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STRICTLY CONFIDENTIAL
R/292/90

UNIVERSITY OF FORT HARE

MINUTES OF A COUNCIL MEETING HELD ON 16 NOVEMBER 1990 IN THE
V I P LOUNGE OF THE STUDENT CENTRE, UNIVERSITY OF FORT HARE

PRESENT : Profs F A H Wilson (Chairman), J B Gardner (Acting Rector), J w
Brommert, C J R Dugard, J R Seretlo, w L Nkuhlu, Drs D H Meiring,
M M Mboya, C E Liebetrau, G G Antrobus (Registrar Academic), The
Right Reverend D Russell, The Right Reverend B B Finca, Reverend
Dr G Thom, Rev M A Stofile, Reverend A M Mxekezo, Messrs J M
Christopher, M C O'Dowd, L M Louw, R H Todd, M C Kashe, L Borman,
w N Ngozwana and G N Zide (Registrar Administration)

OBSERVERS : Prof P A du Plessis, Messrs V V w Duba, R Kumalo (1st part of
meeting) R Kasika (second part of meeting) and F Matomane

APOLOGIES : Archbishop D M Tutu, Advocate T L Skweyiya, Drb CA Mbeki, Prof C
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A Taylor and Mr E S Ntlabati

OPENING

Welcome and Personalia

The Chairman welcomed everyone present to the last meeting of this
year, especially Mr Ngozwana and the observers attending their first
meeting of Council and Mr G N Zide at his first meeting as Registrar
(Administration). The meeting was opened with a prayer by Reverend M A
Stofile.

Supplementarx items

Items 10.3, 10.4, 10.5, 10.6, 10.7, 10.8 as well as the items listed in
the supplementary agenda were accepted for discussion.

CONFIRMATION OF MINUTES : MEETING HELD ON 3 AUGUST 1990 (R/154/90)
(Previously circulated)

The minutes of the meeting were confirmed and signed.

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MATTERS ARISING

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Ministerial approvals received

Transfer of Sub-Department of Pasture Science to the Department of Animal Science (5/50/90 refers) (Our ref 6.6 and 9.9 dd 21/06/1990) (par 3.2.1) '

Approved on 26 July 1990. Letter from D/G of Education 1/2/1/1 dated 02/08/1990 refers. 0

Also see item 4.1.1 below.

Change of names of MA Fine Art to M Fine Art (8/232/87 refers) (Our ref 6.6 and 9.9 dd 21/06/1990)(par 3.2.2)

Approved on 26 July 1990. Letter from D/G of Education 1/2/1/1 dated 02/08/1990 refers.

Introduction of Industrial Psychology option in the BA gPM) 1Hons) (5/335/89 refers) (Our ref 6.6 and 9.9 dd 21/06/1990) (par 3.2.3)

Approved on 30 July 1990. Letter from D/G of Education 1/2/1/1 dated 02/08/1990 refers.

Ministerial approvals awaited

BA gHons) in Human Movement studies (5/269/90 refers) (Our ref 6.6 dd 26/09/1990) (par 4.3.1)

Ministerial approval received. AUT approval awaited.

MA degree in Human Movement Studies (5/208/90 refers) (Our ref 6.6 dd 26/09/1990) (par 4.3.2)

Ministerial approval received. AUT approval awaited.

Mathematics (1 S) (5/281/90 refers) (Our ref 6.6 dd 26/09/1990) (par 4.3.3)

Ministerial approval received.

Degree of Bachelor Curationis (I et A) Honours (5/521/90 formerly 5/347/90 refers) (Our ref 6.6 dd 26/09/1990 & 04/10/1990) (par 4.3.4)

Ministerial approval received. AUT approval awaited.

Ministerial refusals

Nil

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Other matters arising

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Bisho sites (par 3.4.5)

Site for Division of External Studies (par 3.4.5.1)

See Rector's report, item 5.

Convocation (par 3.4.6)

Council had resolved that Mr Mbeki be requested to relinquish his membership of the UNISA convocation in order to comply with the Act. It was reported that Mr G Mbeki is awaiting a reply from UNISA.

Imingcangathelo Tribal Authority : Tribal meeting place (par 3.4.7)

The Rector, the Right Reverend B B Finca and Prof J R Seretlo to submit a recommendation.

Reported that the matter had been investigated and recommended that the matter be dropped. Approved by Council.

Expansion of Student Centre (par 3.4.8)

Proposals awaited from SRC.

Housing Subsidy (par 3.4.9)

Means of assisting the lower-paid employees to buy or build their own homes to be considered.

The Registrar (Administration) reported that the matter was progressing. Problems arose for staff who wished to build in the rural areas. Council noted that the Ciskei Government were working on the problem. -

Women on Council (par 3.4.10)

Written proposals to be submitted by Professor Dugard re this matter which had to be considered together with the whole Act.

The University Act (par 3.4.10)

Dealt with by EXCO. See item 8.12 on EXCO minutes. Council unanimously resolved that a conscience clause be included in the Act. Document E/801 was referred to the various staff associations for comments.

Relationship between the genders with reference to residences (par 3.4.11)

Proposals to be submitted.

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Planning of workshop re future of the University (par 3.4.12)

A paper was to be prepared by the Chairman, the Acting Rector and Dr Mboya for discussion at this meeting.

The Chairman reported that a workshop during the 75th celebrations was being considered. The matter would be discussed again at EXCO next year .

Letter re Black representation on decision making structures of the University of Fort Hare and a memorandum containing certain guidelines pertaining to staffing, staff developmentI accommodation and leave : Submitted by the DSA (par 5)

Due to the late tabling of these documents on 02/08/1990, it had been resolved to discuss the matters at this meeting. For noting. Copies of these documents were forwarded to each member of Council.

(Letter 4.2.1 (Cou) dated 09/08/1990).

This item was considered after the Rector's Report. Council noted the contents of the memorandum from the DSA and the method by which the Rector had been addressing the issue. The Council would keep the matter at the forefront to monitor progress.

Grant to buy Art Works - Pelmama Collection (par 10.2)

Council had resolved that the Foundation be requested to make money available as a guarantee and also resolved that every effort would be made to obtain donations to cover the cost.

Aggointment of a Chancellor (par 10.7)

EXCO (12/10/1990) had unanimously resolved that Mr Oliver Tambo be recommended to Council for appointment as Chancellor.

Council unanimously confirmed the recommendation of EXCO.

Aggointment of Rector (par 10.8)

The Chairman reported that the search process was underway and that the first meeting of the Search and Selection Committee was due to meet on 17/11/1990.

Matter referred to Council by EXCO

Secondment (EXCO 12/10/1990 par 5.4.5)

EXCO had recommended that the whole matter of secondment be discussed by Council.

Council resolved that a unified salary structure be worked towards.

A Sub-Committee consisting of the Chairman, Vice-Chairman of Council, Profs W Nkuhlu and J Dugard would report to EXCO. Mr Todd reported that there were currently mechanisms to allow for transferring of money and service between State Pension funds.

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Post of Deputy Vice-Chancellor

EXCO recommended the unfreezing of the post and its advertisement.

Approved by Council.

4. REPORTS FROM SENATE

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Meeting held on 14 April 1990

Amalgamation of the Sub-Department Pasture Science with the Department Animal Science and change of name to the Department of Livestock and Pasture Science (5/50/90 refers)

As seen in item 3.1.1 above Ministerial approval had been received for the transfer of the Sub-Department Pasture Science to the Department of Animal Science.

Also arising out of this document had been the recommendation that the three different Sub-departments i.e. Livestock Production Science, Animal Health and Smallstock Production Science, presently existing in the Department of Animal Science be phased out and that the name be changed from Animal Science to Livestock Science.

The name Livestock Science more accurately describes the species dealt with in this Department i.e. farm livestock which will also eliminate confusion between Animal Science and Zoology.

The proposed new name was Department of Livestock and Pasture Science.

Approved by Council. Ministerial approval to be sought.

Meeting held on 3 September 1990

Re-Introduction of Special German at the University of Fort Hare' (5/485/90 refers)

For noting. Senate had recommended to Council that the generous offer by the Department of German of Rhodes University be accepted, i.e. a one year course in Special German in 1991 and approved the arrangements outlined in Prof Welz's letter.

The course would come under the Department of Afrikaans - Nederlands for administrative purposes.

Approved by Council.

Transfer of Department of Biblical Studies from the Faculty of Arts to Faculty of Theology (5/453/90) (400)

Approved by Council. Ministerial approval to be sought.

4.2.3 Change of period of Deanship : Faculty of Education

Senate recommended the proposal from the Faculty of Education that the period of Deanship be reduced from three to two years.

Approved by Council.

4.3 Meeting held on 5 November 1990

4.3.1 Promotion to Professor

Senate recommended that Rev Dr G Thom be promoted to full Professor, and Dr A M Mdebuka be promoted to Associate Professor as from 01/01/1990.

Approved by Council.

4.3.2 Future of the Department of Music (5/568/90) (401)

Senate recommended the new structure and syllabi to Council.

Approved by Council.

5. RECTOR'S REPORT (R/290/90) (500)

The following matters arising from the report were noted:-

5.1 Financial Position

The annual financial statements for 1989 which were handed out had indicated a surplus for the year of R4 791 901. The University had also been granted an additional R1,106 million for 1990. It was noted that the position was expected to deteriorate in 1991. See item 5.6 below.

5.2 Buildings under construction

5.2.1 Bisho Campus

The Bisho campus is scheduled for completion towards the end of January 1991, at a total cost of R8 170 659 paid for out of our own funds. Academic activities should commence there in February.

5.2.2 Two Women's Residences

The schedule for completion of these residences was eight weeks behind because of serious initial setbacks with the building workers as well as a recent go-slow action. In terms of the contract we were responsible for additional expenses the contractor was compelled to incur as a result of labour unrest. The contractor had indicated that he was unhappy with the unrest among the workers, and that there were indications that it was being encouraged from outside.

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10 New Houses for farm staff

Tenders had been called for in respect of 10 new houses for farm staff. An amount of R40% 000 had been set aside for this purpose, and the additional houses would form a farm village for the Honeydale staff.

Campus Development

The hot air heating system was to be replaced in three of the residences at a cost of R516 000 and the new steam heating system that was being installed would be operational before winter.

The PABX system had been further extended by opening up all the direct dialling lines. and this should ease the pressure on the manual exchange and facilitate better communication.

A pipeline carrying potable water to the Honeydale Farm was to be laid shortly at a cost of R40 600.

Reconstruction and Transformation of the University

It was noted that that steps have been taken to enable members of the minority group within the academic staff to play a more significant role in the decision-making process. Certain Senate members voluntarily resigned from committees in order to make way for other colleagues, and Faculties had been encouraged to facilitate a change in the composition of Senate committees by replacing their Faculty representatives next year. This matter was being dealt with sensitively and positively.

Student participation at all levels was also being encouraged, and the Faculty of Agriculture has taken the lead by inviting the Agricultural Students' Society to send two representatives to serve as voting members of the Board of Faculty. In the same way, the Farm Committee had invited two members of the Workers' Committee to join it.

Also see item 3.4.9 above.

Staff Assaults

The incident as described was noted. Council agreed that the medical expenses be paid if they can be justified.

Also noted the incident which took place on the night of Saturday 27 October. Council requested the Rector to report on the reply received by the SRC concerning the students involvement in this incident.

Service Employees : NEHAWU demand

Noted that at a meeting with the NEHAWU representative and the Workers' Committee a demand for an across-the-board increase of R450 per month had been made on behalf of the service employees. Council also noted that the projected deficit for 1991 before meeting this demand will be of the order of Rem.

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Council resolved that NEHAWU be engaged in discussion on the Council's dilemma as to how the demand could be met within the declining budget in real terms. A realistic wage which would be worked towards over time must be decided upon.

Council requested the Acting Rector to give consideration to appointing an appropriate expert negotiating team, in the first place within the present staff, in consultation with Prof Dugard.

Prof Dugard reported that he had approached a firm of industrial relations experts on the NEHAWU agreement.

It was also reported that Service Employees presently receive R150-00 per month above standard salary plus 10% allowance on standard salary.

Their request that the various amounts be consolidated implied additional payments by the University of over R200 000 in pension deductions, bonuses, etc., was agreed to by Council.

The request for 3 months of sick leave over a cycle of one year instead of over 3 years as well as the request for 36 months study leave and other items of leave was referred to the negotiating team.

Department of Nursing Science

Council noted and agreed that the Agreement between the University and the Department of Health was to be finalized.

Council agreed that the Rector go ahead with concept plans for the provision of purpose built accommodation.

Art Gallery

Council noted that the Claybrick Association of South African had recently recognized the Gallery as one of the outstanding new buildings of this region and that a suitable plaque had been affixed to the building.

STAFFING MATTERS

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Report from the Ad Hoc Review Committee : Meeting held on 13 November 1990

Department of Agricultural Engineering

The Committee agreed with the Faculty's proposal that the post of Professor be held in abeyance. An additional temporary lecturer to be appointed only if the Academic Development Centre is unable to assist with Course F 1011 (Introduction to Scientific Concepts).

Approved by Council.

Department of Soil Science

The Faculty had proposed that an HOD be appointed. The Committee had recommended that an appointment be made at Lecturer level on a two year contract. The major options of Soil Science not to be phased out at this stage, as previously decided.

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It was further recommended that the post of Professor not be filled at this stage.

The recommendation to be taken to Council and then condoned by the Staffing Committee, if approved.

Approved by Council.

FINANCIAL MATTERS

Rgquest from the Students' Social Work Association for the grogortionate increase in the fieldwork placement allowance to that of the tuition fee (700)

Council noted that the existing rule in the Calendar - page A122 reads as follows:-

"Social Work Students

The University will subsidise social work students doing their vacation field work practicals. Students will receive R35-00 per week to help cover local travel and incidental expenses. Train fare will be calculated from the student's residence to the place of practicals or from the University Main Campus to the place of practicals, whichever rate is the cheapest. Students are responsible for their own accommodation."

Council noted that the previous Council (26/02/1988) had approved the following:-

Item 6.1.9 Increase in local travel and incidental expenses

Social Work Students undertaking practicals

Council approved that the present allowance of R20

per week paid to Social Work Students undertaking

practicals be increased to R30 per week. The

additional expense to the University would be approx

R210 per week.

Council rescinded its previous decision (26/02/1988) and approved that the placement allowance be increased at the same percentage rate with tuition fees, i.e. w.e.f. 01/01/1991.

Library Budget 1990 (R/203/90) (701)

Noted. Council agreed that the budget need not be submitted to Council.

COMMITTEE MATTERS

EXCO regort to Council : Minutes of meetings held on 14/09/1990 and 12/10/1990 (R/229/90 and R/260/90 respectively) (previously circulated)
Council approved and condoned all decisions taken by EXCO.

Council noted that EXCO was preparing a 5 year budget. It noted that the grant had only increased from R28m to R32m while staff compensation and total expenditure had nearly doubled over 5 years.

9. FORT HARE FOUNDATION AND FUND RAISING MATTERS

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Report on Fort Hare Foundation Financial statements for the period 01/10/1990 to 30/09/1990 (900)

The report was noted with interest. The present value was approximately R9m.

Report from Chief Development Officer : Proposals for an effective fund raising programme (901)

The report was noted. The report to be referred to the Fort Hare Foundation and then to EXCO.

Fund Raising Report : 01/10/1990 to 30/09/1990 (R/291/90) (902)

The report was noted with interest.

10. ANY OTHER MATTERS

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Representation of the Alice Community on the University Council :

Letter submitted by the Mass Democratic Movement of Alice (1000)

Council noted the letter and resolved that the persons be requested to take the matter up with the Mayor of Alice.

Proposed amendments to Rules for Students (R/266/89 refers)(1001)

Awaiting proposed amendments from the Dean of Students.

Council empowered the Acting Rector to make whatever changes were necessary for 1991 in consultation with the SRC and others.

Personal Accident Policy (supplementary item)

The Acting Rector informed Council that the University had a policy for accident cover for Council members while travelling to and from meetings.

Christmas - New Year closure (supplementary item)

Agreed that 24 December be a University holiday for 1990.

Tertiary Education Foundation Course (supplementary item)

Council noted that the course would be offered by the Ciskei Technikon to gain entry to the University. The implication for Matriculation Board recognition to be looked into before a final decision was to be taken.

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Uanted list of Council members (supplementary item)

Requested that this be circulated to all Council members.

Valediction (supplementary item)

The Chairman thanked Dr Antrobus for his loyal and efficient services to the Council and wished him well in his new position as Professor of Economics at Rhodes University.

Dates for EXCO and Council meetings : 1991 (supplementary item)

Council agreed that in addition to the dates already submitted and accepted by EXCO on 14 September 1990, another date to be added, i.e. 8 February 1990 - EXCO meeting.

r all members of staff had left the meeting, Council then discussed the e of salaries. The following guidelines were agreed:

With the exception of the incoming ViceeChancellor (and subsequent Vice-Chancellors) no motor vehicles would be bought by the University for individual members of staff. At the same time, of course, a vehicle would be needed for official university business.

Housing remained a complex issue requiring detailed investigation. But in the long run the University needs to be moving clearly to a situation where, apart from members of staff required to live on or near the campus, such housing as the University wishes to make available to staff should be leased at an economic rental.

Salary packages be kept as simple as possible so that all costs are clear..

Rev M A Stofile left the meeting at 11h40.

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E Liebetrau left the meeting at 13h00.

rend B B Finca left the meeting at 13h00.

H Meiring left the meeting at 15h00.

C O'Dowd left the meeting at 15h00.

meeting closed at 17h00.

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DATE CHAIRMAN

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