

Job evaluation, the issue remains unresolved

by Ken Burke

As the Dal Staff Association contract is worked over by the DSA and the administration editors to ready it for a staff vote, it is clear that many important decisions were delayed until the next contract comes up in 1983. One of the most contentious of these unresolved problems, according to the DSA, concerns their job evaluation system.

The DSA, representing non-academic staff, is concerned that inequalities are inherent in the composition of the job evaluation committees, where decisions are made in secrecy.

The system consists of two committees that evaluate a DSA employee's job, taking into account the levels of accuracy, stress, confidentiality, working conditions and other factors. The worker is paid according to how high or low the system has rated the job.

The DSA has four representatives, two each on the techni-

cal and clerical committees. The administration can appoint as many people as it wants, however, and has always held the majority, said Delphine du Toit DSA Executive Director. The committees are sworn to secrecy, thereby keeping the job evaluation process a mystery.

According to du Toit, the technical and clerical committees have gradually grown apart in their method of evaluation. The value of technical work tends to become over-emphasized, which translates into differences in pay, she said.

This brings up the question of whether equal pay for equal work exists at Dalhousie. The majority of the technical DSA staff are male, whereas the clerical staff are mainly female, raising some eyebrows as to how the imbalance in pay has occurred. du Toit hopes that the DSA will have statistics on this to present to the Horrocks

Commission, which is currently examining job discrimination at Dalhousie.

Robbie Shaw, Vice-president of Administration, said the salary levels are the responsibility of the salary committees, not the job evaluation system.

Perhaps the main issue is whether the process is carried out in secret or in a more open manner. The DSA executive were encouraged by a letter from the administration expressing its intent to allow a few executive members access to

the system. "It's a foot in the door," noted du Toit.

Robbie Shaw was more ambivalent on the matter, stating "I don't have very strong feelings as to whether it (an open system) is all that good or all that bad." He said the Administration Group, a bargaining unit of about 165 people who are not in the DSA or in the faculty association, consisting mainly of management, have an open system of job evaluation. However, not everyone is pleased with this method. "I hear this from

both inside and outside the system," Shaw said.

When asked why the Administration Group, who are mainly higher paid people than DSA

members, have an open system and the DSA does not, Shaw said that could relate to the time when both systems were organized. The administration was probably in an 'experimental mood' the year that the open system was put together, he said.

UBC places blame on support staff for deficit

VANCOUVER (CUP) The campus support staff union is the latest victim of a huge funding deficit at the University of British Columbia.

Six members of the Association of University and College Employees have lost their jobs, a union spokesperson said November 25.

"This week alone, we've had more than six notices of jobs discontinued," said union coordinator Wendy Bice.

Bice said no explanation was given by the university, facing a deficit of at least \$7 million, for the job cuts.

"They hadn't told us anything. All we knew was what we heard in rumours," she said and added no reasons were given despite union inquiries to administration president Doug Kenny.

A UBC spokesperson said the deficit was actually a "shortfall" and blamed any budget problems on the wage increase awarded the faculty by an arbitrator in August.

"The University is not allowed to have a deficit, it's a shortfall," said UBC information director Jim Banham. He said the shortfall is a result of the university budgeting \$18 million for faculty salaries while the arbitrator's decision increases the salaries figure to \$25 million, leaving a \$7 million shortfall.

But the arbitrator said the university could afford a wage increase and awarded the faculty an 18 per cent pay raise.

Faculty president Charles Culling wrote in a letter to the student newspaper, November 13, that the faculty association is "sick and tired" of being blamed by the university for the deficit and said the provincial government is the cause for the cutbacks.

"It is not the arbitration award that should be attacked but rather the provincial government's failure to provide adequate funds for the entire university operation," Culling said.

Special collections demand special attention

"Very unfortunate" is how Dr. Judith Fingard, Chairperson of the Dalhousie History department described the further cutbacks planned for the library's Special Collections department, for next year.

Fingard questioned the credibility of an administration that would make such a decision. The library should be considered sacrosanct, she said.

The special collections department collects and preserves rare manuscripts and original works which are considered vital for historical research.

Dr. William Birdsall, Chief Librarian, and Dr. Gayle Garlock of the special collections department, said next year's budget for new acquisitions is \$840,000. Of this one half of one per cent will be spent on special collections acquisitions. Preserving this allotment is considered a number one priority. However, even after the proposed staff cutbacks, a part of this allocation may have to be chopped, they said. Staff cutbacks will not be in the form of layoffs, but through attrition.

While no firm figure is available for the value of the material currently in special collections, about a million dollars is a safe minimum estimate, Birdsall said. The Rudyard Kipling Collection alone carries an insured value of \$125,000.

When questioned about the possible sale of some of the collections after reproduction, to generate funds, the library officials provided the following arguments against such a move:

- in certain cases the original work is needed for research
- certain collections were

donated with restrictions and cannot be sold

- the sale of collections would

adversely affect Dal's ability to solicit new donations

- photocopying only lasts for 50 years

-not a lot of material is marketable and what is may be legally bound to stay in the country or saleable only to certain institutions

-the prestige of the university is enhanced by the ownership of the originals

McMaster eliminates 100

HAMILTON (CUP) — One hundred jobs have been eliminated at MacMaster University over the past three years, including 49 faculty and 51 support staff.

According to the university administration this was done to reduce expenditures to meet rising costs and reduced government support for Ontario universities.

"The majority of the positions lost are the result of retirement or resignation. They are vacancies which will not be filled," said university president Alvin Lee. "There are very few firings."

Les King, vice-president academic, added that "The number of instances of the non-continuation of appointments is less than a third. The remainder are the result of retirement or resignation."

Said Lee, "A problem occurs because the reduced numbers in the faculty come at a time when enrolment is at a peak."

King said the cuts have affected the instructional programs.

"There are not as many sections of classes offered and there are larger numbers in all the classes. But the attempt was made to make the cuts carefully across the university," said King.

"Part-time students suffer the most, because it is not possible in many cases for the departments to cater adequately to part-time students and to schedule as many courses for them at night," he said.

Most of the cuts were in the arts, in the faculties of humanities and social sciences," said King. Lee said that although professors have an increased

workload, moral was high.

"Positions are available in the faculties of business and engineering but there aren't many qualified persons who meet federal government regulations with regard to the employment of Canadians," said King. "But because McMaster was well managed in the past, it is in a good position to attract talented young Canadians."

The demand for business courses is so great that it may not be possible to find enough professors anywhere to meet the demand.

According to an article in the Globe and Mail December 3, employment and immigration officials are considering extending the exemption of the policy to other high-demand areas such as computer science and engineering faculties.

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