

Questions from members of staff to the Vice-Chancellor, November 1985.

- 1 (a) Are there regulations imposed on the University by government agencies as to the specific proportions of funds to be used for various purposes?
(b) Which 'body' within the University is responsible for the decisions on the apportioning of available funds?
(c) For 1986, on what basis has the distribution of funds been made?
- 2 It is rumoured that there is a 10% salary cut in the offing. Has Rhodes not got some reserves, and has it investigated all other possible avenues, including the dismissal of unproductive staff?
- 3 Present salaries are insufficient to provide adequately for a family. Can you give us any good news about a possible salary adjustment?
- 4 How, in the light of the present financial state of the University, was Council able to donate R5000 towards the restoration work at the Cathedral?
- 5 Can the University negotiate reciprocity with other universities for the reduction of fees for dependents of non-professorial staff. If not, can the discrepancy between professorial staff and others be explained?
- 6 With the declining Rand, it is becoming difficult to fill certain vacancies. What steps is the University considering (a) to keep existing staff in (particularly understaffed) departments; and (b) to make vacancies here more attractive to possible candidates from overseas as well as from industry?
- 7 What ideas, if any, have been exchanged among university Principals on the possibility of altering the three-year first-degree system to a four year one, distinguishing between 'pass' and 'honours' streams in the four year structure? Some years ago such a scheme was mooted, and had a certain amount of support. Has it made progress?
- 8 Personal Promotions
 - (a) When promotion criteria seem to have been met (eg higher positions are offered at other universities), on what grounds are applications turned down by Rhodes?
 - (b) Would it not be good public relations, and less de-motivating to staff, to indicate to unsuccessful candidates the reasons for their being turned down - eg inadequate criteria on c.v. (attend to 'a', 'b' etc); top heavy establishment; or no funds - try again later.
The bald announcements currently received from the Personnel Division do not inspire confidence and are depressing at best.
 - (c) How is the current financial crisis going to affect personal promotions?
- 9 Could not the University/Personnel Division manage the staff more by 'support' than by autocratic, impersonal actions?
- 10 (a) In view of the fact that at the last meeting of the Traffic and Parking Committee it was recommended that there should be no reserved parking on the campus, please explain the mechanism that decided on reserved parking for staff?
(b) How does the University justify the statement on its parking tickets that parking in a 'red-dot' bay without displaying a Staff Disk has endangered life?
(c) Who has decided that the University kombis be driven no faster than 100 km/hr when the manufacturers are satisfied that the vehicals are safe at speeds in excess of 120 km/hr?
(d) Do the anti-speed ramps recently erected on campus meet the SABS specifications for such ramps? If not, may the staff be informed who designed these ramps?

- 11 Are trends in student enrolment for 1986 yet discernable, and can the rumour be dispelled that enrolment looks like being well below the 1985 intake?
- 12 Are any steps being taken to maintain or increase the standard of student intake? In particular, will the number of poorly qualified first years be kept in check?
- 13 Do you foresee any serious change in the present ratios of students of different backgrounds in the near future?
- 14 The Black Student Movement has become a campus pressure group. Can this potentially dangerous situation be kept in check?
- 15 Can the University minimise the risk of physical injury by doing something about the slippery surface (when wet) of the brick path that connects the old quad with the new?
- 16 Why is UPE significantly cheaper than Rhodes as regards (a) academic fees; and (b) residence fees?
- 17 Is the University taking steps to safeguard staff and students against dangers of (a) accidents in the workplace, especially fire and explosions; and (b) civil commotion.
- 18 The Teaching/Learning Support Committee seems, for reasons of apparent lack of general interest, apparently disbanded, and with its disbandment will be suspended its service to the cause of good teaching at Rhodes, including the by now well established Teaching at Rhodes, a pamphlet which contains much useful, well informed and mutually exchangeable ideas of teaching/learning skills and innovations as they could be, or are being, applied in different departments here. What is the view 'from the top' at this development, and can one anticipate a feeling of sufficient concern about this development for Senate to at least discuss the breakdown of the Committee, and to try and ensure its longer continuity?

RHODES UNIVERSITY
INTERNAL MEMO

⑦ V.C.'s speech
attach to guidelines
No. from staff.

To:

THE VICE-CHANCELLOR

From:

The Director of Personnel

You may wish to include some of the attached information in your speech at the end-of-year function for Junior Staff.

If we think of so many people losing jobs in factories & business, we can be very pleased that we all still have our jobs at Univ
Apologise for TMA

26 November 1985

Thank them for service
Difficult year. In S.A., in E Cape in Grahamstown.
Violence + Unrest, school boycotts, shop boycotts.
No need for me to say much about this, because you know it better than I do.
Inside Rhoda, fortunately, we have not had any very big problems during 1986. Apart from a one-day work stoppage on the Day of Prayer 9 Oct one or two student marches the work of the Univ has continued smoothly. We can be v. thankful for this, and I want to thank you all for your loyalty & commitment to the Univ during difficult times

In fact we have made good progress, especially with the housing scheme

(I)

Para 4
The Director of Personnel

THE VICE-CHANCELLOR

Furthermore we are hoping during 1956 to extend at Hall restaurant will be used for proper place for lunch } Student functions } EXAMS }

Also promotions II

+ New Posts III

Grounds + Canteen re-org

Long Service Awards
Retirements
(emphasise pension)

VC has many big problems visiting halls or other big smile + warm good morning make me forget my problems I realise what good + friendly people we have at Rhodes

I want to thank you all for your work for Rhodes this happy year Thank God for Rain

I wish you all a happy Xmas
New Year - Not too happy with too many parties - we hope to say that 1956 be better than 1955