

THE GAZETTE

DALHOUSIE UNIVERSITY

Ritchie gets rich on campus

By COLLIN BAIRD

MANY DALHOUSIE UNIVERSITY staff are angry about restrictive working conditions caused by an "experimental" time management study and they want students to join in their protest.

Dalhousie hired the California based time management team, Ritchie and Associates, last year to improve employee and administrative productivity and to help the university cut its operating deficit. Ritchie promised Dalhousie it would recoup the cost of the survey, close to one million dollars already, if the university implemented the study's recommendations within a year after it is complete.

Ritchie and Associates offered their services to many Canadian universities, but Dalhousie and the University of British Colum-

bia are the only takers to date.

Delphine de Toit, executive director of the Dalhousie Staff Association, says employees are under pressure and shouldn't have to work with the fear of potential cuts hanging over their heads.

She says she "really can't see how student services won't be affected" by the massive changes recommended by Ritchie and Associates.

A worker in the registrar's office, who didn't want to be named, says the Ritchie process is "degrading and humiliating." She says she resents being followed around by Ritchie consultants, who time every task she performs.

The study does not cover staff who help students on a on-to-one basis, which many say is an important part of their job.



"To leave the desk to help a student was considered an interruption of the work schedule,"

says the worker.

Staff in the registrar's office are waging a campaign against Rit-

chie and Associates to inform students of the new pressure put on them by the study. "Students should have been involved long ago," she says.

While staff are not questioning the administration's goal to become more efficient, they are wondering why Dalhousie had to turn to the Beverly Hills agency when a team approach could have been used, with help from the university's own management resources.

Steve Gaetz, a former Dalplex employee, says "a team effort was needed, and all the areas of the university should have been studied," not just the non-academic staff.

Gordon Stevens, director of financial aid at Dalhousie, says Ritchie's methods don't fit a university setting, and he agrees with Gaetz about the agency studying all areas of Dalhousie. "When you demass (scale down) one department, you should do all of them," says Stevens.

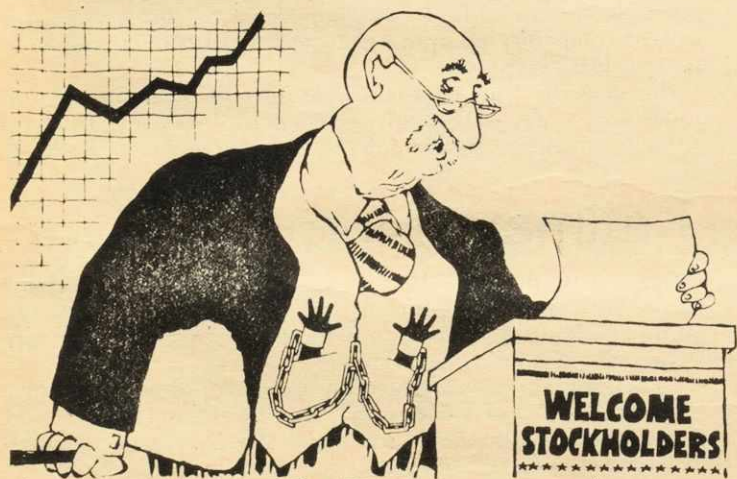
The person most responsible for hiring Ritchie and Associates, former vice-president of finances Robbie Shaw, says the team approach suggested by Gaetz and Stevens wouldn't work. "It's difficult to make an objective decision regarding someone's job if you work or have worked closely with them.

"Down-sizing a university can't be done by a team approach," says Shaw.

Shaw says the university administration decided it was important to study the non-academic departments of the university, and leave the faculty

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Dalhousie sells some stock



"...AND NOW THE REPORT ON OUR INVESTMENTS IN SOUTH AFRICA..."

By LOIS CORBETT

The Dalhousie Board of Governors has sold the stock it held in three companies that do business with South Africa, but a member of the Coalition Against Apartheid says the university community has not yet done enough to fight the oppressive government of that country.

The board decided last spring to divest its holdings in Canadian Pacific, Exxon and City Corp., three companies that are included on the United Church of Canada's list of corporations that have direct holdings in South Africa. Dalhousie still has shares in

Interprovincial Pipelines, Seagram's, Trans-Canada Pipelines, Gulf, Imperial Oil, General Electric and four chartered banks, companies that all have subsidiaries, investments or loans in South Africa.

Yonah Seleti, a doctorate student in history at Dalhousie and an active member in the Halifax-based Coalition Against Apartheid, says he isn't satisfied with the university's divestment.

"We proposed that the university completely divest. And they've chosen those three companies. We have to ask why those three, and why not the others.

They won't tell us, out in the open, what other companies they invest in," he says.

Seleti wants the students at Dalhousie to pressure the administration to reveal the information it has on its investments.

In adopting divestment at their spring meeting, the university governors "politically took a good step," Seleti says. "It shows the willingness of Dalhousie to take a stand."

Seleti, who tours Nova Scotia schools to talk about apartheid, says the student body at Dalhousie has done little to force the issue of divestment on the university administrators.

"Administrators won't initiate divestment from those other companies. They won't move unless we push them."

The Dalhousie student union sent representatives to only two or three of the Coalition's meetings, he says, and unless student representatives here become active again, the university will continue to be a "reluctantly divested."

"We have to start taking international issues seriously. A lot of students here are not aware of what is happening in South Africa. We can play our part in educating our own members, so

they can participate in the issue and put pressure on the administration," he says.

Arnold Tingley, board of governors secretary, says the divestment committee has not been discharged yet, but as far as he is aware, selling shares in those three companies are all the committee is busy with now. "The committee did nothing over the summer. It will probably check to make sure the sales are complete," he says.

John O'Brien, the comptroller at the University of New Brunswick, says the measures UNB's board of governors is taking towards divestment are similar to Dalhousie's. It has decided to recommend the shares it holds in one company, which he wouldn't name on the record, should be sold.

"We agreed to dispose of stock in Canadian companies that do not adhere to the Canadian code of conduct for companies in South Africa, and those American ones that don't abide by the Sullivan guidelines," he says.

Both Dalhousie and UNB have established scholarships for black South African students, opting for what O'Brien says is "human investment" rather than financial divestment.

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