



Members of the DSU council fill out their resumes during a quiet moment in debate.
Photo by Jacques Roy/Dal Photo.

Council ponders procedure

Student Union Council, preoccupied this year with pressing procedural problems, ended its first term in office true to form.

After Council dealt with more than half the items on the agenda, Dentistry representative Martin Bourgeois called for quorum when it became evident *Operation Raleigh's* request for funding was likely to be turned down.

Bourgeois apologized for his move, which resulted in an early adjournment to the meeting, but maintained it was a matter of principle. "I wanted to see the video" about *Operation Raleigh*,

a program which organizes philanthropic and adventure expeditions for youth around the world, said Bourgeois. He insisted council needed more information about the group if it was going to make an informed decision.

SAPHER representative Marion von Possel was elected to a position on the presidential Advising committee on Athletics over Law representative Ravi Vethamany who, when he was pressed, would take a stance in favour of drug testing at the varsity level.

Treasurer Sean Casey reported to council that the DSU's "finan-

cial situation doesn't look good; it looks as if we're going to lose a lot of money."

Vice president Sandra Bell said the administration had agreed to partially light up Studley Field at night after a report that a student had been followed by two men on the field late at night.

Rumours of a theft ring operating on campus picking on law students were raised by law representative Vethamany. (Authorities contacted by the *Gazette* said there had been no great increase in thefts on campus and said reports of a "theft ring" were sensational.)

Over 90 per cent of positions studied women's

Ritchie leaves long legacy

By LOIS CORBETT

More forms to fill out.

That's what Dalhousie's \$970,000 time-management study means to many of the women who work for the university.

Dalhousie hired the California based Ritchie and Associates a year ago August to suggest to the administration how productivity could be increased with fewer staff, or how more could be done with the same amount of people. Well, the university community is still holding its breath waiting for the official recommendations the almost \$1 million bought, and in the meantime, female staff just keep filling in those time sheets.

Anne Kennedy, who works for Dalhousie in the student awards office, says she has to record every task she performs in her job. And the forms get in the way of her other duties, she says.

"Sometimes it takes me a lot of time just to get the sheets and fill out what I'm doing. When I take over for the other girl at lunch, I go to her desk, then remember I have to get the sheets and mark down that I went to her desk, so I have to go back to my desk to get the sheets. And that takes a lot of time," says Kennedy.

Why a time management study requires something that actually wastes time, is something Kennedy, and other women like her, just cannot understand. The time sheets first appeared when Ritchie started its study.

"First it was five, and now it's down to three," says Kennedy.

But it didn't stop when Ritchie

closed its clipboards. "I have to fill them out forever. That's what's really sad. I would do it for a year, no problem. But these sheets are going to be here for ever and ever. And you can imagine what that makes me feel like."

Kennedy says being "Ritchied", the new verb invented by staffers to describe the feeling of having a Ritchie worker follow them around with a stopwatch, is like a disease. "We were breathing and thinking Ritchie. It was always on our minds, and we were accounting for everything we did, every time you moved you'd have to tick it down somewhere on one of those sheets," she says.

Barbara James, a clerk in the registrar's office, says she thinks being Ritchied is "quite degrading. They timed every minute I was away from my post. Even when I was dealing with individual students, it was considered an interruption in my work, and I was timed for that."

James likes the tally sheets as much as Kennedy.

"I detest these sheets. They are terrible, a real waste of time. When I'm waiting on students, it is embarrassing to have to check it in on these sheets, and it is embarrassing to have to explain it to people," she says.

"And what did it all accomplish?" asks Mary Keddy, who had worked for Dalhousie for fourteen years and is now stationed in the University's department of financial services. "The process was very demoralizing, and for what? Nothing. Personally, I can't imagine what the \$1 million

was spent on."

Keddy, James and Kennedy all say they do not disagree with the administration's concern over spiralling costs and inefficiency, but they do think they could have offered a cheaper alternative to Ritchie.

"We could have done the study ourselves, department by department, individual by individual. We could have documented the facts, and evaluated them ourselves, but they never asked us to," says James.

Kennedy says she, for one, would never have hired Ritchie. Administrators at McMaster and Simon Fraser agree, since they chose not to take up Ritchie's offer to find ways to cut their budgets. "If I had been given a choice, they definitely wouldn't have been here. We could have gotten everyone together to see what we could have come up with," says Kennedy. Instead, the university "dropped Ritchie on us, and suddenly, everything we did was being watched and ticked off, and we started to get paranoid."

In turn, the Dalhousie Staff Association has been watching Ritchie. Questioning the company and its work ever since then vice president Robbie Shaw invited the clock carriers in, DSA kept its members up to date on Ritchie's progress, including bulletins in the summer, one of which gleefully announced "they've run into some unexpected problems," namely, "a high turnover rate in their own staff and missing pieces of information."

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