

I told you so

YUSA finds comfort in report on status of staff

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Jerry Goldhar, first vice-president of YUSA told Excalibur Tuesday that the report was welcomed by the staff association and that at first reading he found no major shortcomings in the committee's findings.

The report is such an unprecedented step by this university that we can't really criticize it for not going far enough," said Goldhar. "The report echoes much of the criticism we've levelled at the personnel department in the past few years.

"The university policy towards support staff has been to put them at the bottom of the barrel. A lot of the recommendations in the report, if implemented, will go a long way in changing the way staff feels about their jobs," he said.

Goldhar concurred with the committee findings that staff distrusted personnel services and viewed the department as a branch of the administration rather than as supplying a service for staff.

"There hasn't been any per-

sonnel standards posted and people just don't know what right they have and what the policies of the university are," he said.

While Ken Hayes, manager of compensation in the personnel department, admitted that much of the criticism levelled at the department is justified, he denied that personnel served the administration at the expense of the staff.

"The personnel department is basically here to serve the employees of this university," said Hayes, "and I think it is doing this, but as always, it can be done better."

He added that most employees were probably unaware of this function of personnel, and that some of the problems have stemmed from this fact. The committee's criticism on the lack of policy, communication, and compensation supplied by personnel, was justified, however, said Hayes.

Although splitting the department into two, might alleviate some of the misunderstanding con-

cerning the function of personnel, Hayes did not believe this was the most useful way of achieving good rapport with staff.

"It's more important that personnel has a group of individuals, cross-trained to answer a variety of questions, to serve as the main contact persons for a faculty," said Hayes.

"It's a matter of educating the people in personnel, providing a channel of communication in the department, informing people that the channel exists, and making the channel work."

University vice-president William Small denied that the support staff occupied a low priority position in the policies of the administration.

"It's the old story, there's only one pie. If we had \$5 million to work with, it would solve all the problems of the staff" said Small.

Graduate Assistants Association (GAA)

The Graduate Assistants Association (GAA) is interested in hiring a part-time organizer. The job will run from Nov. 15 - March, 1, 2 days per week at \$30.00 per day. Duties include developing contract proposals, meeting with the membership and organizing the GAA office. Preference given to GAA members. Applications accepted in the GAA office, CYSF, Central Square, 11-1 p.m. from Oct. 30 to Nov. 6. 667-2515, 2516.

"It's very simple to say that the support staff isn't given a high priority, the faculty could say it, the students could say it. But we have to

view the university as a whole in making policies. "We're all in this together," he added.

Student president may be designated "special case"

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Senate secretary M.W. Ransom told Ritch last week that the proceedings could be resolved "as a special case" in one senate meeting.

In the meantime, Ritch has stated his proposal to amend a clause in the CYSF constitution to automatically designate one of the

two CYSF senate positions for the CYSF president.

The amendment, however, is not binding on the senate.

Ritch expects that the bill will be passed by council sometime this month.

Ritch spoke as a non-member at the last senate meeting after he sent a written request to Ransom asking for permission to speak.

EXCALIBUR PUBLICATIONS

STATEMENT OF REVENUE AND EXPENDITURE FOR THE YEAR ENDED JUNE 30, 1975 (With comparative figures for 1974)

	1975	1974
REVENUE		
Advertising income	\$ 41,879	\$ 40,219
Grants	23,194	19,000
Subscription income and mechanical charges	156	77
Sundry and interest income	252	52
	<u>65,481</u>	<u>59,348</u>
EXPENDITURES		
Printing expenses	29,186	23,284
Bank charges	10	2
Equipment	448	
Equipment rental and maintenance	160	240
Office supplies and expense	1,946	1,533
Telephone and telegraph	1,294	912
Postage and circulation expenses	854	1,215
Lunch room expense	85	175
Insurance - office and photo equipment	210	190
Legal, audit and accounting fees	900	1,275
Bad debts expense	239	339
Memberships	1,331	1,371
News service subscriptions	77	503
Photo supplies and expense	318	403
Salaries, bonuses, honoraria and employee fringe benefits	19,165	23,116
Travel expenses	326	809
	<u>56,549</u>	<u>55,367</u>
EXCESS OF REVENUE OVER EXPENDITURE FOR THE YEAR	<u>\$ 8,932</u>	<u>\$ 3,981</u>

BALANCE SHEET AS AT JUNE 30, 1975 (With comparative figures for 1974)

ASSETS		1975	1974
CURRENT			
Cash in bank		\$ 10,682	\$ 6,754
Accounts receivable		6,783	4,252
Prepaid expense		360	212
		<u>\$ 17,825</u>	<u>\$ 11,218</u>
LIABILITIES			
CURRENT			
Accounts payable and accrued charges		\$ 1,907	\$ 4,232
MEMBERS' EQUITY			
RETAINED EARNINGS, beginning of year		6,986	3,005
Excess of revenue over expenditure for the year		8,932	3,981
RETAINED EARNINGS, end of year		<u>15,918</u>	<u>6,986</u>
		<u>\$ 17,825</u>	<u>\$ 11,218</u>

NOTE TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED JUNE 30, 1975

ACCOUNTING POLICY

It is the policy of Excalibur Publications to expense in the year of acquisition all equipment and furnishings. During 1975, \$448 in equipment was charged to earnings.