

Library mtg  
Doug McInnes.

Aug 22/85

R+A will be going into library  
will not answer questions about other areas  
on campus.

Should assume this means lib not doing  
good job.  
purely assoc. with efficiency + cost.

Lib approached last fall by O'Leary Lib Admin  
refused.

O'Leary - no one on staff to conduct review  
in P.P.

Campus wide study necess. Facs facing cuts.  
present fin conditions will continue.

1. Registrar's office encouraged them to continue  
with R-A.

2. Library - no option Pres. off. decision  
began in process - re timing - summer.  
Russell - informal approach to supervision  
allowed alot of lost time.

O'Leary - campus-wide need for better mgmt  
- forecasting staff requirements  
- budget reduction secondary consideration  
- reduction in right places - factual info  
re staffing requirements.

- other methods not satis.
- Job needs Credible infor. system esp <sup>with</sup> U. admin.
- ~~model~~
- effect on morale.
- accustomed mgmt style changed. more business-like way-
- advanced notification - Job Admin to maintain control over changes.
- Ritchie - Taylor-made approach
  - suggest improvements in methods - procedures.
  - work done - balancing amo
  - # of staff req. by est. performance standards
- improved efficiency - better mgmt. rather than savings.
  - dollar savings through attrition
  - letter to staff re R-A approach
- begin in processing in Sept - several weeks.
  - prelim review

- doesn't believe jobs will be lost.
- give up unfilled positions
- Job will implement changes together with U. admin.
- Job Control of Change - unknown.
- Secrecy - nothing in writing - comm. hoped in future
- G. hired R-A contract - will not comment.
- Job consult - R-A are experts in way U. wants.
- Cannot use different consultants in job from rest of U.

R-A assoc. will allow U. to reallocate funds.

- increased prod. through improved management supervision.

focus -

intend to look at all areas.

- methods - rely on time/productivity
- record times, how to begin, breaks, lunch getting ready.

! staff not to take direction from R-A.  
disruption -

job will insist on reallocation - consultation.