

# news from CUASA

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The following Newsletter has been prepared by CUPE 2424 for distribution to their membership. Because Instructional Aids provides services to the academic community CUASA has decided to circulate this Newsletter to its bargaining unit. In addition, the CUASA Grievance Chairman has filed a grievance over this apparent diminution of services under the provisions of Article 6.3(c) (vi).

David Bennett, President

## INSTRUCTIONAL AIDS TO BE "DISBANDED"

### THE DECISION AND A COMMITTEE:

On November 4, 1981 the Vice-President (Academic), T.J. Ryan, announced to the supervisory staff in Instructional Aids, and to the President of CUPE 2424, that Instructional Aids is to be "disbanded". The Vice-President further stated that the dismantling of the 22-person department would be overseen by a small committee appointed by Management whose membership includes:

S. Adam, Director of the School of Journalism as Chair

D.J. Brown, Associate Vice-President (Planning)

D. Brombal, Director, Administrative Services

R. Blockley, Assistant to the Dean of Arts

The dismantling is expected to be complete by May 1st at the earliest, September 1, 1982 at the latest.

### RYAN TO MEET WITH STAFF:

In their report to the staff of Instructional Aids immediately following a meeting with Ryan, the department supervisors noted that the Vice-President had indicated that no one in the department will lose his/her job, although individuals might be asked to perform other work. NEITHER THE STAFF NOR CUPE 2424 HAS YET SEEN ANYTHING IN WRITING ON THE DECISION. The Vice-President is to meet with the staff on Friday, November 13, 1981 to explain the decision and respond to questions.

### WHAT IS THE PURPOSE OF THE DECISION AND HOW DID RYAN COME TO THIS DECISION?

The announcements made have been noticeably lacking in a clear statement of purpose. It is not clear, nor has it been made clear to anyone, why the disbanding is taking place. No reference has been made to any prior study of needs, assessment of costs of



these arrangements, or assessment of the impact such a change might have on academic programs which rely on the department. Moreover, while staff have been told (again not in writing) that no one will lose his/her job, they have also been told that keeping a job will be contingent on a willingness to perform other work - not necessarily suited to the skills or training of the individual.

#### WHY NO PRIOR CONSULTATION?

A variety of questions can and should be directed to the Vice-President but foremost among these should be "Why was there no prior consultation with the following groups - all of whom will be affected by the decision:

The staff of the Department - who have been without a director since the late Spring of 1979;

Senate - who is responsible for the academic programs that depend on Instructional Aids for support;

The Students - whose educational experience may be severely altered;

Faculty - whose teaching is supported by the work of the department;

Academic departments - some of whose conferences are organized and run by the department?"

#### WHY SUCH A COMMITTEE?

Similarly, the small committee appointed by Management is odd in many respects, not the least of which is the total lack of representation for the following:

Students

Senate

Staff

Principal Academic Users of the Department outside the Faculty of Arts

Indeed, the membership of the committee is almost totally made up of managers. Thus the task of the committee - to determine precisely how the disbanding, or reorganization, if that is what it really is, will take place - could well be undertaken without any formal representation of the needs, concerns, and views of those who will be most affected by the committee's decisions.

Presumably, the committee's report will be submitted to the Vice-President (this was not made clear). Whether the report will be seen by anyone else has not been made clear either.

#### WHY NO GENERAL ANNOUNCEMENT?

As at November 9, 1981 there had not yet been a general announcement to the University community about this decision. No move had been made to allow those concerned about the issue to ask questions. The Vice-President has allowed the rumour mill to take over and feed staff fears about job security. One wonders if the Vice-President views this decision as none of our business.