

The University of Sussex

# Bulletin

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## Special Graduation Ceremony

The Annual Meeting of the Court on Friday, 16th March, in the Meeting House, will be followed by a Special Graduation Ceremony at which the Chancellor, the Duke of Richmond and Gordon, will confer four honorary degrees.

The honorary graduands are: Dudley Baker, former Vice-Chairman of the University Council, who will be awarded a DSc; Richard Bryant, Solicitor and member of the University



Professor Jayawant, Dean of EAPS, receiving the Partnership Award from Mr. R.J. Jackson, Director of Personnel for National Power (division of CEGB)

## Accolade for EAPS

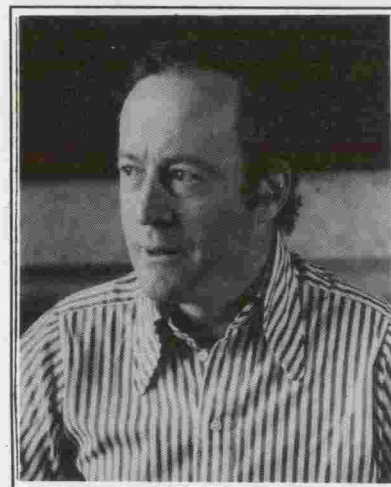
The Power and Power Electronics Group in the School of Engineering and Applied Sciences has won one of the first Partnership Awards for Innovation in Teaching and Learning in Higher Education. The Awards were launched last year by the Council for Industry and Higher Education and in 1989 consisted of 20 prizes, across various disciplines, for which 248 valid nominations were received.

Each prize was donated by a different company; EAPS has won the CEGB Prize for Electrical Power Engineering which "encourages development in teaching which abolishes any misleading images, employs the best of the new methods or approaches in teaching and learning, and sets an example to other subjects in Higher Education."

In announcing the award of the CEGB Prize, the assessors commented that: "The School of Engineering at Sussex has made great strides in recruiting a wide range of students, and notably those from non-traditional backgrounds, and in providing stimulating and attractive courses for such students.

"It has been particularly successful in developing exciting ways of relating Power Engineering to Electronics. The inclusion of the Business and European Studies options (with related project work abroad) are further innovations to be strongly commended. The School is responsive to the needs of the country in mainstream Electrical Engineering and has set a good example for other departments to follow."

The Vice-Chancellor and the President of the Students' Union have written to parents of UK students about student loans. The text of both letters is given on page 7.



Council, who will receive a DUniv; Sir George Christie, DL, Chairman of Glyndebourne, (pictured above) who will also become a DUniv; and engineer Professor Sir Hugh Ford, FRS, who will be awarded a DSc.

This is a formal University occasion. Any member of staff who wishes to attend may do so, subject to obtaining permission from their office head.

Admission is by ticket, obtainable from Dr. David Tutt, Room 347, Sussex House (tel. 8410).

### Summer Graduation Ceremony

This year's Summer Graduation Ceremony will take place on Tuesday, 17th July, at 10.30 a.m. at the Brighton Centre.

Looking further ahead, next year's Winter Graduation Ceremony will take place on 30th January, and the 1991 Summer Graduation Ceremony will probably be on 16th July (subject to confirmation by the Brighton Centre nearer the date).

## Reflections for the future

At the lunch which followed the recent Winter Graduation Ceremony, Professor Martin Rees of Cambridge and formerly of Sussex, speaking on behalf of the honorary graduates, referred to recent pressures on universities to cost less and specialise more:

These last years of cuts and reorganisation have been difficult for all universities, and must have drawn heavily, Vice-Chancellor, on your reserves of patience and diplomatic expertise. I read recently a lament by another senior administrator, which I'd like to quote.

"Every time we began to form teams we would be reorganised. We meet every situation by reorganising, and a wonderful method it can be for creating the illusion of progress while actually producing confusion, inefficiency and demoralisation."

This was written in the year 65 AD by Gaius Petronius Arbiter, the Emperor Nero's Proconsul at Bithynia. But these sentiments certainly strike a responsive chord today.

The relative *smallness* of Sussex has put it under extra pressure. It has become conventional wisdom that only large departments are "viable". Several recent reports have urged concentration of resources. Fortunately, their recommendations haven't been implemented with full rigour; but they've been damaging nevertheless, because prospective students naturally became anxious about the long-term survival of smaller departments, and shied away from applying to them.

These reports bolstered their case by citing evidence that small units were less "productive". A recent paper from SPRU [D. Hicks and J. Skea, *Physics World* December 1989] has cogently undermined the evidence on this point. I'm sure this paper gave pleasure to many — not only to those of us who are sceptical of pseudo-quantitative measures of academic quality.

Policies of concentration have been motivated not only by dubious evi-

dence, but also by a false analogy with the commercial world. "Slimming down", or sharper competition, may sometimes promote efficiency. But in the biological world it may also lead to extinctions — and what survives in a harsher environment is not the "fittest" except in a tautological sense.

Another biological analogy may be a better one: in the natural world there is an advantage in maximising genetic diversity. Even from the research viewpoint, it's not necessarily optimal to concentrate everything in centres of excellence, and to narrow the range of expertise within each university. We can't just collect, to order, the bits of knowledge we need and bypass the rest. We don't know what we will need, or where it will spring from, and so should foster diversity.

Higher education and science are, nevertheless, still among the elements of British society best able to withstand international comparisons. The Japanese valued the advice of British scientists in (for instance) setting up their "Human Frontiers" research programme. It is ironical that strategic decisions on the future of our universities are increasingly influenced by industrialists from whom the Japanese would certainly *not* seek advice. If we are to have a phalanx of business-men on the UFC, maybe some at least should be *Japanese* business-men.

The high *European* standing of Sussex offers grounds for great optimism about the future. I've heard the theory that a current impediment to student recruitment here is simply that the catchment area is a semicircle rather than a circle — a circle of radius 50 miles, centred on Brighton, encloses as much sea as land. When more students can be lured from *across* that sea, Sussex's location will surely become an advantage. It's distinctive strength in European Studies, the combined science and language degrees, etc. should ensure that Sussex profits from competition of a genuinely benign kind in 1992 and thereafter.

## Safety on campus

We live in what is in some ways a troubled and occasionally a violent social ethos in this country. A university campus cannot be isolated, like an ivory tower, from what goes on in society at large.

But ours has always been a tolerant and reasonably secure university environment. We must not only keep it that way, but improve it by communal action.

The most recent programme of improvements, started last autumn, will soon be completed — chiefly, better lighting, more security staff, improved locks in residences, greater choice of more secure residential rooms for women students, greater privacy, and a security lobby open 24 hours a day. These measures, which are costing over £250,000 initially and £50,000 plus a year, have been agreed with student leaders and have the support of the student body as a whole.

It will also remain necessary for the University to take action against any of its members found guilty of disciplinary offences such as vandalism or violence; and, wherever possible, to involve the Police. I have advised the Chairman of the Discipline Committee, and the President of the Students' Union, accordingly.

What we need most of all is mutual solidarity and support. We cannot resolve social issues by throwing our very scarce money at them; or by nourishing the illusion that maintaining security is the responsibility of someone else. Our approach has to be based on a clear consensus within the University community; and by strong peer disapproval among us of anti-social behaviour on the part of a few.

Sir Leslie Fielding  
Vice-Chancellor

## Geoff Chaffey

There will be a Service of Thanksgiving for the life of Geoff Chaffey on Thursday, 15th March, at 2.00 pm in Stanmer Church. All welcome.

## Mrs. Lillian Austin

We regret to report the death on 4th February of Mrs. Lillian Austin who worked for many years as a cleaner, firstly in the Arts Building and then, until her retirement in 1985, in Lancaster House.

## □ BUILDING WORKS

The following major projects are programmed for this year:

**Southern Ring Road:** New road to the south of Sussex House with roundabout and new entrance off the A27. Existing southern ring road to be re-surfaced and widened at the bend. Work due to commence in June, of four months' duration.

**Biology:** Refurbishment internally, re-roofing and concrete repairs. Work due to commence in April; duration of phase one — six months.

**East Slope — Blocks 7 and 8:** Re-roofing due to commence on 1st July; work lasting three months.

**Park Village:** Part replacement of water main and new pathworks, due to commence in July.

**Street Lighting:** Upgrading power output, due to commence in mid-February and taking one month.

**Pathworks:** Around Norwich House hill, due to commence this Spring.

**Carpark resurfacing:** Boilerhouse and East Slope, due to commence in August.

**Kelsey Housing and Bradford & Northern Housing Association:** Work on new residential accommodation due to commence in May, of 18 months' duration. Heavy use of roads because of removal and delivery of materials.

## Admissions to higher education — exploring non-traditional selection criteria

As some of you will have read recently in *The Times Educational Supplement*, the University is involved in a project to explore the development and use of non-traditional information when selecting students for higher education. The headline, written by the TES, alleged that "Sussex [was] to downgrade importance of A-Levels" and the article indicated that the University was "... pioneering a move away from the traditional A-level route to higher education."

It is important to stress that the University, together with Brighton Polytechnic and Roehampton Institute of Higher Education which are also in the Project, will still be upholding a selection policy where academic potential remains an important criterion but it will also be looking at different ways of identifying that potential. Students with good passes in A-level, B/TEC and International Baccalaureat will still be welcomed but it is hoped that wider use of additional information, such as that in the Record of Achievement or Individual Action Plan, will be helpful when selecting students able to benefit from higher education.

The project, funded by the Training Agency for three years, will be directed by Richard Gretton, who is based in Sussex House. He has just completed four years with the Associated Examining Board in Tunbridge Wells as its Senior Administrative Officer with responsibility for Records of Achievement. Before that, he taught for nearly eight years in a variety of schools in Oxfordshire and Kent.

Within the University, he will be working most directly with Geoff Ivey, Deputy Registrar (Academic), and Penny Spelling, Admissions Officer. Links are also being established with the Universities Central Council on Admissions, the Polytechnics and Colleges Admissions System and the Standing Conference on University Entrance, together with the National Network for Records of Achievement, of which Richard Gretton is already a member.

The project's broad aims are:

- to help staff within the three higher education institutions to identify the skills, knowledge and aptitudes needed by students to complete a course of study successfully;
- to apply the selection criteria in a manner which will enable students with a range of academic backgrounds to be admitted to higher education courses, initially from schools and colleges in a finite area but, subsequently, on a national basis;
- to create a better system of higher education selection procedures.

It is proposed that students who traditionally enter higher education, as well as some who do not at the moment, should have additional opportunities to demon-

## Gold Medal for Professor Pagel

Professor Bernard Pagel, Visiting Professor of Astronomy, has been awarded the 1990 Gold Medal of the Royal Astronomical Society. He was appointed a Visiting Reader in 1965, as part of the collaboration between the University and the Royal Greenwich Observatory, and he became a Visiting Professor in 1970. In the past 24 years he has done more for the University than most visiting faculty members, having supervised ten DPhil students and 18 MSc students successfully (with one more DPhil student to be examined) and having lectured and examined regularly for the MSc course.

The researches for which he was awarded the Gold Medal are concerned with the chemical composition of stars and gas clouds and his recent results have strengthened support for the hot big bang origin of the Universe. At the beginning of the year he retired from the RGO and he has taken a new professorial appointment at NORDITA in Copenhagen.



More than £2,100 was collected on campus during the nation-wide show of support for ambulance crews on 30th January. The campus collection was organised by the Trades Union Liaison Committee. Dr. Peter Christiansen of the AUT is pictured presenting a cheque for £1,560 on behalf of the TULC to a member of the East Sussex Ambulance Service, while fellow ambulance staff and Pauline Thorne, Chair of the Nalگو Sussex Branch, look on. An additional £550 in cash was also handed over.

## Off to Kyoto

Dr. John Chapman, former Lecturer in International Relations in AFRAS, has been awarded a Canon European Foundation Fellowship as a visiting scholar in 1990-91 in the Faculty of International Relations of Ritsumeikan University in Kyoto.

In 1989, Dr. Chapman was appointed as general editor of the new periodical *Japan Forum*, the journal of the British Association for Japanese Studies, published by Oxford University Press and printed by the University of Sussex Printing Unit. In the current academic year, he has been a member of a Sussex trade mission to the Far East, has been researching in Japan and the United States with awards from the British Academy and the Japan Foundation Endowment, and will spend two months in West Germany under the DFG/ESRC Exchange Scheme.

strate skills and aptitudes not reflected currently in traditional assessment modes. In turn, this could lead to a clearer focus on students' individual aptitudes and achievements and should increase motivation and commitment whilst on the chosen course. The need for all these considerations is further strengthened by the anticipated effects of demographic changes.

In addition to demographic factors, consideration of the project's aims has clearly taken place in the context of wider discussions about the national need to widen access to higher education and many other developments in the secondary curriculum. The growth of GCSE, Records of Achievement and Individual Action Plans and the

associated philosophy of placing greater emphasis on the ability to understand and do, rather than just to know, support the aims of the project.

The consortium will also include the LEAs of Bexley, Kingston, Merton, Surrey and Sutton and a national GCE examinations board. Discussions are continuing with other LEAs, although it is acknowledged that the number of pilot institutions must be kept to a manageable size.

Internal discussions are also continuing as to which Schools are to be linked to the project. At the moment, it is likely that four Schools will be involved; CCS, EAPS, EURO and MAPS, together with links with colleagues in EDB.



## South Downs National Park?

The University played host on 9th February to a major conference on the case for the designation of the South Downs as a National Park. The meeting was organised jointly by the Council for the Protection of Rural England and the Sussex Rural Community Council, and attracted the maximum number of 80 participants.

Delegates were welcomed by David Streeter, Pro-Vice-Chancellor (Science) and a member of the recently-formed National Parks Review Panel. The case for declaring the South Downs a National Park was set out in a paper from Marion Shoard; while Aitken Clark, the Chief Executive of the newest National Park — the Broads — gave a brief history and analysis of the creation of the Park in 1989. Amanda Nobbs, Secretary to the Council for National Parks, gave the view from the voluntary sector, advocating the designation of the South Downs as a National Park and an area of creative conservation which could set new international standards of achievement. All three speakers, in their different ways, argued the case for a National Park designation.

In the afternoon session, various local organisations responded to the designation proposal. There were cautious welcomes from some groups, such as the Council for the Protection of Rural England; more overt support from the Sussex Wildlife Trust; and notification of the need for more information and consultation time from others.

A more hostile attitude to the proposal came from the National Farmers Union, local farmers and the Country Landowners Association. Clearly the discussions will continue for some time in Sussex.

The principal benefits appear to lie with the greater financial resources which the Government make available for recreation and conservation management in a National Park; the stronger protection for landscapes and wildlife; the extension of the Environmentally Sensitive Area Scheme; and a comprehensive approach to conservation and development from a new National Park Authority.

Possible problems, on the other hand, could arise from a greater influx of visitors; the perception that there could be more interference with farmers and landowners; more restrictions on the development of rural communities; and conflict with existing local authorities by the imposition of another tier of local decision making.

There are many issues to resolve yet. But if the National Park idea is to come to fruition, the people of Sussex should not let this moment slip. A clear signal must, however, be sent out, for political will is there for a forward-looking Park to be instituted in this very pressurised rural environment.

Brian Short  
CCS, Geography

## FELLOWSHIPS & OTHER AWARDS

### British Association Science & Technology Media Fellowships

These fellowships are intended to create greater awareness and understanding of the media within the scientific community, by providing opportunities for professional scientists and engineers to spend 4 to 8 weeks working with a newspaper, journal, radio or TV. On behalf of COPUS (the Committee on the Public Understanding of Science), the BA hopes to offer up to 12 fellowships in 1990. Further details and application forms are available from the British Association, Fortress House, 23 Savile Row, London, W1X 1AB. Closing date: 31st March.

### Hossein Farny Scholarships

Four Scholarships, tenable at Sheffield University for up to three years, are offered from October 1990 to good honours graduates who are natives of England, Wales, Scotland or Northern Ireland for research leading to a higher degree broadly related to mining (e.g. engineering, economic, historical or social aspects of mining). Further details from: The Secretary, Higher Degrees Committee, Academic Registrar's Office, University of Sheffield, Sheffield, S10 2TN. Closing date: 12th April.

### Royal Holloway and Bedford New College Studentships and Awards

*Caroline Spurgeon Research Fellowship in English Literature*: this is open to men and women graduates of any nationality, provided they have obtained a higher degree or have completed at least two years of research towards a higher degree.

*Studentship in History*: open to men and women graduates of any nationality who possess at least a good second class degree in historical studies.

*Una Ellis-Fermor Memorial Research Fund*: grants of up to £200 are available to assist in the publication of a scholarly work at least partly in the field of English, Irish or Scandinavian drama.

Further details are held in the Careers Advisory Service and the Information Office. Closing date: 27th April.

### Toshiba Year of Invention 1991 Awards

These awards, which are open to everyone, regardless of age, offer more than £100,000 worth of prizes. The aims are to encourage inventive talent at all levels and walks of life and to provide recognition and reward for the winners. Entry categories include individuals and universities/colleges. For brochure and entry form write to: Toshiba Year of Invention, FREEPOST, Blackhorse Road, London, SE8 5BP. Closing date for entries: 2nd April.

## SUSSEX GERONTOLOGY NETWORK

The inaugural meeting of this group, open to those interested in the ageing process, will take place on 1st March from 6.00 pm to 9.00 pm at the University. The meeting will be addressed by Sally Greengross, Director of Age Concern. Further details from Centre for Continuing Education, tel. (67)8025 or (67)8040.

## BIBLE SEMINAR

The eight annual bible and literature one day seminar will take place on 14th March at the Meeting House on the subject of *The Bible and The Greeks*. For further details ring (67)8217.

## KULUKUNDIS GROUP AGM

The Annual General Meeting of the Kulukundis Group will take place on Wednesday, 7th March, at 6.00 pm in the Marble Bar, Refectory building. All are welcome.

## A closer look at appraisal

**Dr. Brian L. Smith (pictured right), Teaching and Learning Coordinator, writes below on the appraisal schemes for faculty which have now been introduced at Sussex.**

Well, after several false starts appraisal is finally with us! Procedures have been agreed between the University authorities and the Association of University Teachers, forms have been devised to cover most categories of staff and the intention is that the majority of the first round of appraisal interviews should be completed by the end of the current academic year.

My own particular role in appraisal is an ambiguous one (so what's new?). I appear in paragraph 14 of the procedures: "Training and advice on conducting the interview to be given to appraisers will fall within the remit of the Teaching and Learning Coordinator". I have played no part in devising the procedures, or designing the form, or agreeing the timetable for implementation. However, by virtue of my involvement in the 15 workshops already held at Sussex and having participated in a range of training activities at other universities and organisations I cannot help but have well developed views about what features constitute an effective appraisal system.

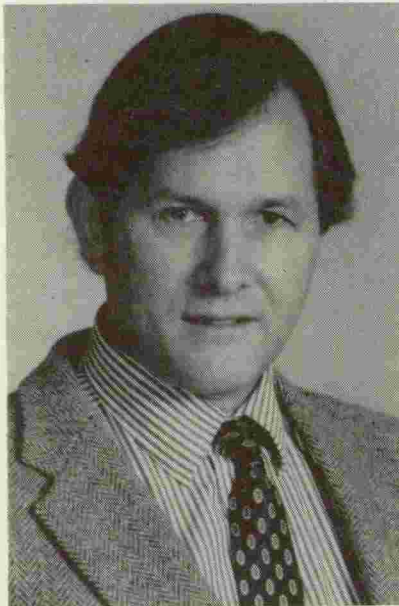
Why has appraisal been introduced? There are several levels at which that question may be answered. Nationally, it has been forced on us by a Government anxious that the university system should audit its major resource and expense — its staff. Individual university administrations, particularly those that have enthusiastically embraced Jarrattism, view it as a management tool. The AUT and most academics who have thought seriously about the subject welcome appraisal because of its staff development opportunities. Optimists believe that it is possible to devise a scheme in which all these objectives are met. Others perceive managerial and staff development aims to be incompatible.

So what is appraisal and how does it differ from the review and assessment procedures with which we are more familiar? Like many other interesting words the definition varies according to the person using it. But there seem to me to be two specific features which distinguish appraisal from assessment. The first is the emphasis placed on the so-called forward plan. Past performance is seen only as a stepping stone to the future.

The second is that the key to a successful appraisal interview is to create circumstances in which an open discussion between appraiser and appraisee can take place. It is difficult to see how this can be possible in situations where the appraisee is concerned that any admission of vulnerability might affect future promotion prospects. The procedures stipulate that written material from apprai-

sal is not to be made available to promotion committees without joint permission, but memories cannot be wiped clean and the completed forms do end up in the head of unit's office.

An alternative that avoids this problem is one in which appraisal interviews are carried out by staff who do not occupy a senior position relative to the appraisee, i.e. appraisal by peers. But this creates a managerial vacuum that can be equally unhelpful. If individuals wish to



discuss their aspirations or difficulties with a colleague then they are at liberty to do so already — appraisal is unnecessary for this to happen.

There are some other disadvantages associated with peer appraisal. Given that a forward plan must be realistic and attainable in order to be useful, apart from managerial considerations, where do the collective needs of the group or unit get fed into the equation? Surely a plan requires commitment by the institution as well as by the individual if it is to have validity. Proposals may require resources, time and money, or perhaps contributions by other members of the unit, and these inputs need to be agreed before a plan can be finalised.

Whichever mode is adopted it is important for appraisers in each unit to meet as a group to agree a common policy, including what discretion they have to negotiate or to make deals. Appraisal inevitably increases expectations. Issues which can lie dormant for years, once raised, need to be dealt with adequately or appraisal rapidly becomes counter-productive.

Honesty is another area of difficulty. Universities traditionally handle awkward situations by ignoring them in the hope that they will go away. Our culture does not encourage us to be open and frank with each other. In particular, it is rare for us to tell people what we perceive their weaknesses to be. It is probably even rarer for us to invite others to provide us with this information. Yet honest feedback is an essential ingredient of appraisal.

One feature of the Sussex scheme which concerns me is the lack of emphasis on self-evaluation by the appraisee

in the preparatory paperwork. The facts are there but there is little encouragement for the individual to give serious thought before the interview to ways in which performance can be improved. What have you done best, or with greatest satisfaction and how could these strengths be exploited? Were there any obstacles which hindered you from accomplishing what you wished? Are they likely to recur? If so, how could these be eliminated? What do you think should be the key aims in your work plan for the next period? These are the types of question to which an appraisee needs to give some provisional thought to before the interview. In the absence of this input there is a danger that appraisal is reduced to assessment — a "tell and sell" activity on the part of the appraiser.

My expectation is that the ways in which appraisal will be carried out in different units at Sussex will reflect their diverse cultures. This seems to me to be entirely appropriate and I look forward to learning how effective the different approaches have been. I have no doubt that some colleagues at least will treat the exercise cynically — as another demand to be responded to with the minimum expenditure of effort. But I am equally sure that most will do their best, within the constraints, to make the experience worthwhile, particularly for younger staff.

Training days for appraisers have been fascinating events — for me at least.

So far over 100 faculty have participated and on most occasions the group has included a healthy mix of teaching faculty and administrators at all levels of seniority. Even the Chairman of Council, Sir Lindsay Bryson, has expressed his intention to attend a future session. Since it has been agreed that nobody may act as an appraiser who has not participated in a workshop and there are still some who have not yet found time to attend, a limited number of further opportunities will be organised to take place over the next few months.

One function of appraisal is to identify training needs both in general terms and for individuals. As Teaching and Learning Coordinator I hope to be able to respond constructively to this information when it arrives on my desk. Experience at other universities suggests that staff are reluctant to admit inadequacies or believe that they can find time for 'training'. It will be interesting to discover whether Sussex is an exception to this trend.

Second and successive rounds of appraisal will differ from the first in several respects. A major item for discussion will obviously be the previous forward plan. Hopefully lessons will have been learned about the most effective way in which to carry out interviews. Much will depend on whether the first experience was generally regarded as useful.

At a rough estimate it takes about half a day to carry out an individual appraisal (allowing time for preparation and agreeing a forward plan), so multiply that by four or five hundred and you soon end up with a total for the University of about a person-year of faculty time used for this purpose. Will it be worth it? It had better be — or else there are going to be a large number of very angry and frustrated people around.

## Jealousy and Hypocrisy at the Gardner

The Royal National Theatre comes to the Gardner Centre this week with a radically new version of *Tartuffe*, Moliere's classic comedy of religious hypocrisy (21st and 22nd February).

The action has been shifted from 17th century France to India and every actor in the cast is Asian. The adaptor and director is Jatinder Verma from the Tara Arts group, the first director ever to be recruited by the National from Britain's growing Black and Asian theatre movement. Drawing from Italian Commedia dell'Arte and Indian popular theatre traditions, Verma has produced a stunningly colourful, physically arresting production: a true cross-fertilization of European and Eastern cultures. Accompanied by live music provided by a master percussionist from South India, the action tells the story of Orgon, a self-made man who welcomes Tartuffe, a penniless priest, as a guest into his house. But Tartuffe has his eyes fixed on the heaven of Orgon's beautiful wife and his plush house!

Monday, 5th March, provides a rare opportunity to see and hear Aaron Shorr, an exceptionally gifted young American pianist in a programme of Mozart, Beethoven, Chopin and Stravinsky. Currently a student at the Royal Academy of Music, Aaron has recently been awarded the highest prize for achievement, the Walter McFarren prize.

Back to drama with *Popeye in Exile* on 6th and 7th March — the first ever staging of E.C. Segar's world-famous comic strip of the Depression era. *Popeye* heralds the launch of the David Glass new mime ensemble which brings together carefully chosen exponents of mime from all over Great Britain. They recreate this well-loved tale of romance and adventure with Popeye seriously stricken with Bonkus of the Con-



Gary Barber as Popeye and Mary Roscoe as Olive Oyl in *Popeye in Exile*

kus, whilst Olive Oyl and Swee' Pea languish in the clutches of evil! Both performances will be preceded by a free introductory talk at 7.00 pm by Simon Henderson, a member of the Ensemble.

Another lively and colourful evening is promised on 8th March, this time of Hot Latin jazz as the Hilton Ruiz Ensemble take the stage. Jazz pianist Ruiz brings a new twist to the rhythms of salsa, the Latin American music experiencing a surge in popularity on dance floors worldwide.

A native New Yorker, Ruiz has impeccable musical credentials. As a child prodigy, he studied jazz with Mary Lou Williams and by the age of 14 he had performed with a number of Latin soul bands

and was beginning to record. By 20 he had worked alongside jazz giants such as Freddie Hubbard and Jo Henderson. For this tour Hilton Ruiz is joined by his superb ensemble including conga player Daniel Ponce and Peter Brainin on saxophone.

With a subtle blend of conventional technique, subversive gesture and dry irony, The Cholmondeleys have created their own language of movement which, according to *Time Out* magazine has 'given us hope for the future of new British dance'. *Flesh and Blood*, their new full-length piece, comes to the Gardner Centre for one night only, 10th March, following performances at London's ICA and Edinburgh's Assembly Rooms. Specially devised for seven women and choreographed by Lea Anderson, *Flesh and Blood* slowly unfolds to reveal themes of obsession, fanaticism and introspection woven into a complex tapestry of dance sequences.

*Coastal Exertions* (Studio Gallery, 26th February - 15th March) is an exhibition resulting from the first English commission in the collaborative project The Cross Channel Photographic Mission, set up to document the changes brought about by the construction of the Channel Tunnel. Brighton-based photographer Malcolm Glover gives his view of life and work in East Sussex incorporating the myriad aspects of those that live along the South Coast. Complimenting the exhibition will be a day forum *A Sense of Identity* which discusses the various views of East Sussex from the point of view of practising photographers, civic and marketing professionals and cultural historians. (Details and booking from Sue Rigby, Brighton 685447.)

Meanwhile, in the main gallery (until 3rd March), *Past and Present* is an exhibition of drawings in which contemporary artists deliberately draw from the work of old and modern masters in producing their own work. In so doing they reveal a great deal both about themselves and the original paintings.

## Have you thought of being an RA?

### What is an RA?

Residential Advisers (RAs) are second and third year undergraduates and some postgraduates, from both home and overseas, who live in University managed residences, both on and off campus, and are available to advise new students starting their first year at Sussex. However, they are not prefects, still less any sort of warden, and RAs pay the same rent as other students.

### What do RAs do?

RAs are involved in assisting about 10 to 20 new students at the beginning of the Autumn Term with practical help and information to enable them to settle into campus life. For many new students this may be the first time they have lived away from home or, for overseas students, their first time in this country. The busiest days of the RA year are just before term starts when overseas and home students arrive and RAs dash around directing traffic, driving minibuses,

carrying luggage, dispensing coffee and generally helping the students in their area to feel at home and get to know each other.

RAs remain available throughout the year to give support with individual problems and also help with the needs of communal living. RAs act in an advisory and referral capacity and provide liaison between residents and the Residential Services area.

### Selection of RAs

If you are interested in becoming an RA for 1990-91, fill in an application form (see dates below). Interviews and selection take place either during the last week of the Easter vacation or the first week of the Summer Term. Applicants are interviewed by a group made up of current RAs and the RA Co-Ordinator. Those selected (there are 90+ RAs in total) attend a series of training sessions, once a week for five weeks during the Summer Term, and small group meetings are held during the year.

For 1990-91 there will be some RAs located off campus in Holland House and other residences in Brighton and Hove.

To find out the pros and cons of being an RA, have a chat with some of this year's RAs. It is much more than an easy way to get a room on campus. A stereotype RA



does not exist, RAs are chosen for their individual personalities and skills and will be expected to work in groups with other RAs.

Application forms will be available until 9th March 1990 from the Residential Services area, Refectory Level 1 or Reception, Welfare Office, Students' Union, Falmer House. All applications must be returned to the Residential Services area, Refectory, by no later than Friday, 9th March. Further information is available from current RAs or from Ann Eyles, RA Co-Ordinator, Residential Services area.

# Student loans

The text of the letters from the Vice-Chancellor and the President of the Students' Union to students' parents or guardians, is set out below.

## From the Vice-Chancellor — Sir Leslie Fielding KCMG

Although I am not against loans in principle, I share the concern which students and parents have expressed about the effects of the introduction of the top-up loans scheme now before Parliament.

The views of the national Vice-Chancellors' Committee on this matter are in essence as follows:

(a) we want to see a radical rethink of the Government Loans Scheme. We believe it fails to meet the criteria which we have suggested for any new scheme of student support, namely that it must be simple, certain, adequate and not deter people from less well-off families from considering Higher Education;

(b) there are better ways of easing the problem of student finances — perhaps some form of 'graduate tax': contributions collected after graduation either through the National Insurance system, or out of Income Tax. This would present less of a disincentive to the hesitant to enter Higher Education; constitute less of a worry to students while they are at University; and could (if made earnings-related) be fairer on those graduates who choose to enter useful but less well-remunerated subsequent careers or professions.

More generally, and to be fair to the Government, most Vice-Chancellors see the force of the argument that any large scale expansion of Higher Education (and both the Government and the Opposition wish to see student numbers in this country eventually doubled) would be difficult to fund on the existing basis, given the many likely future needs of an ageing national population. Some economies will therefore probably prove inescapable.

Nor are the Vice-Chancellors in principle against student loans. Many students already take out such loans commercially; almost all will need to do so at some point in later life.

What is clear, however, is that the present system of student maintenance grants is inadequate, is a source of genuine hardship for some, and therefore needs to be changed. We Vice-Chancellors welcome the Government's determination to tackle the problem; but consider that there are more suitable ways of setting about it.

## From the President of the Students' Union — Rose Bridger

I am writing to you, in association with the Vice-Chancellor about top-up loans, with the suggestion that you take the matter up with your local Member of Parliament, in advance of the third reading of the Loans Bill in February, and/or to members of the Lords if the Bill moves on to the Upper House in March.

The proposal is to freeze the grant and parental contribution at the present amount, and make a loan of £420 per year, with £310 for the final year, available to all students. The loan would increase with inflation until equal to the grant/parental contribution. Students would also be removed from the benefits system, and therefore be unable to claim income support during the summer vacation, and housing benefit throughout the year.

Loan repayments would start once earnings reach 85% of the national average wage and would be subject to inflation, so the less you earn, the more you pay back.

A loan of £420 per year will not even compensate for the loss of benefits. A single student, aged 18 - 24, paying £40 per week rent, will lose £1474 per year in housing benefit and income support. Students will also have to pay 20% of the Poll Tax/Community Charge, which will amount to about £80 per year. The imposition of student loans will drastically reduce the income of students at Sussex. Many will be forced to take up more paid work, and their academic performance will suffer as a result.

The loss of income support and housing benefit over the summer vacation will leave students with no financial support at all.

The loans scheme would greatly increase student dependency upon their parents. Many students will have to return to the parental home for the summer vacation, and this will often cause the loss of their tenure, and so many will start the following academic year homeless.

The implementation and administration of the loans scheme will be an expensive nightmare. Now that the banks have withdrawn their co-operation, the cost to the taxpayer will soar above present estimates, which range from £1.62 billion to £4.2 billion. The scheme would not start to save money for at least 25 years.

## Small ads

FOR SALE: Hoover carpet cleaner/floor polisher. Excellent condition, hardly used. Cost £85, accept £40. Tel. 686135 or ext. 8238.

WANTED urgently, word processor, preferably Atari or Apricot. Must be in perfect working order. Please 'phone Jenny Money on ext. 2062 (Euro).

FOR SALE: in Javea, Spain. Very attractive 3 bedroom villa with lovely garden (1300m. plot) in quiet and beautiful location close beach. Total: £67,500. Please ring 0273 600633 for details.

WANTED: copy of R. Harré *The principles of scientific thinking*, Macmillan, 1970. G. Webster, CRPC 4.30. Tel. ext. 2835 or home 0273 559082.

GREEN umbrella left in car picking up hitchhikers outside Falmer Station on 25th Jan. Claim from Diane Jordan, tel. 8027, Arts D323.

BOOK BARGAIN of 1990! Samuel Richardson's *Clarissa*, ed. Dr. Angus Ross. I have hard-backed editions (publisher's price £25) on sale for £4.95! Jan Grundy, Arts B245, ext. 2154.

FOR SALE: Fiat Strada 65 cl. W reg. vgc. MOT Nov. Only 57,000 miles. Sunroof,

rear seat belts. Reliable, 4-door, hatchback. £750 ono. Tel. 559878 eves.

ITALY: large, comfortable farmhouse available for letting on Tuscany-Umbria border. Spectacular views. Sleeps 6-10. From £300 p.w. Tel. 0273 673440.

FOR SALE: flute, good quality, Yamaha YFL 225, silver-plated, little played, £180. Tel. Nicki Jackowska, Brighton 683931.

ENTHUSIAST(S) invited to share allotment off Lewes Road, near Moulescoomb. Call Erik Millstone, ext. 3653 or Brighton 509653, or Simon Shackley, ext. 3554 or Brighton 698233.

# Noticeboard

## ROYAL NAVY VISIT

The Royal Navy will cost the British people £5.6 billion this financial year. Is this a worthwhile way to spend taxpayers' money? Are the sexes treated equally in today's Royal Navy? Are the Armed Forces redundant in what seems to be an increasingly peaceful world?

The Royal Navy Presentation Team tours Britain each year talking to VIP, civic and undergraduate audiences as well as those from industry, commerce, clubs, societies and schools. The aim is to explain the role of the modern Navy and to set the scene for a lively debate. A drinks reception is followed by a 40 minute audio-visual presentation and there is then an opportunity to ask questions and discuss any points raised.

The team will visit the University of Sussex this Thursday evening, 22nd February. The reception will be at 6.00 pm in Lecture Theatre AS3, EAPS II, and the presentation at 6.30 pm.

## NEWS FROM THE COMPUTING SERVICE

The Computing Service moved during last summer to a refurbished area in MOLS 1. The new area, facing Fulton Court, is more centrally located and is served by its own entrance adjacent to the main pathway between Sussex House and the Refectory Building.

The main user area is located just inside the entrance. At present the facilities available there include a number of terminals and graphics devices while others, such as catering for larger volumes of printer output, will be provided soon.

The User Area is open for extended hours during term time (9.00 am - 9.00 pm each weekday) to allow users greater access to these facilities.

## PUBLICATIONS

Available from Education Network for Environment and Development, Arts E, Room 337:

*One Earth, Many Worlds.* Ray Williams, WWF, paperback, £9.00.

*Soil Erosion in Britain: costs, attitudes and policies.* ENED Social Audit Paper 1, £3.00.

### Women's World Day of Prayer — Services in Lewes

The Women's World Day of Prayer service this year has been prepared by the women of Czechoslovakia. As Christian women all round the world meet together to share in the same form of service let us think especially of the people of Eastern Europe in these momentous times. This year the event falls on Friday, 2nd March. In Lewes there will be a morning service at 10.45 am at St. Anne's Church, followed by a ploughman's lunch. And there will be an evening service at 7.30 pm in St. Thomas's Church, followed by coffee. All are welcome.

## VACANCIES

The Personnel Office has issued the following summary of posts to be filled. Advertisements for these vacancies have been placed in local, and where appropriate, national papers, as well as being circulated to the relevant Section Heads and union representatives for circulation to staff and noticeboards. Copies of these advertisements and further particulars, if available, as well as application forms, are available from the Personnel Office, Room 227, Sussex House. This list was compiled on 12th February and is subject to revision.

### Teaching Faculty

Lectureship in Philosophy, SOCS  
Lectureship in Sociology, CCS  
Lectureship in History of Art, EAM  
Lectureship in Primary Education  
Lectureship in Plant Biology, BIOLS

### Other Faculty

Deputy Secretary  
Tutor, Primary Science Education  
Assistant Accountant  
Careers Advisor, part-time, grade 2  
Secretarial, Clerical and Related  
Assistant Printer, full-time, grade 3/4  
Secretary to Research Teams, SPRU, f/t, grade 3  
Gen. Services Asst., Students' Union, f/t, grade 2  
Receptionist, Sportcentre, f/t, grade 2  
Secretary, MOLS, f/t, grade 1/2  
Clerk, RISU, f/t, grade 1/2  
Shorthand Typist, MAPS, p/t, temporary

### Technicians

Audio-Visual Technician, Language Centre, f/t  
In BIOLS: Technicians, Research Technicians and Trainee Technician, f/t — enquiries direct to Mr. J. Burns, ext. 8053

### General

Electricians, f/t  
Cleaners, Residential Services, p/t  
Teamakers, f/t  
Groundsperson, f/t  
Steward & Housekeeper, f/t  
Security Staff, f/t  
Porter, Business Division, f/t  
In Catering Services: Bar Manager, f/t and Catering Supervisor, f/t — enquiries direct to Mr. P.K. Gassmann, Refectory

**Biotics Ltd**, MOLS: Secretary/Admin., wp exp., flexible hrs. 20hrs.+ Tel. (67)8368.

## NEWS FROM THE LIBRARY

— With financial support from the Arts area, the Library has ordered the *British Library Catalogue of printed books to 1975* on CD Rom.

Using a number of different approaches (e.g. author, title, keyword, date, place of publication, etc.) it is now possible to search records of the "B.M." printed book stock in new and exciting ways, surveying the entire catalogue (352 folio volumes in four sequences) in minutes.

These records will be contained on three disks. The first is here; the second is expected by mid-1990; the third will be produced in 1991. Ring 8440 (Library, Information Services) to book a hands-on session with disk 1.

— In 1981-82 there were 52 students to every member of Library staff; in the current session there are 65. Hence the queues!

## LUNCHTIME MUSIC

### Meeting House Chapel

Tuesdays, 1.15 pm

Today, 20th February — Adrian Stark (organ)

27th February — John Birch (organ)

6th March — Heather Sully (cello), Gavin Ashenden (flute), Miranda Cramp (oboe), Christopher Stormont (keyboard) and Russ Robinson (viola)

13th March — Christopher Stormont (organ)

**Recital Room, Falmer House (room 120)**  
Tuesdays, 1.15 pm

Today, 20th February — Andrew Sherwood (violin) and John Walker (piano) — Bartok and Gerald Harvey

27th February — The Newhaven Consort — Lutoslawski, Schoenberg, Edward Lambert, Dudley Hyams and York Hoeller

13th March — music by Sussex student composers

## SCOTTISH EDUCATION DEPARTMENT

### Postgraduate Studentships in Arts and Humanities Subjects

Sussex students who are ordinarily resident in Scotland and who intend to apply for Scottish Education Department Postgraduate Studentships tenable at Sussex or elsewhere in 1990-91 should obtain details and application forms now from the Admissions Office in Sussex House.

The SED will accept applications only up to 1st May, 1990, and not thereafter, and Sussex students must submit them through the Sussex Admissions Office.

## ROBIN LEE POETRY PRIZE

This is an annual event which is open to all members of the University, excluding faculty. Cash prizes are awarded to the winner and runner-up. Robin Lee was a student here in the 1960s, and upon his death his mother set up and funded this competition. Since her death the competition has continued under the management of trustees. Entrants may submit up to four poems totally not more than 100 lines in all. Please contact Jan Grundy, Arts B245 (ext. 2154) for an entry form. Closing date: Wednesday, 14th March, 1990.

### Bulletin

The *Bulletin* is published every three weeks during term. The next edition, and the last for this term, will appear on Tuesday, 13th March. Copy for this issue must be received in the Information Office, Sussex House, tel. 8208, by no later than 4.00 pm on Monday, 5th March.

Please remember to let us know about news events — we can only inform you, if you inform us.

The *Bulletin* is for the information of staff and students of the University of Sussex. Published by the Information Office. Photographs by the Photographic and Design Unit. Printed by the University of Sussex Printing Unit.



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