

THE UNIVERSITY OF BRITISH COLUMBIA INTERDEPARTMENTAL MEMORANDUM

TO Pat House,
Union Office
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FROM Jean Grant Horner
Mechanical Engineering
DATE 15 Oct. 1985 PHONE 3738

Dear Pat,

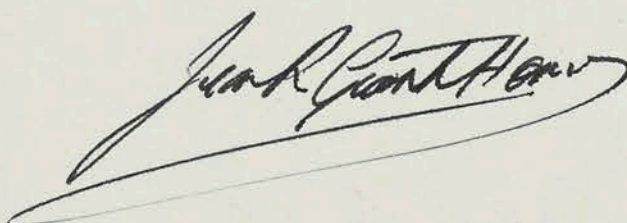
Now that the meeting concerning Ritchie Associates and the "Work to Rule" has been postponed, it happens to fall during a scheduled vacation for me. However, I would like to let you have my views.

I think it is extremely important that we do not allow ourselves to sound scared. I don't think the support staff of this University has any reason to be scared of any sort of job evaluation. But it is all too easy to convey the wrong impression in these situations. For this reason I am against a "work to rule" in that it will create exactly that impression..

What we should attack, as concerned employees of this University, is the spending of approximately 1½ million dollars, so far, to have a non-Canadian company (and there are management consultants in Vancouver) conduct this type of evaluation at a time when the Administration does little but cry poverty.

It is also hardly an expression of confidence in our own experts. The University proudly displays its experts and their expertise, why have they been ignored in this instance? We have a Faculty of Economics, we teach business administration, and if business administration is properly taught, it includes various forms of time and motion study. We should ask why our own people are not consulted. No doubt the answer would be that they have no time with their teaching commitments. However, it could have been done in the summer, and the normal modus operandi is to put graduate students on this type of study. If this was not acceptable, then the University has any number of administrative assistants, managers etc., who have the experience with our system, and the knowledge, to have assisted. In this latter regard, some time ago a letter did get circulated from the Administration asking for suggestions on how things could be improved, but I do not know what that netted, maybe not much, in which case we may have no case any more.

I know that having Ritchie people at one's elbow can be upsetting, even though as yet they have not come into the teaching Departments and therefore I don't have first-hand experience of it. However, when it happens they should be asked pleasantly and politely to do their observing without interrupting the work flow. I think it is extremely important that we do not over-react, and I am sorry, but I think we are, and I think that by so doing we are playing into their hands.



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