

WELCOME TO THE NEW ACADEMIC YEAR

and an especially warm welcome to all new faculty and staff, and to the nearly 4,000 new students who have joined us. I hope all of you will soon feel at home. Last week, as you will see below, we were delighted to honour one of our most distinguished alumni, Mr Thabo Mbeki, Executive Deputy President of South Africa. Sussex can be proud of its long association with the campaign for a democratic multi-racial South Africa.

Many of our alumni are now achieving positions of distinction in world affairs. We are no longer a new University, but we remain a young and pioneering institution. I expect that today's students will make their distinctive mark as we face the challenges of the next century.

Gordon Conway, Vice-Chancellor



On 30th September Geoff Lockwood formally retired from the role of Registrar and Secretary of the University. He is seen here handing over the key to the University Seal to Ted Nakhle, Planning Officer. Ted will be Acting Registrar and Secretary until 1 January when the new Registrar, Barry Gooch, will take up his post.

Geoff is now on pre-retirement leave until September 1996, but will continue with a range of duties on behalf of the University until 1999; these include involvement with the Academic Corridor, relations with the European Commission and oversight of the Sports Service. He is also undertaking a number of public service duties including Chairman of the Blatchington Court Trust, Chairman of the Sussex Technology Centre and a member of the Board of the Sussex Innovation Centre.

Geoff has been at the University for 34 years, 22 of them as Registrar and Secretary. In emulation of *The Times* (see *What the Papers Say*, page 4) an interview with Geoff will appear in *Bulletin* later this term.

THABO MBEKI RETURNS



Thabo Mbeki, Deputy President of South Africa and widely regarded as the heir to Nelson Mandela, returned to Sussex last Friday to receive the honorary degree of Doctor of Laws.

Thabo Mbeki, the first black South African to come to Sussex, arrived at the University in 1962 – an exile from his homeland. He gained a BA in Economics and an MA in African Studies.

Whilst a student here, Thabo Mbeki played a major role in mobilising the international student community against

apartheid and Sussex itself has long been seen as a home of anti-apartheid activists. Former students have prominent roles in the new South African government and parliament: including the Director General of Finance, the Director General at the Ministry of Transport and the Director General at the Department of Public Works. On the day prior to the ceremony, both they and Mr. Mbeki took part in a high-level South African Policy Dialogue organised jointly by the University and IDS, which was attended by,

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PEOPLE PEOPLE PEOPLE PEOPLE

NEW SABBATICALS

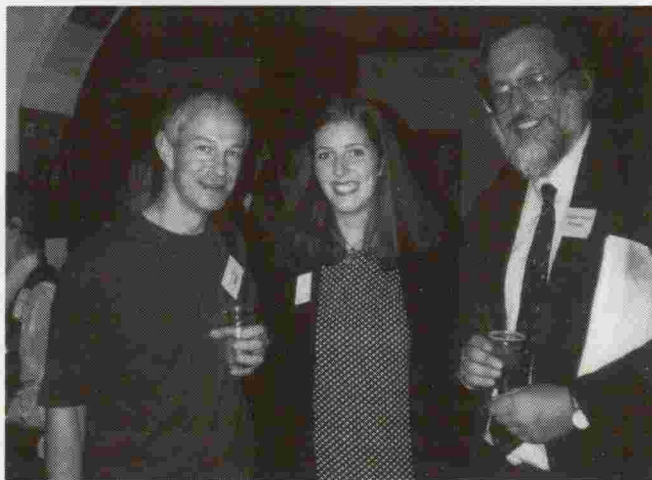


This year's Students' Union Executive (clockwise from left): Miriam West (VP Sport), Dave Newton (VP Communications), Sam Gurney (President), Elliott Roberts (VP Welfare), Dave Flatman (VP Finance), and Carlyne Culver (VP Education).

The Students' Union is situated in Falmer House and the Sabbaticals' offices are on the first floor. If you have any queries or problems please do not hesitate to contact them.

CLASS OF 1965 REUNION

130 former Sussex students who began their studies in 1965 came together at the University on 23/24 September for their 30th Anniversary Class Reunion. The highlight of a wonderful weekend was Saturday night's dinner at which Lord



Briggs and Professor John Maynard-Smith were guest speakers. Many former and current faculty members also joined in the celebrations.

Pictured at the bar: *l-r* David Brand (MAPS ug 1965-68), Becky Reid (Assistant Alumni Officer and CCS ug 1991-94), Jonathan Powers (Philosophy pg 1965-71).

Pulse Scoops Award Nomination

Pulse, the University of Sussex student magazine, has been nominated for Student Magazine of the Year in this year's *Guardian*/National Union of Students media awards. Alan Rusbridger, editor of *The Guardian*, will present the awards in London on October 21.

Pulse was set up a year ago by the then Union Vice-President, Kirstie Sleight (right). "We didn't follow the conventional format of a lot of student magazines," says Kirstie. "I wanted to produce a forum for all different types of writing, not just political debate." *Pulse* included fashion, health and environment sections and had a circulation of around 6000.

Kirstie spent this summer broadcasting on local radio stations, Dance FM and Energy Radio. "I enjoy being involved in absolutely every bit of journalism," she says, and hopes to pursue a career in magazine journalism.



Secretary in EURO, Mary Clarke, won second prize in a short story competition at the Rottingdean Festival. This is the latest of many prizes that Mary has won for her writing. A cheque for £150 was presented to her at a dinner to mark the occasion, by Alan Simpson (co-writer of the popular Sixties TV series *Steptoe and Son*).

Final year undergraduate Vernita Ediger has proved she's a natural when it comes to writing about nature. Vernita, a Marshall Scholar from the States studying Neuroscience in BIOLS, has won recognition from the BBC Wildlife Magazine. She beat off tough competition – nearly 1,000 entries – to claim the runner-up prize of £150 for her essay on her memories of Eastern Oregon where she grew up.

Three CCS historians (Professor Willie Lamont, Dr Alun Howkins and Dr Eileen Yeo) are contributing to a volume in honour of a former Sussex Professor of History, John Harrison. Entitled *Living and Learning*, it will be published by the Scholar Press; Professor Harrison's own autobiography, *Scholarship Boy*, has recently been published by the Rivers Oram Press.

Bulletin

We are sorry that due to lack of space we have been unable to include some items of news. These have mostly been covered in other newsletters such as *Northend News* and *Enterprise Briefing*. However next week we hope to include a list of all the new books by Sussex authors.

PEOPLE PEOPLE PEOPLE PEOPLE

Calling all Students HAVE YOU CONSIDERED TUTORING OR MENTORING?

The Enterprise Unit has been running two very successful schemes which involve Sussex students volunteering half a day per week for eight or ten weeks in local secondary, primary or special needs schools. Students either assist teachers in a wide range of subjects, or act as confidants / role models to two year ten pupils. Full training is provided and the schemes give students the chance to develop valuable communication, problem solving, organisational and interpersonal skills. The experience also looks good on a CV!

Come along to the Introductory talk on Wednesday 18 October at 1.30 pm in Arts C133, or contact Pia de Souza, Student Enterprise Officer, Arts D421 ext 8612.

Election of Students to the Senate

Three students are elected to the Senate annually. Two students are elected by and from among the postgraduate students; one student is elected by and from among the students at the University of Sussex Institute of Education and the Centre for Continuing Education. Notices of Election and Nomination Forms (if not collected at Registration) may be obtained on request from Jim Guild in Sussex House (Room 300, ext 3819). The closing date for nominations is Thursday 9 November 1995.

COGS People

COGS has scored a notable success in the ESRC's new Cognitive Engineering research programme, announced in July. Just fifteen proposals were accepted for this one-off funding initiative (from 97 submitted nationally); out of those fifteen, three represent COGS (solely, or as a collaborator).

The ESRC will be sponsoring work by Mike Scaife and Yvonne Rogers on external cognition in designing and engineering interactivity, by Mike Sharples and Ben du Boulay (with collaborators from De Montfort and the Institute of Neurology) on computer-based training in radiology, and by Lydia Plowman, collaborating with Open University colleagues, on the comprehension of interactive multimedia.



Prize Lawyers Two Sussex students, Rachel Morrish and Beverley Wedge, pictured with Solicitor Roger Hartwell, have won the opportunity to work with local solicitors Donne Mileham & Haddock. Rachel (left) is this year's winner of the Donne Mileham & Haddock prize for best University of Sussex student sitting solicitor's qualifying exams, winning £100 of law books as well as her work placement. Beverley (right) won the University's 1995 'mooting' competition, demonstrating her court-room skills in a mock trial at Lewes Crown Court before His Honour Judge Michael Kennedy.

Information Network for the Developing World

Sussex graduate, Zoe Young, wishes to set up an information network for the developing world. Similar initiatives have already brought computer access to deprived communities in Bosnian war-zones and inner-city Chicago. Zoe believes that lack of information, like lack of money, is a serious barrier to social development. She would like to see less developed areas such as rural India and sub-Saharan Africa brought 'on-line'. She is bringing together a coalition of groups to raise funds for this initiative, targeting the computer world for funding. If you have any ideas or advice to contribute to this project, please contact Zoe at The Bayswater Institute, 100 Bayswater Road, London, W2 3HJ, tel/fax: 0171 723-2020, e-mail: zyoung@pavilion.co.uk.

RACHEL JOINS THE TEAM

Rachel Rendall joins the Information Office as the new Graduate Assistant. Rachel who took a Masters degree in Social and Political Thought last year at Sussex, will be raising university research and news, and reporting for the *Bulletin*. If you have any stories for the *Bulletin* or for local and national media, please contact Rachel on ext 8209 or e-mail: R.T.Rendall@sussex.ac.uk. All budding cartoonists are also urged to get in touch.



What the papers say

One of the best indicators of global warming could turn out to be the humble newt (*Guardian*, 10 August). Sussex Biologist Trevor Beebee has been tracking the spawning habits of the nation's amphibians. Nearly all the studied species of frogs, toads and newts spawn later today than they have in the past. Newts arrived at their breeding ponds five to seven weeks earlier in 1990 than they did in 1978-82. The changes are correlated with rising temperatures, with newts spawning approximately ten days earlier for every 1°C rise. Such studies, says Beebee, "should be a useful biological indicator of long-term climate change".

Sarah Thornton, Media Studies lecturer admits "My students are certainly hipper than I am. In fact, I've given up on hipness. But I think I understand what it is." (*Sunday Telegraph Magazine*, 24 September). A stuffy academic Sarah is not. Whereas some researchers are cloistered in libraries, she spent three years investigating club culture – almost exclusively within the M25. In the most strenuous period she was dancing three or four times a week, becoming so involved that she feared she'd 'go native'. In November she publishes a book based on her fieldwork, *Club Cultures: Music, Media and Subcultural Capital* (Polity Press). These days she's more of an armchair clubber, settling down to watch *Top of the Pops* on Thursday nights. She's hip enough to realise though that the programme shows viewers what's going out of fashion.

Harry Kroto caused a media storm when he criticised lack of funding for basic chemical research in the UK (*Telegraph*, 12 September). Harry made the most significant chemical breakthrough in recent years when he co-discovered a new form of carbon. But Britain is unlikely to reap the commercial benefits of the discovery of C-60 because companies and funding councils would not support further research. "If any companies had funded me at the time, they would now have every patent worth having," he said. C-60 could be used to make lightweight magnets, superconductors and new drugs that inhibit HIV, but British companies have failed to win any of the patents, which have been captured by American and Japanese firms.

Retiring registrar Geoff Lockwood was profiled in *The Times* by David Walker (31 July). Geoff's arrival at Sussex in 1960 is described as "giving an intellectual sheen to the task of planning the 'new universities'". Reflecting on his years as Registrar, Geoff commented that "registrars now have to be policemen, bankers, lawyers – coping with crises". One of his greatest hopes before he goes is to see the refurbishment of Falmer House, a Grade 1 listed building designed by Sir Basil Spence.

Sussex received the third highest number of grants last year from the British Academy's Humanities Research Board. Sussex collected 49 awards, with only Oxford and Cambridge being awarded more. (*Times Higher Education Supplement*).

The MOLe

*It's summertime, and the clearin' is easy;
The grades are jumpin',
and the students are high. etc. etc.*

Summer has, once again, been and gone. And with it has gone, we all hope, the media attention that has focused on the so-called 'new' universities and their admissions policies. The furore was over the allegation that a number of such universities were admitting students who had in fact failed their A-levels. Matters were hardly helped when one admissions tutor was quoted in *The Guardian* as saying that these students couldn't just fail any old A-levels; they had to have failed specific A-levels. Hmmm. Sadly, such stories have no doubt affected the public's perception of the universities, new and old alike. Perhaps the Committee of Vice-Chancellors and Principals (the CVCP) could better brief some of the newer universities on how they, in turn, should brief the media on their activities.

The truth of the matter is that these students were being admitted on to 'foundation' courses which the students would have to pass in order to gain admission to the full degree course. It would have been more useful for the media to ask why it is that universities are having to lay on such courses, which do little more than bring students up to A-level standard. Isn't that what our schools should be doing? The Mole's clearly missed something here, and further enlightenment would be appreciated.

In the rush to attract ever increasing numbers of students, universities have resorted to all sorts of practices in order to swell their own intake. No doubt the CVCP will be doing something quickly to dispel the rumours that certain establishments took to rewarding their admissions tutors with a commission based on the number of students they admitted. Hardly an incentive to maintain academic standards. You might just as well hand the job over to a bunch of estate agents. Or start laying on foundation courses so that you can admit students who wouldn't normally be admissible . . .

Turning now to more local matters, the Mole has spent an idle summer watching the campus-wide erection of the new lighting system. The Mole had hoped for something a little more exciting in the colour department. Perhaps an innovative colour-coding scheme, enabling visitors to find their way about the campus by following the appropriate sequence of coloured poles, each conveniently illuminated when it gets too dark. But no, we're stuck with army-surplus green.

Needless to say, colour-coding the lamp posts would have discriminated against the hard-of-seeing, who are still required to somehow avoid bumping into the temporary fencing that's designed to stop them falling from the specially-designed paving into the Falmer House moats. The Mole cannot help but wonder why nothing has yet been done to rectify the extraordinary mistake that was made in placing the paving immediately adjacent to the moats. But worry not; a quick snapshot and a letter to Esther Rantzen ought to do the trick . . .

Stay tuned.

OBITUARIES

John Cruickshank, Founding Professor of French at Sussex from 1962, died 11 July 1995, aged 70.

Margaret McGowan, Senior Pro-Vice-Chancellor, writes:

John built up, very quickly, a strong French Group at Sussex which became internationally known for its new approaches to the study of French within the wider European context. He helped set up School courses in EURO and made a particular contribution to MEM; he was also responsible for launching the six-volume series *French Literature and its Background* which made the Sussex approach to French Studies known to a wide audience. He served that wider community as chairman of the Arts Committee of the UGC (University Grants Committee) where he stoutly defended the Humanities.

His own publications were many and they exposed the moral and political problems which writers encountered in a world torn asunder by war and national conflict, for example in his first book on Albert Camus and in his last *Variations on Catastrophe*. He retired six years ago and continued actively his research working on a large study of religious life in the 17th Century. We shall all miss him, his gentle irony and his quiet encouragement.

Trekkie Parsons

15 June 1902 to 24 July 1995

The University has lost one of its greatest friends and benefactors with the death of Trekkie Parsons. She and her husband Ian were members of a Sussex circle which included their great friend Leonard Woolf. Their joint concern for the success of this University was to bring many lasting benefits. Following the death of Leonard Woolf in 1969 Mrs Parsons inherited Monks House, Leonard and Virginia Woolf's home at Rodmell. Almost immediately she offered it to the University and for some years it became the home from home for visiting academics and creative writers, mainly from the United States. But it is for the archives from Monks House that we most thank her. Her kindness and vision gave us the Monks House Papers and the Leonard Woolf Papers, archival collections which were to establish the University Library as an international centre for Virginia Woolf studies attracting many hundreds of researchers over the last quarter century. She was the wisest and kindest of friends and her interest in this institution was deep and constant.

Trekkie's life is to be celebrated, most fittingly, in the Quiet Room of the Meeting House this Saturday, 14 October from 11.30 am.

Bet Inglis
University Library

Michael Brooks, VSO Physics teacher in Guinea-Bissau, West Africa, describes how he is getting to grips with the country's education system. Michael gained his Physics BA and DPhil at Sussex before working for a year in the University's Information Office. He aims to be a science writer

TEACHING LITTLE, LEARNING LOTS

In a country without a university I occasionally teach undergraduate physics. Guinea-Bissau (look just under Senegal) is struggling with an ancient Portuguese education system. The syllabi are desperately highbrow and overcrowded, and in the last year I have found myself teaching topics that I struggled with at Sussex alongside the things I learned in the years before my 'O' Levels – all to the same class.

Compounding the problems of an optimistic curriculum, frequent teachers' strikes ensure that few courses are ever completed. Students have enormous gaps in their knowledge. Gaps in their understanding are almost too large to assess: all lessons take place in Portuguese, which is usually the second or third language of the students. Recitation of definitions and formulae is their preferred means of assessment, chiefly because analysis and problem solving often involve literacy and numeracy skills they don't possess.

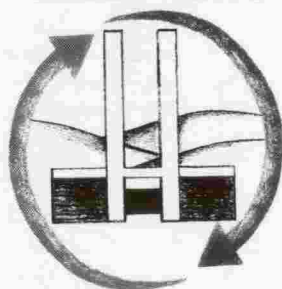
It's easy to be negative. On my worst days I will admit that, in development terms, I am achieving nothing. But on better days I feel that slowly and almost imperceptibly, Guinea-Bissau's education system is moving forward (the curriculum is being developed and restructured from primary level upwards). I am at least providing a teacher who turns up to his lessons, more or less on time. This is not something that my national colleagues can always manage. Not because they are sloppy or unmotivated: they miss lessons because most of them have to juggle two other jobs in order to feed their families.

In theory a Guinean teacher receives the equivalent of ten pounds per month – enough to feed only themselves. In practice they often receive nothing for months on end while the Government's coffers lie empty. When money does come into the country, the education budget is usually at the back of the queue.

In this light it is easy to see why they strike. Indeed, receiving so little money so infrequently, it is hard to understand why they bother at all. But the point is that they do bother. Most of my colleagues believe so passionately in the value of their own education that they are, in effect, working for free to provide the same for the next generation.

I don't think my students have grasped thermodynamics, and I don't really think they will ever need to. The most valuable lessons are not to be found in the poor Portuguese of a well-educated British volunteer, but in the commitment shown by the rest of their teachers. I am just beginning to sit up straight and pay attention.

GREEN NEWS



So you want to be 'green', or perhaps 'greener', but you don't know how? To help initiate change on a local level a new network of environmentally committed members of staff has been established. Together we'll be working on a range of campus issues such as paper recycling, sustainable transport and energy efficiency. Your support will be essential for the success of these projects. If you are interested in finding out more or getting actively involved, please contact your local environmental representative from the list below.

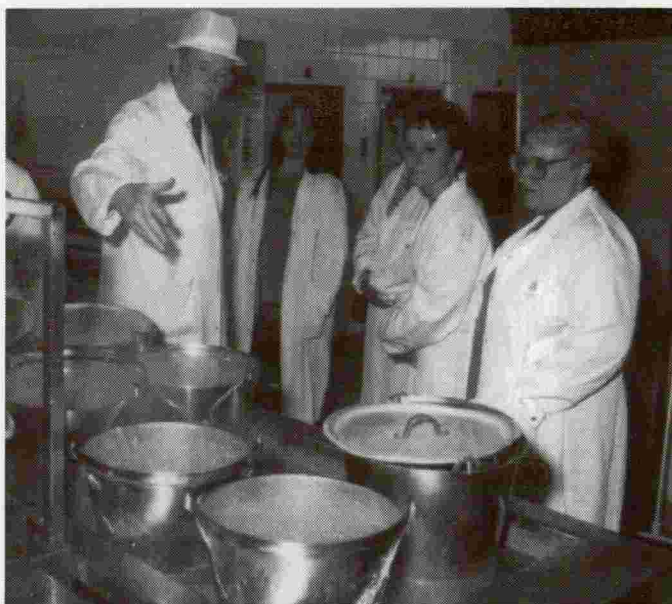
AFRAS	Katherine Senger	Library	Karen Mildenhall
BIOLS	Chris Leech	MAPS	Colin Mills
Catering	Jill Jackson	Meeting House	C. Burdon-Cooper
CCE	Martin Ryle	MOLS	Michael Ford-Smith
CCS	Jonathan Cross	Residences	Mary Ticehurst
CDU	Jocelyn Owen	SEO	John Sander
CLS	Amanda Perry	SMS	Roger Fenn
COGS	Roger Sinnhuber	SOC	Peter Dickens
Comp Services	Andy Clews	Sport	Karen Dunster
EAM	Julie Carr	SPRU	Rupert Howes
ENGG	Jerry Mitchell	Students	Rachel Holmwood
EURO	Karin Owen	Students' Union	John Warmington
Gardner Arts	Norma Binnie	Sussex House	Andrew Hood
IDS	Mary Shiner	USIE	Paula Bartle

Staff Fun Day

The first Staff Open Day, co-ordinated by the Staff Development Office, was held on 19 July. The day proved to be a great success with 450 people involved in exhibitions, tours, sporting activities, talks, some eating and drinking – and all organised without a committee in sight!

Many organisers were rushed off their feet as demand seemed about to outstrip supply. People valued the opportunity to find out about the wide range of abilities within the University community and to meet each other for the first time, having previously been just a voice on the other end of the telephone.

Thanks and congratulations to all those who helped and participated, particularly to Alison Lyner and Rose Mortenson who held everything together. Any ideas or suggestions for 1996 and 1997 please to Andrew Hood, Staff Development Officer, Room 303, Sussex House.



A tour of the kitchens was one of the many popular events organised for the staff open day.

The answers to the Language Centre Open Day Quiz are:

1. The Language Centre supports 62 languages
2. The range of prices for Open courses is £50 to £112
3. Language Centre staff taught 33,450 student/hours on degree-related programmes in academic year 1994-95.
4. There were at least 13,100 visits to the Solo Access Language Lab in the 12 months preceding 1 July 1995.

Congratulations to the joint winners of the wine: Stephanie Gilpin and David Joyce.

Open Language Classes from CCE and the Language Centre

There is still time to enrol for the following classes:

French, German, Spanish, Italian, Russian, Mandarin and Japanese at a variety of levels.

New this year: Latin, modern Greek,
pre-Open University French, Spanish - intermediate (evening),
upper intermediate (day),
Japanese beginners, day and evening.

Interested in Czech, Polish, Hindi or any other language?

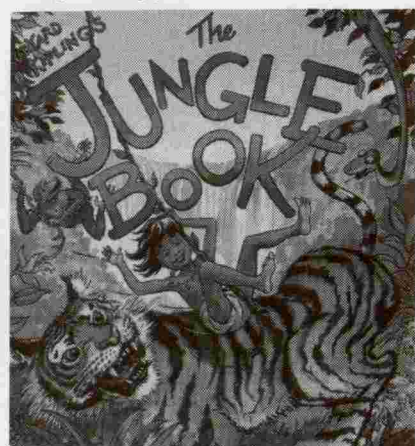
Contact Alex now on ext 8006 or drop in to the Language Centre in Arts A.



Few photographers at last week's Labour Party Conference could have worked harder than the small team of University cameramen who took the photographs of over 1000 students and their families at the University's graduation ceremonies on 18 July at the Brighton Centre. Fears that the National Rail Strike would play havoc with Graduation Day proved misplaced as only a handful of the 1400 students choosing to graduate in person had to pull out of the ceremony. Organiser Terry O'Donnell said, "Great importance is obviously attached to this occasion and we were very impressed by the determination of students and their families not to miss the ceremonies despite the disruption." At the ceremonies the University also conferred honorary degrees on top civil servant Sir John Cassels, retiring Chairman of the University Council Sir Lindsay Bryson, Environmental Scientist Joe Farman and journalist and broadcaster Charles Wheeler.

Gardner Centre – Free Tickets

The Gardner Arts Centre is offering 40 FREE tickets to *Bulletin* readers for two of their new season shows. These tickets will be available on a first come, first served basis (with your copy of the *Bulletin*) for the enthralling *Kaos Tempest* on Tuesday 17 October at 7.45pm and for the rare one night performance of *Buddy de Franco and Terry Gibbs* swing jazz concert on Wednesday 18 October at 7.45pm. The Gardner will be making similar offers throughout the season, so keep reading the *Bulletin* and don't miss out.



This year's annual Christmas show is Rudyard Kipling's classic *The Jungle Book*, and all tickets are at childrens' prices if booked and paid for by 31 October. University staff are entitled to £1 off all Gardner tickets. For further details contact Norma Binnie, General Manager, on 685447 or ext 4257.



Next week sees the second Festival of Innovation staged by the Joint Marketing Unit. This year's theme is developing people and technology....into the future. On 17 and 18 October there will be a full programme of events featuring interactive workshops, seminars and discussions presented by, or in collaboration with members of the Universities of Brighton and Sussex and Brighton College of Technology.

Sussex contributions include demonstrations of robot control systems using biologically inspired techniques, a computer based creative jazz composer and tutor, a seminar on property rights and digital information products and a live demonstration and question and answer session on *Internet and Your Business*.

National keynote speakers include Nigel Forman MP who will talk about *Innovation in the Workplace*, Prue Leith and Jack Leonard, Chairman of Eurotherm and successful local companies will be represented in panel discussions and will provide additional expertise in a number of sessions.

Organiser Sally Hooton, Manager of the Joint Marketing Unit, is delighted with the response so far. "Building on the success of last year's Festival, we look forward to another opportunity to develop partnerships and extend the boundaries of the Academic Corridor."

The Joint Marketing Unit of the two universities and of Brighton College of Technology actively seeks to promote the institutions' services to the regional business community. For further information about the Festival please contact Sally on 643222 or call the Festival Hotline on 684846.

- Internal delegates are welcome to attend the Festival at the reduced rate of £25 per person per day.

LETTER

Dear Editor,

Your report *AWISE Move at Sussex* (23 June) illustrates how the proportion of women working in academic science 'falls away with increasing seniority' from 39 per cent at A-Level. But, in demography as in deep-space astronomy: 'the higher you look, the further back into the past'. The most senior levels of academic science are occupied by the students of longest ago, when the proportion of women was (presumably) lowest. It is to be hoped that at least part of the above 'fall' is actually a *rise* resulting from the success of just such initiatives as AWISE.

If the relevant statistics are available, it should be possible to make a comparison between successive career stages of the same population; perhaps even a prediction of the prospects for today's students? This would surely be more encouraging than the legacy of a less equitable past.

Greg Colyer, MAPS

THABO MBEKI Special Graduation Ceremony

Continued from front page

amongst others, Eddie George, Governor of the Bank of England.

On Friday, Thabo Mbeki was presented for the award by Pro-Chancellor, Lord Attenborough who first met Mr. Mbeki when researching for his film *Cry Freedom*. The ceremony itself was held in the Gardner Centre before a congregation which included Mr. Mbeki's contemporaries at Sussex, and Sussex Honorary Graduates Lords Healey and Callaghan. Also present was prominent anti-apartheid activists Donald Woods, who was featured in Lord Attenborough's film *Cry Freedom*.

Paying tribute to Sussex, Thabo Mbeki described it as a place in which he and his contemporaries were privileged to spend a few years and he wished, he said, to "say their thanks for the important role it played in our formation as young intellectuals."

He went on, "In the midst of all the great issues that confronted the peoples of the world during the years we spent here as students, from the threat of nuclear war, the assassination of President Kennedy, the war in Vietnam to the overthrow of Kwame Nkrumah, this University in all its parts and as an expression of a spontaneous collective will, decided that it would do what it could to help end the system of apartheid in our country.

"Many in this hall will remember the day in 1964 when the University virtually closed and the citizens of Brighton observed a moment of silence as the students marched from Brighton to

*"It surely must be true that this place of learning
is now tied by an unbreakable cord to
our country and its future"*

London to fight for the lives of Nelson Mandela and others who stood in danger of being sentenced to death by the courts of the white tyranny in South Africa. Nobody can take this away from this University that by what it did then, it helped South Africa to draw back at the brink of what could have been a calamitous orgy of killing if the unthinkable had happened and the most senior leadership of the majority of the people of South Africa had died at the hands of the executioner.

"It is perhaps true that no similar drama attached to the fact that in the three and a half decades of its existence, the University had educated a considerable number of South African students many of whom now occupy positions of great responsibility within both the government and the parliament of their country. A few of these are present in this hall today.

"Similarly no drama may attach to the fact that some of those students were beneficiaries of the Mandela Scholarship which the University community, and particularly the students, instituted and maintain to this day, as an act of solidarity with the youth of South Africa.

"In the aftermath of the fall of the apartheid regime, as we battle with the difficult challenge of transforming our country into a non-racial, non-sexist and prosperous democracy, we are greatly strengthened by the fact that so many of the members of your staff are working with us to achieve the great and humane goals which we, together, must surely have foreseen when we saw it as our duty to fight for the freedom of the people of South Africa.

"It surely must be true that this place of learning is now tied by an unbreakable cord to our country and its future – a future that, in the end, will be defined by what its citizens do, with a little help from their friends."

ALL IN A DAY'S WORK

On Thursday 17 August this year, the country's 'A' level students opened their results. For those who didn't make the grade, the day became a nail-biting scramble for a place. By the end of the UCAS clearing system, 282,519 students had been accepted by universities, 17,000 more than last year. Elizabeth Stewart, Undergraduate Admissions Officer, steered the University through the trials of clearing, placing 'A' level students as efficiently as possible. Elizabeth has worked in Admissions since 1980. She also oversees much of the administration affecting students' lives: admissions, exam timetabling, students' progress and appeals. Here she describes her work as Admissions Officer.

Last year 22,000 people applied for 2000 places at Sussex. The 'A' level results are released to universities three days before the schools receive them. That gives us a chance to start making as many decisions as possible. We have to decide whether or not to take the people who have dropped their grades. By Friday, we'd seen the Science and Arts Admissions Tutors and knew exactly who we wanted to accept and reject. Clearing works in two stages. First of all you look at people who haven't



Elizabeth Stewart at Registration

made the grades, compare them with the number of places you still have left, and see if you can accept any. This year, by the time the results came out, most courses were full, but some had a few vacancies.

We write to students in June asking them not to call us until the Monday after the results come out. By that time we can tell them what we've done with their application. But we still get lots of enquiries immediately. So when the results came out on Thursday, we had ten lines open and five or six people on phones dealing with enquiries. They were busy all the time with students who hadn't got their grades and wanted to know if they could still have a place. Some are dis-

traught. For them it's a difficult time. After the first wave, we get calls from people who have been rejected from another institution.

We had five student helpers in the office for a month over the summer. They were brilliant. I listened to one of them talking to a mother who wanted to know why her son couldn't have Sky TV in his room. The helper was incredibly patient with her. The atmosphere wasn't tense. We are a team working together with a fair amount of humour.

The thing I like best about my job is the student contact – although they can give me a lot of grief sometimes! It's rewarding when you're able to resolve someone's problem.

Question Time at Sussex

The Gardner centre was transformed last week into the set for BBC *Question Time*. Norman Tebbit, Robin Cooke, Liz Lynn and Lisa Jardine formed the panel at the mercy of David Dimbleby's chairmanship. Dimbleby views politicians with a healthy disrespect. "I rely on the panel to chew each other up," he told *Bulletin*. "Politicians are the cheapest commodity television can buy. They talk and talk. No wonder audiences are becoming more sophisticated. They're used to the idea that politicians dodge the questions all the time." Despite recent slick management from the Parties' spin doctors, Dimbleby thinks politicians are no harder to interview. "People forget that they've always been canny. There's never been a time when they were naive," he says. "The public has always had a great disdain for politicians, and that's exactly how it should be."



CAR PARKING AND TRAFFIC

WHILST A LOT HAS been achieved in recent years in providing alternative means of transport to the car, and improving traffic flows, the beginning of the new academic year is undoubtedly going to bring with it a return of the problems of finding a car parking place and getting out of the campus in the early evening. This is therefore an opportune moment to remind all members of the University of our current car parking policy, the action taken in support of that policy, and the steps we have taken to improve traffic flows to and from the campus.

The message remains, however, if you wish to avoid the problem of finding a parking place or the evening queue then, if at all possible, leave your car at home and either use other forms of transport or make a car sharing arrangement with a colleague.

Car Parking

The University's current policy on car parking may be summarised as:

- no more land should be given over to car parking other than where absolutely required in connection with a new buildings development.
- anti-social parking and parking in unauthorised areas (e.g. verges) should be physically discouraged.
- the use of public transport should be encouraged.
- universal charges for parking should not be introduced at this stage nor should any particular category of staff and student be prohibited from bringing vehicles on to the campus.

In support of this policy the University:

- (a) provides a variety of forms of parking provision including free and pay off-road parking, free on-road parking (subject to the provision of the Sussex University Parking Order) and dedicated controlled visitors car parks which meets approximately 90% of maximum demand.
- (b) is actively involved with Falmer Parish Council, the Sussex Police, and East Sussex County Council as the highways authority in preventing the displacement of parking from the campus to the locality including Falmer Village.
- (c) continues to promote a number of public transport schemes including:
 - the 25 bus service through Brighton to

the University

- subsidising the 85/85A (University, Woodingdean, Whitehawk, Kemp Town, Old Steine, London Road, Hollingbury, University) circular bus service.
- free bus travel on-campus to provide connections with other bus and train services.
- the Network South Central Student 'UNIZONE' cheap student season ticket and the Brighton Blue Buses/Brighton and Hove Buses equivalent.
- the Worthing to Eastbourne through train service.
- a rail park and ride scheme for travelling to Falmer from Brighton, Hassocks, Haywards Heath, Lewes, Polegate, Shoreham-by-Sea and Worthing stations.
- involvement with the local authorities on improving cycle access to the campus, and implementing a rolling programme of providing secure cycle facilities across the Campus.

Traffic

The University, with others, is party to the Traffic Impact Assessment commissioned by the Academic Corridor Group to investigate the cause of traffic problems at the A27/B2123 'Falmer node' interchange and the effect of potential developments in the vicinity. The report on that assessment is awaited.

At the same time, the University:

- (a) has actively promoted, with the Highways Agency and East Sussex County Council, the recently completed improvements to the B2123/A27 slip road interchange to the south of the A27 and the widening of the University's exit road and the B2123 to two lanes to the north of the A27.
- (b) has actively promoted with the Highways Agency and East Sussex County Council the current works to improve the safety of the Falmer House Road access to the campus from the A27.
- (c) has requested the County Council, at the University's expense, to investigate the feasibility of further measures on the B2123 to the north of the A27 to improve the flow of traffic from campus, in particular the installation of peak-hour traffic lights on the roundabout.

- (d) will be putting to the County Council and others proposals for a new access road to the University linking the Campus to an enhanced Stammer Park access road and thence to the A270 south-west of the A27.

Falmer Village (North)

Inconsiderate parking in Falmer Village (North) by people from the University has caused considerable complaint by the residents, which led the Parish Council, with the support of the University, to request a parking order for that part of the village. That order will take some time to obtain but in the meantime the village will be policed by Traffic Wardens who will not hesitate to ticket or have towed away vehicles causing an obstruction.

Sportscentre Car Park

As part of the policy of having a variety of parking provision, the Sportscentre car park has been converted to a barrier controlled pay car park. CCTV has also been installed both as a deterrent to vandalism and car thefts, and to enable the Security Office to monitor and control the barrier system. Payment on entry at the fixed rate of £1 per day will apply only between 8.00 am and 6.00 pm Monday to Friday.

A27 Falmer House Road Junction

Despite it having been emphasised to the Highways Agency and East Sussex County Council that works to improve the safety of this junction should be completed during the summer vacation, there has unfortunately been delays in letting the contract which has resulted in the works not being commenced until 2 October with completion due by 22 October. The contractors are, however, endeavouring to re-open this entrance as soon as possible before that date.

Evening Exit from Campus

Because of public liability problems, the Sussex Police are unwilling to use Traffic Wardens for point duty at the B2123 northern roundabout, and do not have the resources within the Traffic Division to permanently staff this junction with Police Officers pending any other measures being implemented. The situation is however being monitored by the Police, and the University, and further action will be taken if serious problems arise.

Roger Bailey, Estates Manager

Blind but undaunted

Like every other trainee teacher, Sussex PGCE student Sab Sahota has been getting to grips this week with life in the classroom. 30 boisterous twelve-year olds are daunting enough for any student teacher, but Sab is faced with an extra challenge: from the age of eight she's been blind.

For most of her life Sab has wanted to teach, and last week she taught her first secondary school English lessons at the Priory School in Lewes. "I didn't think I'd be given the chance to prove I could do it - but I was pleasantly surprised," she said. "I haven't got a doubt in my mind that I'll do it. If I thought that, I might as well give up." This resolve so impressed the Sussex PGCE tutors that they wanted to give Sab her place on the spot. "She was lively, intelligent, full of humour and incredibly determined," said Lisa Dart, English Curriculum Tutor on the course. "These are all the qualities a teacher needs."

Sab was blinded almost overnight by a virus called Still's Disease, but refused to let her blindness hold her back. She studied a BA in English and History at Chichester before earning an MA in English at Sussex. She loves to cycle on her tandem and her latest craze is karate. The classroom carries all kinds of difficulties when you can't see people's hands up, or write on the blackboard or mark hand-written homework, but modern technology allows Sab to overcome these. The Library's Kurtzweil reading machine scans printed pages of text

and reads them aloud back to Sab in ten seconds. She uses a closed circuit TV which magnifies books until she can read the enlarged print with her slight remaining sight. She spent this summer learning the routes around campus and the Priory

than other teachers because she can't see," says Ellie, 12.

As a representative of blind people in general, Sab carries huge responsibilities: "I'm not scared about doing the PGCE because since I've been blind I've always



Sab in action with two Priory School pupils

School in preparation for the beginning of term.

When Sab arrived in the classroom for the first time, the kids spontaneously cheered her. "She must have gone through a lot with people telling her she'd never be able to do it," said twelve-year old Ed, "so I think it's a real achievement. She knows how to handle kids. We don't muck around with her because she's got control and she's nice." In some ways, Sab's blindness gives her an advantage in the classroom. "She listens to you more

has to face challenges. But I have to be careful because I'm not just an individual, I'm representing everyone else who's blind too. If I make mistakes, maybe they won't let another blind person onto the course next time". Conversely, to every child she teaches, Sab proves that just because someone is blind it doesn't mean they're incapable. As Martin, 12, put it: "all the other teachers go around breathing fire and putting you in detention and being up tight, and Miss Sahota's like a breath of fresh air!"

CHANGING FACE OF CAMPUS

The following work is being undertaken by the Estates Division. You are asked to take care in the vicinity of the work, and to stay outside any safety barriers.

WORK IN PROGRESS

- Campus Lighting: Improvements in progress. Minor disruption to roadways and footpaths due to installation of cables and new lighting columns. Completion due end of October.
- Residences: Extension of campus computer network. Completion anticipated end of October.
- Sussex Innovation Centre (near CRPC): Completion due beginning of April 1996.
- Maps I: Major Repairs. Completion due mid October.
- Essex House: Refurbishment. Completion due February 1996.

- IDS Bar Extension: Completion due mid October.
- BIOLS: Internal refurbishment of 3C 18 - 22. Completion due mid October.
- ARTS A: Phase II, roof repairs. Completion due mid October.

WORKS BY LOCAL AUTHORITY

- Falmer House Road: Alteration to entrance from A27. See separate article in this issue of the Bulletin.

PLANNED FUTURE WORKS 1995/96

- Library: Stage IV: Start on site anticipated March 1996.
- Former Biology Ancillary Building: New electricity sub-station at north east corner to serve the Sussex Innovation Centre.
- Falmer House: Essential repair work to Music Practice Rooms.
- ARTS A (Phase I) and MAPS I: Edge protection to internal staircases.

FORTHCOMING PLANNING APPLICATIONS

The following applications for Listed building consent (LB), planning permission (FP) and Building Control approval (BC) have been submitted, and a copy may be seen at the Estates Building Reception:

To Brighton Borough Council:

Library: An extension to the existing Library building as an academic and related teaching and research and ancillary services building (LB) (FP).

Library: Alterations to elements within the existing Library building directly related to the function/existence of the new extension (LB)

Essex House: Replacement windows. (FP)

BIOLS Teaching I: Installation of new window to north elevation (FP) (BC).

To Lewes District Council:

Sports Pavilion: Alterations and resurfacing and realignment of sports pitch (FP).

STAFF DEVELOPMENT OPPORTUNITIES

Funding may be available from Staff Development or EHE funds for faculty to attend the following events. Please contact the Staff Development Officer, ext 3849 for details of these and other events.

Educational Development Symposium: Helping teachers to make appropriate use of information technology. Oxford Centre for Staff Development, at Warwick 20 October 1995.

Innovations in Student Assessment Quality Support Centre, at London October 1995 (date to be arranged).

Developing Students' Creative Problem-Solving Skills Oxford Centre for Staff Development, at Oxford 7/8 November 1995.

Supporting More Students Oxford Centre for Staff Development, at Reading 13 November 1995.

Developing Students' Writing Oxford Centre for Staff Development, at Reading 14 November 1995.

Immigration Issues: Module 1 (Two linked modules: a beginners guide for those involved with international students – see below) UKCOSA, at London 15 November 1995.

Understanding Fees and Awards Entitlements: Module 2 (Two linked modules: a beginners guide for those involved with international students – see above) 16 November 1995.

Effective Learning Teams Oxford Centre for Staff Development, at Reading 16 November 1995.

Evaluation of Courses and Teaching CHES, at London 16/17 November 1995.

Developing Students' Transferable Skills Oxford Centre for Staff Development, at Warwick 21/22 November 1995.

Developing and Managing Distance and Flexible Learning courses CHES, at London 30 November and 1 December 1995.

New Banking Facilities on Campus

Two new 24 hour automated banking facilities are ready for use on campus this term. The Lloyds Bank facility is situated on the patio area at the back of Wagonlits Travel, Refectory; the Co-operative Bank Facility is beside the York House Undercroft.

CHINA ON THE TABLE

The Barlow Collection is one of the hidden artistic gems of the University – nearly four hundred pieces of Chinese ceramics, bronzes and jade carvings, including objects of great beauty and rarity. Now there is a chance to learn more about them in a series of informal talks by Craig Clunas, member of the Art History subject group and Curator of the Collection. Each time he will be taking one piece out of its case, letting you get really close to it, and talking about how it was made, what it was for, and why it's in the collection.

No expert knowledge is assumed, and all staff, students and faculty are welcome. So if you've seen the Collection lots of times and want to know more about art in China, or are just curious about that room at the top of the Library steps, you're welcome to come along at 1 pm for about 40 minutes on the following dates: 18 and 25 October, 22 and 29 November and 13 December.

DISCIPLINE

The Disciplinary Panel met on 19 June 1995 to consider a case referred to it by the Discipline Committee.

A student in COGS was found guilty of possession of illegal substances in campus accommodation and of possession of a controlled drug with intent unlawfully to supply another. The student was permanently expelled from the University. The student subsequently appealed against this penalty. The Appeals Board met on 17 July to hear the appeal. The Board confirmed the decision of the Disciplinary Panel and rejected the Appeal.

On 14 June, in another case referred to it, the Disciplinary Panel found a student from MAPS guilty of using illegal substances and of anti-social behaviour. The student was fined £50 and, in respect of his anti-social behaviour, was bound over to be of good behaviour against the surety of his caution money deposit which was increased from £50 to £100.

RESEARCH OPPORTUNITIES

For more information, call Mylene Powell in the Research Office, ext 3812 (mornings only), email: M.G.Powell@sussex.ac.uk

UK/GREECE: The British Council is inviting applications for research in the areas of: Economic Geology; Reduction of Pollution from Solid Waste; and the Environmental Impact of Tourism. Funding for travel and operational costs for up to two years. Closing date: 30 November 1995

UK/GERMANY: The British Council is inviting applications in all subject areas to promote collaboration between research groups. Support for travel and living costs for exploratory visits and collaborative projects is available. Closing date: 31 December 1995.

UK/FINLAND: The British Council is inviting applications in all subject areas for a visit grant programme for joint research projects (£1,500 per project). Closing date: 1 November 1995.

ALZHEIMER'S DISEASE SOCIETY RESEARCH FELLOWSHIPS: proposals invited from scientists and psychologists for work in the social, psychological and biological fields relevant to Alzheimer's disease and related dementias. Closing date: 6 November 1995.

CATALYSTS AND PROCESSES PROGRAMME: 2nd call for outline proposals from EPSRC. Closing date: 22 October 1995.

PPARC FELLOWSHIPS: Closing date for all fellowships applications: 15 November 1995. (No age limit). Booklet detailing the various schemes available from Mylene Powell (ext: 3812).

GENETIC AND ENVIRONMENTAL INTERACTION IN HEALTH: MRC programme to develop collaboration between academia and industry in genetics, molecular/genetic epidemiology, pharmacogenetics and complementary disciplines and technologies. Funding over 5 years. No closing date given.

MRC HEALTHY AGEING PROGRAMME: To improve understanding of psychological, physiological and social factors affecting good or ill health in old age. Funding over 5 years. No closing date given.

EUROPEAN RESEARCH: Looking for a Swiss partner? The Swiss Federal Office for Education and Science invites proposals in any projects within the Fourth RTD Framework Programme.

MRC/UK NHS HEALTH REGIONS FELLOWSHIPS: To train medical, dental and non-medical graduates to participate in multi-disciplinary research addressing problems relevant to the health services. Closing date: 1 November 1995.

What's on...

Lectures, Seminars, Colloquia

Monday 16 October

12.30pm **CCE Research Forum:** *New Universities and Their Communities*. M. Woodrow (London), Arts D340.

4.30pm **Neuroscience Seminar:** *Neurobiology of Incubation Behaviour in Birds*. P. Sharp (Edinburgh), Biology Lecture Room.

2pm **CulCom Cultural Encounters Lecture:** *Representing Islam in Europe*. T. Asad (New York), Gardner Centre.

Tuesday 17 October

4.15pm **Biochemistry and Genetics & Development Seminar:** *Traces of Conflict and the Limits to Selection*. L. Hurst (Cambridge), Biology Lecture Room.

3pm **Sussex European Institute Seminar:** *What Should a Larger Europe Look Like?* A. Cahn (Cabinet Office), Arts A71.

Wednesday 18 October

4pm **CMAIA Colloquia:** *Bacterial Bioconvection*. T. Pedley (Leeds), PB1A1, MAPS 1.

5pm **Social and Political Thought Seminar:** *Moral Change and Realism about Values*. A. Collier (Southampton), D340.

11.30am **Culcom Cultural Encounters Seminar:** *Representing Islam in Europe*. Chair: Brian Street, Arts D722.

1pm **Barlow Collection Talk and Display**. Craig Clunas, Library.

12.45pm **AWISE Lecture:** *Journey to the Centres of the Brain*. S. Greenfield (Oxford), ENG1 AS1.

Friday 20 October

2pm **Scientific Policy Research Unit Seminar:** *Policy Research and Government: speaking truth to power?* P. Senker, PB1A7, MAPS.

University Term Dates 1995/6

Term Dates

Autumn Term: Mon 9 Oct - Fri 15 Dec

Spring Term: Mon 8 Jan - Fri 15 Mar

Summer Term: Mon 22 Apr - Fri 28 Jun

Minimum Service Days

Mon 25 Dec - Fri 29 Dec 1995

Mon 1 Jan 1996

Thurs 4 Apr - Fri 5 April 1996

Mon 8 Apr - Wed 10 Apr 1996

Mon 6 May 1996

Mon 27 May 1996

Mon 26 Aug 1996

CCE Saturday Schools - 28 Oct

Making Autobiography. Looking at the pleasures and problems of autobiography, examining its history, and trying to write our own. £15, £10, £4. Venue: University.

Tracing the History of a House. How to use documentary sources to trace the history of a building. £15, £10, £4. Venue: East Sussex Record Office.

Mahler: The Very Stone that the Builders Refused. Discovering how this most derided composer has become universally respected and admired. £15, £10, £4. Venue: University.

For all of the above enrol with CCE on 678527.

Yoga and Massage

Hatha Yoga and Sports and Remedial Massage for staff and students. Call Janet Ramsay, x8156, for details.

Monday 16 October — Sunday 22 October

Meeting House Events

Lunchtime Recital

1.20pm **Ron Bayfield (organ).** Chapel. Tue 17 Oct. All welcome.

New Students Party

6pm For **new students** interested in Chaplaincy activities. Refreshments. Chapel. Thurs 19 Oct.

Cinema at the Gardner

Monday 16 October

8pm *Down By Law*

11.30pm *Tous les Matins du Monde*

Sunday 22 October

6pm *Blue Sky*

9pm *Bladerunner*

Tickets: £2.70 (£2.20 for Sussex students with ID and New Friends)

Autumn Term Opening Hours

Computing Centre

Monday - Friday 9am - 11pm

Saturday 11am - 6.30pm

Sunday 11am - 11 pm

Library

Monday - Thursday 9am - 9.30pm

Friday 9am - 7.30pm

Weekends 12.30pm - 6.30pm

Student Employment Office

Monday & Friday 9am - 1pm

Tuesday - Thursday 10am - 4pm

Employees and members of staff can contact the office any time between 8am and 6pm (Falmer House Rm 156).

CCE Computer Course

Windows Applications on the PC

There are still a few places on this course which includes training on Windows, Word for Windows and Excel. The course is held each Friday (7-9pm) for 8 weeks, commencing 20 Oct. Cost: £55 (reduced fee £40). For further information contact Stephanie Gilpin in CCE on 678527.

Miscellaneous

Undergraduate Prospectus

The Publications Office is now preparing the 1997 Undergraduate Prospectus and would be very interested to hear any suggestions for illustrations and/or photographs. If you have any material that you think may be of interest, please contact Gavin Micklethwaite in the Information Office, 230 Sussex House, x8209.

E-mail: G.D.Micklethwaite@sussex.ac.uk.

Senior Common Room

Membership of the SCR which offers lunch-time dining facilities, newspapers and periodicals, is open to all University employees. SCR accommodation is situated on the top floor of the Refectory and is available for members and their guests. Annual subscription cost £14 or £7 for new members.

Details from Kathleen Trustrum, SMS, x2996.

Creche

Before you anything away, please think of the creche. We need towels, shelving, toys and books for under 3s, and, in particular, a guillotine.

Contact Janet or Linda x8356.

Small Ads

FLAT TO LET: quiet central Brighton flat. 2nd bedroom/study. Basic furnishings. £95pw. P/G or professional only. Tel: 698739 or x8295.

HOUSE TO LET: modern furnished detached 4-bedroom family house in Kingston-near-Lewes. Long let preferred. Tel: Kim 692005 (day) or 483993 (eves.) or John x8536.

LUXURY FLAT: available for short lets up to 3 months. D bedroom, stylishly furnished, balcony on Brighton seafront. Rent incl. all bills £120pw. Tel: Norma Binnie 542736 or x4257.

FLAT TO LET: prof person or couple required for furnished 2 bedroom flat in Hove. £440pcm. Tel: 0181 5406997.

FLAT FOR SALE: 2 bedroom flat in Brighton off Lewes Road. GCH, small garden, fully decorated, new carpets. Offers around £39 000. Tel: Sam Riordan x8502 or 676962 or e-mail Samr@epunix.sussex.ac.uk.

HOUSE FOR SALE: large detached house in Hove with sea views. 3 beds, 2 bathrooms - 1 en suite, 2 reception, designer kitchen, gas CH, large gardens, garage. Offers around £165 000. Contact a.cheal@sussex.ac.uk or 700898.

SPANISH WINTER BREAKS: 3 bedroomed villa on hillside overlooking sea. 30 mins East of Malaga. £175pw. Tel: Tricia Grassie x8305.

ACCOMMODATION WANTED: early Jan -late March '96 for visiting Australian academic, wife & 2 small children. E-mail Dr John Phillimore on philimo@central.murdoch.edu.au, or tel. Alan Soutter x3732.

COTTAGE WANTED: 2 beds. With gdn. BETWEEN Brighton or Lewes or in Lewes (quiet area). For 2 mature students (30s). Tel: Gail 771327 or Jonathan 242239.

CAR FOR SALE: Ford Sierra Estate, 1.8, MOT & tax, sun-roof, C Reg, good condition, £1195 ONO. Tel: 423924.

AMPLIFIER FOR SALE: musical fidelity A1 amp £120. Tel: Gavin 678209 (day) or 626180 (eves.).

AMSTRAD FOR SALE: PCW8256 computer inc. printer & extra software. £50 ONO. Tel: Graham 707240.

BIKE FOR SALE: Carlton racing bike, large frame, cross bar, new brakes & tyres, good condition, £70. Tel: Martin x8806.

Bulletin

Welcome to the year's first Bulletin. The *Bulletin* appears every Friday of term with copy deadline the preceding Friday lunchtime. We welcome any suggestions for news, details of events, letters and small ads. Please contact the Information Office, Sussex House on ext. 8209 or email: Bulletin@sussex.ac.uk.

BULLETIN Special

Equality of Opportunity

In December 1993 Bulletin carried a Bulletin Special on the draft of a University Equality of Opportunity Policy, for discussion and comment. The policy was finally adopted by Senate and Council last summer.

The policy provides for an annual review of the working of the policy and for the publication of a report indicating the progress that has been made towards achieving its objectives. The responsibility for achieving these objectives rests with the Deans and heads of units who report annually to the Management Committee.

The first set of Deans' reports were discussed by the Management Committee in April and during last term each School discussed their own reports further.

Set out below is an edited version of the report that was considered by Senate and Council at their meetings in July. Being the first ever report, not all of the data necessary to monitor all aspects of the policy were available and the figures presented are intended to act as a base-line against which to monitor future projects.

I would be pleased to hear from anyone with comments or observations on the Report and I am responding separately to points already raised in School Meetings.

David Streeter
Pro-Vice-Chancellor

1. Gender

The University-wide distributions of staff and undergraduates by gender are given in Tables 1 and 5. Figures for postgraduates are not yet available due to the reorganisation of postgraduate administration under GRCs and the change to the new computerised system.

Table 1
Staff – gender distribution as at 30 September 1994
(Total 1,814.6)

Category	Number		Percentage	
	M	F	M	F
Teaching Faculty	387.6	130.7	74.8	25.2
Research Faculty	172.4	73.6	70.1	29.9
Admin Faculty	43.3	26.6	62.0	38.0
Library Faculty	9.9	17.9	35.6	64.4
Computer Faculty	28.0	8.8	76.0	24.0
Other Faculty	29.8	20.9	58.8	41.2
Clerical	71.7	372.2	17.1	82.9
Technical	147.0	34.5	81.0	19.0
Manual	142.5	65.0	68.7	31.3
Others	4.5	22.7	16.6	83.4
ALL STAFF	1,041.8	772.8	57.4	46.2

Among teaching faculty the gender distribution varies widely between Schools.

Evidence of discrimination requires figures on the gender distribution of applicants. These are not currently available for staff posts on a general basis but will be in future years. For Engineering, 10 faculty posts were advertised in 1993, 1994 and 1995 which generated 400 applicants, of which only 20 were female. From these one female engineer was appointed.

Table 2
Teaching Faculty – gender distribution by School

School	M	F
AFRAS	73	27
BIOLS	74	26
CCE	61	39
CCS	54	46
COGS	71	29
EAM	80	20
ENGG	100	0
EURO	70	30
MAPS	94	6
MOLS	96	4
SOC	79	21
SPRU	75	25
USIE	63	37

The gender distribution of all appointments from 1 May 1994 to 30 April 1995 is given in Table 3.

Table 3
Gender distribution of appointments
1 May 1994 - 30 April 1995

	Permanent				Temporary			
	M		F		M		F	
	No	%	No	%	No	%	No	%
Teaching Faculty	20	62.5	12	37.5	15	44.1	19	55.9
Research Faculty					64	61.5	40	38.5
Admin Faculty	1	50	1	50	2	50	2	50
Computer Faculty	1	33.3	2	61.7	3	100		
Other Faculty			1	100	3	33.3	6	66.7
Clerical	6	10.7	50	89.3	28	28.3	71	71.7
Technical	6	85.7	1	14.3	9	69.2	4	30.8
Manual	20	55.6	16	44.4	88	46.6	101	53.4
Craft	8	100			2	100		
Nursery nurses					4	50	4	50
Graduate interns					7	63.6	4	36.4
ALL STAFF	62	42.8	83	57.2	22.5	47.3	251	52.7

It is also important to monitor trends in statistics in order to assess the impact of an Equal Opportunities Policy. A summary of the gender distribution among all staff for the last five years is given in Table 4.

Table 4 – Gender Balance among Staff 1990-1995 (%)

	1990		1991		1992		1994		1995 May	
	M	F	M	F	M	F	M	F	M	F
Teaching Faculty	81.6	18.4	80.4	19.6	77.4	22.6	74.5	25.5	74.3	25.7
Research Faculty	75.8	24.2	73.2	26.8	73.1	26.9	68.6	31.4	68.5	31.5
Other Faculty	65.1	34.9	64.1	35.9	61.6	38.2	59.1	40.9	59.7	40.3
Other Staff	40.9	59.1	41.3	58.6	40.4	59.6	42.0	58.0	not yet available	
ALL STAFF	57.8	42.2	57.4	42.6	56.3	43.7	55.8	44.2	not yet available	

No figures are available for 1993

The gender balance on the senior University Committees is as follows:

	M	F
Senate	70	18
Council	33	11
Court	181	30
Management Committee	20	1
Monday Morning Group	6	1

The proportion of females on the University Council has risen from 15% four years ago to 25%.

Undergraduates

All Schools have monitored their undergraduate numbers on a gender and ethnicity basis. The University-wide gender distribution is given in Table 5.

Table 5
Undergraduate population-gender

Cohort	Number		Percentage	
	M	F	M	F
1991	1,051	1,237	45.9	54.1
1992	1,199	1,540	43.8	56.2
1993	1,350	1,720	44.0	56.0

2 Ethnicity

The University monitors ethnicity using the categories adopted by UCAS and in the last Census, to allow comparison with the census statistics.

The University's Policy recommends that the representation of minority ethnic groups should at least match the proportion in the UK for faculty, in the local area for other staff and in the south-east for the 18-year old undergraduate cohort.

Table 6
Total Salaried Staff – ethnic origin

	Number	%	% in Brighton District
White	1071	96.3	97.4
Black/Caribbean	3	0.3	0.1
Black/African	2	0.2	0.2
Black/Other	2	0.2	0.2
Chinese	7	0.6	0.3
Indian	8	0.7	0.4
Pakistani	3	0.3	0.1
Bangladeshi	0	0	0.2
Other	16	.14	1.0
Declined to declare	18		
Information not returned	444		

Not all the data needed to produce a comprehensive report on ethnicity are yet available. The ethnic distribution among all salaried staff that have declared their ethnic origin is set out in Table 6.

The admission rates for the 1993 undergraduate entry by ethnic grouping is set out in Table 7.

Table 7
Undergraduate 1993 Entry - Home applicants ethnic origin - Admission rates (numbers admitted as percentage of numbers of applicants).

White	12.2
Black/Caribbean	7.4
Black/African	8.9
Black/Other	8.0
Chinese	12.3
Indian	7.5
Pakistani	3.4
Bangladeshi	6.6
Other Asian	6.5
Other non-White	8.9

A paper on Admissions and Ethnicity analysing in detail the 1992 and 1993 intakes prepared by the Assistant Registrar, was circulated to Deans in December.

3. Access and Facilities for the Disabled

During the year the Vice-President (Welfare) produced a Campus Access Guide for the University.

The continuing programme of improved access for the disabled has included the laying of 'dimple' paving, handrails to the Meeting House steps and the wheelchair ramp to the Computing Centre.

The 1994/95 Estates budget contained a provision of £13,000 (95/96 £20,000) for improved access for the disabled.

Nevertheless, inadequate provision for the disabled is one of the most frequent issues identified by heads of budgetary centres in their individual reports.

In March, the Vice-President (Welfare) organised a conference here at Sussex on the provision of facilities for the disabled in higher education entitled *To Enable or Disable*.

The Learning Support Unit, a joint initiative with the University of Brighton, funded by the HEFCE for one year was established in the Autumn Term Of 1994. This year we have made an additional part-time appointment in the Counselling and Psychotherapy Service to assess and support dyslexic students and otherwise to co-ordinate provision for students with special needs.

This year I am introducing improved co-ordination procedures for the provision of facilities for the disabled between the Estates Division, Registry, Students' Union, the Accommodation Office and the Welfare Services.

4. Provision of Child Care Facilities

The University's childcare facilities comprise the Nursery and the Creche. In addition the Students' Union employs a childcare co-ordinator and organises a playgroup, Kids' Club and playschemes.

Currently the Children's Facilities have a capacity of 53 (Creche 29 { 10 babies; 19 toddlers } Nursery 24)

Places are allocated to users according to a system of priorities agreed by the Board of Governors. The order of priority is as follows:

- single parent student; single parent staff
- double parent student; double parent staff

The Board of Governors is chaired by a member of the University Council and consists of a TULC representative, the Vice-President (Welfare), two parent representatives and the Staff Welfare Officer.

The fees cover only a small proportion of costs, the difference being made up by a substantial contribution from the University.

Inadequate childcare provision for staff is one of the most frequent issues in the Heads of Budgetary Centres reports. The shortfall last term was:

	Applications Received	Number not receiving sessions
Creche (babies)	16	12
Creche (toddlers)	7	5
Nursery	9	5

The University has committed £500,000 to a new 90-place purpose-built Children's Facility, which is scheduled for completion next summer.

babies	18
toddlers	22
nursery	50
	—
	90

This should provide for a register of about 110.

5. Training

(i) The Staff Development Officer has instituted termly in-service training for faculty and other staff serving on Appointing Committees. Miss Linda Clarke (Legal Studies) conducted the equal opportunities session for faculty and the Personnel Officer for other staff.

(ii) The Staff Welfare Officer has conducted training for sexual harassment counsellors and is arranging similar training for racial harassment counsellors.

6. School and Units Reports

Management Committee has agreed to the production of guidelines, based on examples of best practice, for the submission of annual School reports

Discussions in School Meetings have raised a number of additional issues. SOC draws attention to the fact that ethnic groups have been shown to have different rates of success at 'A' level giving rise to an apparent conflict between the objective of recruiting solely on merit and matching the proportions of ethnic groups in the UK population. EURO favours the adoption of formal tests to monitor discrimination in appointments and promotions.

Questions posed by Management Committee include whether:

- (i) Promotion Committees for teaching faculty should have figures of gender balance before them;
- (ii) units with severe gender or ethnic imbalances should state that applicants from minority groups would be welcome in advertisements;
- (iii) Schools and units should set more precise targets than those contained in the Statement of Policy.

University of Sussex,
October 1995

David Streeter
Pro-Vice Chancellor