

# Bureaucrats trade jobs to stay fresh

by Paul Morigeau

Are you tired of the same routine? Many University managers are feeling the same as you. The University of Alberta Advisory Committee For Professional Development has launched a program which it hopes will alleviate this problem. A scheme whereby the

Administrative/Professional Officers will be able to trade their jobs with other APOs at the university was introduced last summer, and the first trade occurred in January.

Eva Cherniauskay, an APO at the Vice President's Office, is in charge of coordinating the program. She said that the low turn-over coupled

with an increasing workload are two of the leading factors in necessitating the need for the program.

Cherniauskay said that the turn-out rate at such a job is 10 years, after which productivity declines.

There are 250 APOs at the University, 20 of which have expressed interest in trading jobs. Some APOs have been at the same job for 20 years. Cherniauskay said that a lack of new perspectives can cause stagnation in some departments.

The first pair to swap jobs are happy with their decisions. Don Paradis and Derek Cox traded jobs at the start of January. Paradis is now at the Comptroller office while Cox moved to the Food Science division. They will do each other's job for 6 months and then return to their former offices.

The trade was not a simple move. As Paradis said, there are 3 major phases to the swap. Paradis first expressed his interest in the program to Cherniauskay's office.

Cherniauskay arranged a partner for Paradis to swap with. He then had to negotiate with his own supervisor. After this step he had to negotiate with Cox and the Comptroller supervisor.

The supervisors are senior APOs, and as Paradis and Cherniauskay affirmed, the supervisors are the vital link in the trade. If they do not agree to the trade they can veto it. After applying last summer Paradis' trade was finalized for early January.

The two APOs have similar reasons for seeking the trade. Both downplay burn-out as a factor for their decisions to trade.

Cox said the challenge of a new job was his major reason. He cited that his opportunity to work with students and academic affairs has proven a rewarding challenge. After 12 years he was ready for such a change.

Paradis said that he felt he was "staling" after 10 years at Food Sciences and he wanted to gain new experience that could help him with his job. He said that more promotion opportunities could be available for people who make the trade.

The transition is not difficult for the two APOs. In fact, as Paradis pointed out, he does much the same work as he did before. He is still responsible for many of his former academic duties at Food Sciences.

His real challenge is learning to work with a new group of people, and adapting to their office systems. Paradis said that his adaptation is rewarding for both the new

APO and his new office workers.

The new APO gains new perspectives, while he brings new strategies to his office; thus both sides learn.

Cox said that 12 years at the Comptrollers' office prepared him for his new duties. He said that many of the day to day office duties are similar to his former job.

The program is designed so APOs can trade for a limited period of time, while retaining their standing and salary.

Cherniauskay said many new programs are in the works for APOs. She said that there is a possibility of trades with other firms and universities.

## U of Calgary students mass to protest cuts

CALGARY (CUP) — In the largest demonstration in the usually quiet University of Calgary's history, more than 5,000 people rallied recently against provincial funding cuts to universities.

After chanting anti-cuts slogans around the archway that spans the main entrance to the university, a crowd of undergraduates took the major roads adjoining the campus and brought traffic to a standstill.

The rally was the largest of three separate Feb. 11 demonstrations. Earlier, about 30 Fine Arts students protested the elimination of a ceramics program by occupying a corridor outside the office of the acting dean of Fine Arts.

Later, graduate students occupied the offices of the University's vice-presidents to protest cuts to graduate programs, and to say the University has not done enough publicly to fight cuts.

While the demonstrations drew heavy media coverage and praise from some faculty and Opposition representatives, government officials say the three per cent cut in provincial operating grants for universities will stand.

Tom McLaren, executive assistant to Advanced Education Minis-

ter Dave Russell, said that while the protests are "understandable", his department is committed to the government's program to reduce its deficit.

Two days before the demonstration, though, Russell said protests may have some bearing in future because "public opinion is an important barometer" for government.

The massive turnout for the demonstration caught most people — even organizers — by surprise. "Holy shit," said Don Kozak, a student council vice-president, as he surveyed the growing crowd.

The crowd chanted such slogans as "You've got the guts — fight the cuts" and "Russell out, education in".

The Fine Arts students appeared to be the most angry. Ceramic students brought potter's wheels into the University Theatre lobby and made pottery, smashing each piece upon completion. Third-year ceramics major Sharon Aaltonen said by destroying their work, students were making "a symbolic gesture".

"(It's) a statement that says our work here has no future," Aaltonen said. "An emotional response is all that's left that we can do."



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