

First shake-up in years

New positions for old administration faces

By DAVID SALT MARSH
York President H. Ian Macdonald has re-organized the administrative structure of the University, citing the need to meet the changing demands placed upon the University administration.

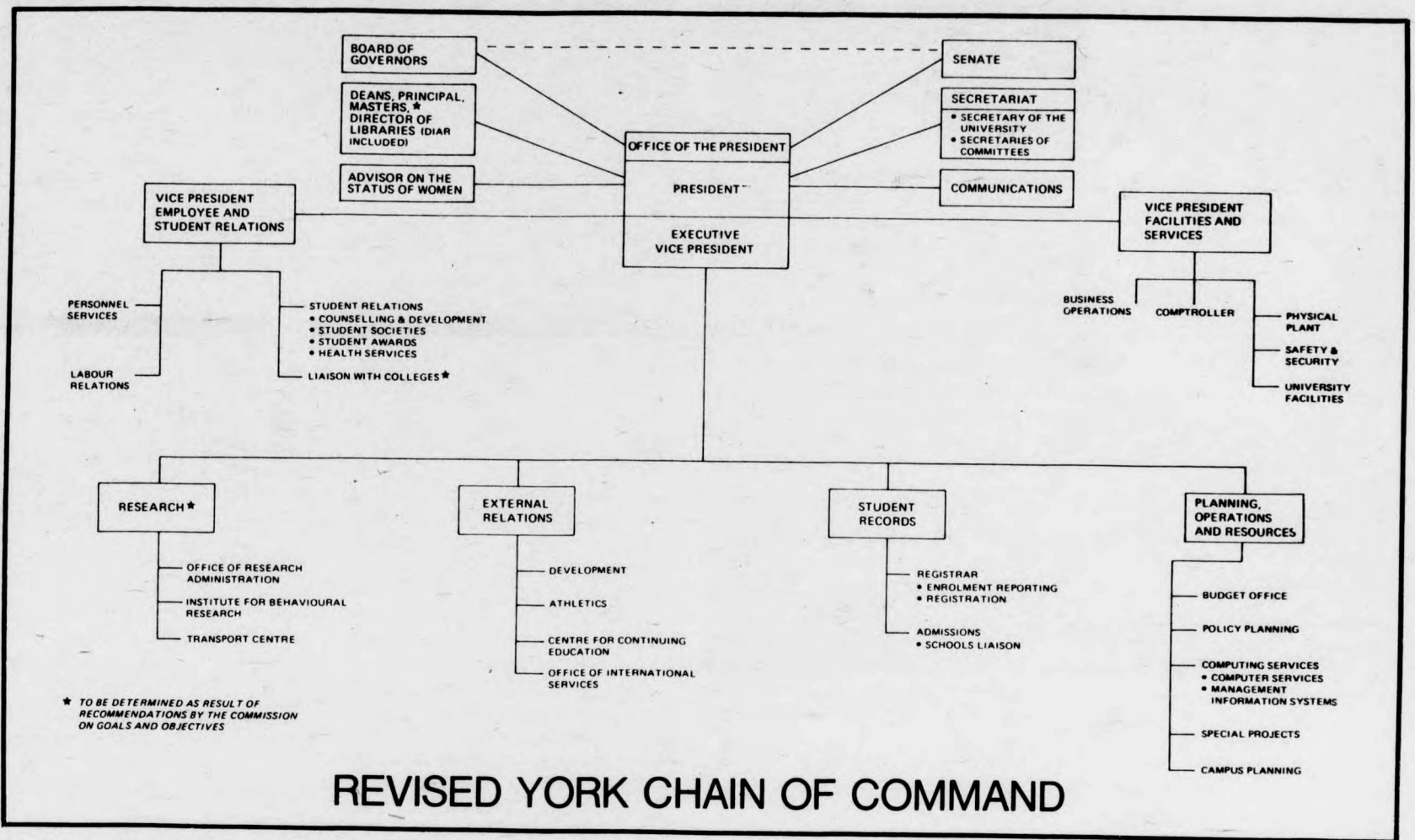
The new organization is different in that it does not separate the academic and administrative streams. It is hoped by Macdonald the re-organization will make the administration more efficient, and make it possible for the president to be more responsive to the needs of the university.

The most significant changes are the reassignment of duties of the two existing vice presidents, W.W. Small (Administration) and W.D. Farr, and the creation of the office of Executive Vice President, held by recently appointed George G. Bell. Small's new duties are as vice president facilities and services, while Farr is vice president employee and student relations.

AD HOC CRISIS

The changes were brought about because of "three of four things", said Macdonald. "I recognised two years ago that there had been a number of changes brought about several years ago by crisis on an ad hoc basis . . . there has not been a basic organizational upgrading for many years."

Macdonald said the old structure was developed when York was a



REVISED YORK CHAIN OF COMMAND

much smaller, less complex university than it is now. Also in this time of economic restraint it is necessary for the university to be as efficient as possible, with clear goals and objectives, and a set of priorities among the options, he felt.

Increasing levels of unionization among both staff and faculty at York have made it necessary to have some office to be responsible for labour relations, including handling of collective bargaining and collective agreements. "The purpose is not so much correcting shortfalls as for more effective administrative support," said Macdonald.

The executive vice president will be responsible for the overall coordination of operations and administration of the university. The Vice President Employee and Student Relations will concern itself with all aspects of relations

between the university and its employees, and the university and the students. The vice president of facilities and services is involved with the "physical aspects" of the university, namely buildings, grounds, physical support and comptroller.

THREE PHASES

The re-organization of the administration is being implemented in three phases and started August 1, 1976. Phase I consisted of appointment of Bell to executive vice president, the Personnel Department began to report to Farr, and the Communications Department began its new reporting procedures to the president.

Phase II began on September 30, and involves further realignment of reporting procedures for several departments. Phase III will be a refinement of the organization based upon the Report of the Commission on Goals and Objectives of the university and will be implemented between October 1 and December 31 of this year.

Macdonald said students will not notice any real changes in their

dealings with the university administration except that hopefully the bureaucratic process will work faster, with fewer problems.

Macdonald hopes the new organization will enable him to serve more effectively as "the chief academic officer" of the university, making him more accessible to the academic community without being overwhelmed by details.



New V.P. George Bell

**EXCALIBUR STAFF MEETING
TODAY AT 2:00 PM**

CAREERS
Public Service Canada

The federal public service is now recruiting graduates of 1977 for careers in the following areas:

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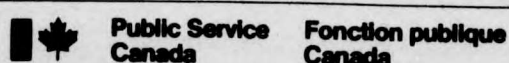
Career information and application forms are available at your campus student placement office and regional staffing offices of the Public Service Commission.

Applications must be postmarked no later than midnight, October 14, 1976.

GENERAL EXAM: October 19, 1976 at 7:00 p.m. for applicants to the following occupational groups: administrative services (AS), commerce (CO) customs inspector trainee (CAE), financial administration (FI), information services (IS), organization and methods (OM), personnel administration (PE), program administration (PM) and purchasing and supply (PG).

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