him Mr
Because in sport he Kr
And so, in spite
That very night
This Mr Kr Sr

Prof Fein commissioned to write book

by Gillian Redmond

Professor Fein, of the Department of French, has been commissioned to write a volume, in series of critical guides, to an important 18th Century French text.

His book, on the 18th Century French author, Crebillon Filles, novel, *Les Egarements du coeur et de l'esprit*, is due to be published in September next year. Grant and Cutler, London, their *Critical guides to French texts*.

Professor Fein began research on Crebillon Filles at Oxford in 1964 and has published work on him, in the form of articles and chapter of his book, throughout his academic career.

"Crebillon Filles is an important author, as he was a precursor of Laclos, the author of the novel *Les Liaisons dangereuses*, which was later to be recognized as the perfect French Libertine Novel," he said.

Professor Fein, a specialist in the 18th Century French novel, met the advisory editor to Grant and Cutler for the 18th Century part of the series when he presented a paper on the same author at the Eighth International Congress for the Enlightenment held at Bristol University in July last year.

Professor Fein, who has been attending these International Congresses on the Enlightenment for the past 20 years, was also instrumental, together with Professor Chris Hummel of the Department of History, in the formation of the Southern African Society for 18th Century Studies at an inter-disciplinary conference held at Vista University in September last year.

"We hope that Rhodes will be well represented by 18th Century specialists at the 1995 Congress of the Enlightenment to be held at Mannheim University, Germany through the recently formed Southern African Society for 18th Century Studies which is to be affiliated to the International Society for 18th Century Studies," said Professor Fein.

Rhodes Council - Should it change?

Abridged report by Gary Norton

Composition of the Rhodes University Council was the topic of a recent debate hosted by UDUSA, SANSCO, NEHAWU and the SRC Educational Committee.

The SRC President, Daryl Lee, chaired the session. He stressed the importance of Council in deciding the allocation of funding and policy formulation. With such power, the issue of who sat on Council was the heart of debate on democratization.

Mr Lee said that given the composition of Council, it was the symbol of the university's ethos. He said that students felt that Council does not reflect accurately the aspirations and commitments of the university community, and communities with whom it interacts. Of concern were outside appointees on Council, including four made by the State President, up to six from municipalities and city councils in the eastern Cape, the head of a 'European' high school and two representatives of university donors.

Referring to the RU Act, Mr Lee noted that Council was intended to represent the community it served. While its composition may be understood in the context of 1949, other constituencies required representation if it was to be truly representative today. He said that Council should comprise various constituents who provide the university with: human resources (students, staff, workers), monetary resources and intellectual resources (academics and researchers). All such groups should be represented on Council to ensure that such resources are used to the benefit of the community at large.

Mr Lee said that no student is a full member of any decision-making forum in university administration. This was despite an overwhelming student vote (85%) in 1990 in support of moves to gain more say for students in decision-making structures. While the SRC President has observer status, with speaking rights, at Council, this is limited to "unrestricted" parts of the agenda, excludes voting rights and is only allowed on the understanding that the SRC President represents himself alone, without a mandate from nor prior responsibility to report back to a constituency.

Mr Lee cited Wits, where SRC representatives have voting rights and were present for all parts of the agenda, although they still had restrictions on feedback and prior discussion of agenda items.

Rhodes students thus sought full representation on Council, with the

ability to feedback to students.

Representing UDUSA and non-academic staff, Ms Glynn Armstrong, spoke against the absence of women on Council. She said that this was in spite of the large number of women (staff and students) at Rhodes, and that more than 50% of the community were women.

Ms Armstrong noted that there are no clauses in the Act or Statutes which ban women from Council; thus other factors must influence the present situation. She cited a gross gender imbalance among senior academic staff, with Rhodes having just one woman full professor. Some 80% of all academics are men, while hostel and secretarial staff are almost all female. She suggested that this developed in part because their progress up the promotional ladder was hampered by traditional stereotyping.

Ms Armstrong said that while this explained why so few women were on Senate, there were other channels for selection to Council. Surely there are talented women in Convocation, the municipalities and schools? She asked why none of the four co-opted members were women, suggesting this as a way to address imbalances. She suggested that one side-effect of Council maintaining its old boy atmosphere is discrimination against female staff. Women are discriminated against in respect of medical aid, pension and housing benefits, even when they are the principal breadwinners. Then there is the Rhodes invention of a "permanent temporary" staff member, who has no additional benefits whatsoever.

Ms Armstrong said that in contrast to Senate, no academic qualification was needed to be eligible for Council; there was thus no reason why suitable women could not be found. She suggested that many issues could not be fully appreciated by men, for example, sexual harassment of women. She noted that UCT and Wits have three women each on their Councils.

Prof Paul Maylam spoke as a member of the academic staff. He identified four general principles which should apply to universities in any society:

- Any university must, regularly, look self-critically at its own policies, practices, structures and procedures.
- A university should not be a top-down operation; all sectors should be involved in decisions affecting the institution.
- Universities should not be too ex-

clusive; representative voices in the wider community should always be listened to.

- Any process of university democratization cannot occur in the wake of National change; a university should be in the vanguard of moves to democratise.

In reviewing its practices and structures, Prof Maylam stressed three crucial areas which should be considered by Rhodes authorities; including :

(a) Composition of Council. All of the 29 members are men, only one of whom is black. Members are only drawn from the business, municipal, judicial and academic establishment. Council is a powerful body, with just one of its activities involving the appointment of the Chancellor, the Vice-Chancellor and the Vice-Principal; 25% of its members have the power to veto the award of an Honorary degree.

Prof Maylam said Council did much to shape the character, image and direction of the university. Given such powers, it was disturbing that it only represented a narrow section of the wider community. He asked why the municipalities of King William's Town, Queenstown and Uitenhage were represented, while no representation from the Rini community was permitted. He suggested that Council could make wider use of existing statutory powers to co-opt members and in some way seek to correct racial and gender imbalances. He also pointed to the sexist and racist language in the present legislation and urged that Apartheid language be eradicated forthwith.

(b) Prof Maylam said that he suspected attempts were being made by a special committee of the university, to recommend changes to the Statutes. This being so, he stressed the need for such a committee to draw on the creative ideas of members of the university community. This would open the issue for debate and encourage bottom-up inputs.

(c) Prof Maylam also called for a revision of staff selection. He suggested that elected representatives from departments, and student representatives should sit on selection committees; this was the practice at Natal and other universities. If concern existed over the quality of academics available, lectures could be delivered by candidates, to be attended by students, as in the USA.

Mr N Nkwinti, Head of a local High School, noted that most township people viewed Rhodes as con-

servative and racist, despite the liberal face the university attempted to present. He said that Rhodes had done little to serve the broader community and seemed comfortable with the old language of Apartheid in its legislation. He said that it was the hope of all in the wider community, that this would all change.

He suggested that one reason for establishing the Rini Council may have been to avoid having available black candidates for appointment to Rhodes Council from a non-racial Grahamstown municipality.

Mr Sizwe Ntlokwa, representing NEHAWU, said that Rhodes had a history of being unpopular in the local community. He said that the services provided by Rhodes workers were not appreciated, as shown by the poor salaries workers received.

Mr Ntlokwa suggested that workers had been empowered by the Union, but that this was limited because workers were not represented on Council, unlike Fort Hare, where workers were represented in all top decision-making structures. He expressed a concern that the Council may be trying to privatise part of the university; an initiative the Union had limited ability to prevent. It was thus necessary for worker-representatives to sit on Council to better inform any such decision. He said that the university was not for the privileged few in society, but, as stated in the Freedom Charter, was for all members of society.

A lengthy discussion ensued. Some suggestions were :

- An acknowledgement that many members of Council were imposed on the university from outside; especially the appointees from the six municipalities and the State President. The inaction by the university in attempting to challenge or influence this situation was criticized.
- The need to persuade municipal representatives on Council to stand down until the election of non-racial municipal authorities. The Schools Rep could also be asked to step down making way for election of candidates from any school in the broader Grahamstown area.
- To amend the applicable statutes, which the university may already be looking into, but to do so with input from all members in the wider university community and to do so with deserved urgency.

WHAT'S ON



Thursday, April 16

Surfing Club Disco
• Great Hall, 7:30 - 12:00pm

Friday, April 17

Sports Day
• Prospect Lawns, 10:00 - 4:00

Saturday, April 18

Zimsoc Disco
• Great Hall, 7:30 - 12:00pm

Sunday, April 19

Oppie Video
• Arts Major, 7:30 - 10:00

Tuesday, April 21

Lecture on 'Mass extinctions: Was it Meteors or Greenhouse that killed off the dinosaurs?' by Professor Allan Rice, Hugh Kelly Fellow
• Arts Major Lecture theatre 7:30pm

Weekly wine tasting
• Grand Hotel 7:30pm

Wednesday, April 22

"Court of Injustice" Rag skit
• Great Hall, 7:30 to 10:00pm

Friday, April 24

Graham House Disco
• Great Hall, 7:30 - 12:00pm

Saturday, April 25

Hockey Club Disco
• Great Hall, 7:30 - 12:00

Sunday, April 26

Oppi Video
• Arts Major, 7:30 - 10:00

Monday, April 27

Lecture on *Marine natural products*, by Professor John Faulkner of the Scripps Institute, La Jolla, California.
• Chemistry Minor, 5:15pm

Monthly wine tasting
• Grand Hotel 7:30pm

Tuesday, April 28

Lecture on *Nudibranch (sea slugs) and sponge chemical inter-relationships*, by Professor John Faulkner of the Scripps Institute, La Jolla, California.
• Chemistry Minor, 5:15pm

Monthly wine tasting
• Grand Hotel 7:30pm

Wednesday, April 29

Monthly wine tasting
• Grand Hotel 7:30pm

Friday, May 1

Workers Day

RHODOS STAFF

Editor: Mary Burnett (ext 517)
Reporter: Kelli Hardman (ext 517). **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. Contributions from any member of the Rhodes community would be welcomed.

RHODOS DEADLINES

Copy date	Publication date
20 April	30 April
4 May	14 May
18 May	28 May
1 June	11 June
15 June	25 June
6 July	16 July

Harrassment Working group established

by Daryl McLean

Remember the *Rhodos* articles last year suggesting the formation of a University Committee on racism, sexism and sexual harassment? A working group has been established to formulate proposals for the composition and function of such a committee, and is soliciting the participation of other concerned staff or students.

One way you can participate - other than by volunteering to join the working group, is by providing feedback on some of the ideas we are discussing. For example, here is a definition of sexual harassment .. how about writing to *Rhodos* or to Jane Welsh (Social Work Department) to tell us whether you think it needs to be modified?

Sexual harassment includes:

List of 'medicinal' plants being compiled

by Gillian Redmond

A list of indigenous plants and their medicinal properties is being compiled for the first time.

Mrs Gill Lewis, of the Botany department, who is involved in the project, says that the work is linked to attempts to establish a National Ethnobotany Programme.

"It is important that as much information on indigenous South African plants and herbs is collected as soon as possible as we already have problems of loss of information through urbanization," she said.

Mrs Lewis is co-author of a book, to be published by the University of Natal Press, covering over 1 000 plants in Zululand and the uses to which local people put them, from love charms to cures for cancer. She is working on the second volume, based on the Eastern Cape, concentrating on Xhosa folk remedies.

Mrs Lewis, who is using research for her masters degree on the

"Unwelcome sexual advances, quests for sexual favours, and verbal or physical conduct of a sexual nature when:

1. submission to such conduct made either explicitly or implied a term or condition of an individual's employment or academic achievement, or
2. submission to or rejection of such conduct by an individual is used as the basis for employment decision or academic decision affecting individuals, or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive working environment".

chemotaxonomy of a specific group of plants as a basis for her medicinal plant work, makes chemical analyses of the plants and tests for toxicity.

"Many of the plants do have genuine medicinal value, however care must be taken as just as many are poisonous," said Mrs Lewis.

"The *Barringtonia Racemosa* in Zululand, for example, is used as folk medicine for skin diseases, problems, stomach aches, fever and bilharzia. Tests have shown the biological activity of the works against brine shrimps and mosquito larvae which could put to its use in biological control disease carrying vectors," she said.

"The *Tulbaghia Violacea* plant, on the other hand, also shows biological activity against brine shrimps, but it can have fatal results when used as a remedy in the form of an enema," said Mrs Lewis.

SMALLS

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