

Campus. Connection

MOUNT SAINT VINCENT UNIVERSITY

MARCH 21, 1988



Catalogue librarian Peter Glenister shows student Robyn McIsaac how Novanet works.

Novanet is "on line" -- almost

You may have been wondering what those six new computer terminals are doing in the middle of the library.

They're part of Novanet, a unique new information-sharing program designed to make life easier for students and faculty of all five metro degree-granting institutions.

This automated system provides a

combined on-line catalogue of the total resources of the member libraries. This means that more than 300,000 titles will be accessible via computer terminals at the institutions and from private terminals as well.

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Campus Ministry will host a Seder meal

Campus Ministry offers an opportunity for people of all faiths to participate in a traditional Jewish celebration -- the Seder meal -- on Sunday, March 27 at 7:30 p.m.

What Christians call the Last Supper was actually a gathering of Christ and his disciples for the Seder meal. Jews celebrate the Seder to remember their liberation from slavery in Egypt and God's care in guiding them to the Promised Land. Participants at the Seder meal are reminded not to take

their freedom for granted nor to ignore the bondage of others.

Yona Korn, a teacher of Hebrew in Halifax synagogues and instructor for the evening, will explain the significance of the various symbolic foods.

Participation is limited to 40 people. Tickets are \$10 and must be purchased before March 23.

For further details, call the Mount's Campus Ministry office, ext. 349 or 446.

Advisor will represent non-traditional students

A new volunteer position -- Non-Traditional Student Advisor -- has been approved by Student Council at the request of MANUS (Mount Association of Non-Traditional University Students). The position will be filled by a non-traditional student enrolled at the Mount.

As of September 1988, the advisor will be available to provide information and support to non-traditional students, and will hold a place on Council. During this initial

experimental period, an honorarium will be provided.

Both Student Council and MANUS believe the appointment will help meet the needs of non-traditional students.

Students interested in this position should contact Gaby Roughneen, president of MANUS, 835-8160 or Dr. Mairi Macdonald, director of the centre for continuing education, 443-4450 ext. 244 by April 6, 1988.

NOVANET from page 1

Through Novanet, a Mount student will be able to search through the catalogues of all the universities, find the title, find out if the book is in or out, and if it's not catalogued, find out if it's on order -- all at one brief sitting in front of a terminal.

Until mid-April, there will be signs

posted alongside the Novanet terminals warning that the system is still in a "test phase." This means, says catalogue librarian Peter Glenister, that there are errors in the system. The possibility of error is, however, quite small, he says.

Presently, title search is the only function available. It is hoped the ordering and circulation features will be on line by mid-April.

Moving Towards Pay Equity at the Mount

by Dr. Naomi Hersom, President

The idea of introducing pay equity at the Mount is one that has been talked about for some time. After all, the principle of equal pay for work of equal value is of particular importance at the Mount, which was founded to ensure equal access for women to the benefits of higher education.

The Mount continues to support actions to improve the quality of life for women. In so doing, we are helping to build a society characterized by fairness for all of its members.

Action on pay equity is an important way to offset one of the major discrepancies between women and men in the work force. It is also a way to close gaps among groups of workers at all levels of society -- gaps that are unrelated to job skills and levels of responsibility.

To overcome pay inequities, it is necessary to work out a way of making fair and consistent assessments of different kinds of work. Once such assessments have been made, the employer can try to correct the inequities that have been identified.

To deal with inequities at the Mount objectively, a pay equity study was undertaken in 1986 and 1987. There were two goals: one was to evaluate and rank positions within and among employee groups at the Mount; the other was to develop a salary schedule compatible with the external marketplace.

A special sum was set aside in the 1986-87 and 1987-88 budgets to move towards pay equity at the Mount, recognizing that the process of overcoming all discrepancies would likely take more than two years. We anticipate that additional special budget allocations will have to be made for 1988-89 and 1989-90

as well. The first salary adjustments will be retroactive to 1 July 1987. Subsequent salary adjustments are anticipated for 1 July in each succeeding year until equity is achieved for all positions.

In keeping with our sense of fairness at the Mount, pay equity adjustments have been directed towards upgrading the most seriously undervalued positions first. Our study shows that 96 positions (50 per cent) are fairly compensated and meet the standards for equity at present.

However, 53 positions (28 per cent), were found to be below a fair level of compensation and require additional payments to bring them up to a more equitable level.

The remaining 42 positions (22 per cent) are considered to be compensated at relatively higher levels and will not be changed until other positions have been brought into balance over time. Thirty of the 42 positions in this group will be back in line with the salary schedule within a year with the addition of a modest cost-of-living adjustment.

For those who are in positions where salaries will not be changed until major inequities have been overcome, a special amount, equivalent to the annual cost-of-living adjustment established by the University, will be paid each year.

In addition to annual cost-of-living adjustments, those employees who have not exceeded the upper limits of their salary ranges may receive a further adjustment based on performance and the steps within the salary schedule.

By undertaking this move toward pay equity the Mount is once again demonstrating its leadership in the cause of

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equity and fairness. Most of us find that it is far easier to talk about ideals than to put them into practice. Implementing a pay equity plan indicates our willingness to try to live up to our ideals. We will ensure that appropriate avenues for consultation will be available to everyone affected.

There are three steps in the appeal process.

For those who have questions about their own position evaluation, the first step is to consult your supervisor and indicate your questions or concerns. Employees who are not members of the Staff Association may do so until 23 March 1988. (The adoption of pay equity is being considered by the Staff Association.)

Second, the supervisor will request an appointment with the Position Evaluation Committee to review the factors and the criteria applied to the position, and to point out any perceived discrepancies. This initial informal stage will be an opportunity for the Position Evaluation Committee to determine whether adjustments should be made.

Members of the original Position Evaluation Committee will continue to act in this capacity. They include: Professor Glen Flemming (jointly selected by the employee groups and the University); Bonnie Broderick (Director of Personnel); Ken Hubbard (consultant from Stevenson Kellogg Ernst & Whinney); and the representative of the affected employee

group.

Should the informal discussion not resolve the matters of concern to you, then you can initiate the third step -- a formal review with an independent Review Committee. You will be asked to designate one other position which you perceive to be comparable to your own. The Review Committee will examine the basis for ranking that position in comparison with yours, make a decision on your request, and provide you with a confidential written response which will include the committee's reasons for its decision. The committee's decision concludes the appeal process.

The Review Committee will be made up of three members who were not involved with the Position Evaluation Committee: one representative from your own employee group; one person representing the University; and one person appointed with the agreement of the employee groups and the University.

Some years ago at another university, I went through a similar position evaluation. I know how easy it is to lose sight along the way of the importance of the overall goal of achieving pay equity for everyone in our salary schedule at the Mount. At the same time that I want to keep us moving towards that important goal, I believe the review process we are putting into place will ensure that each of you is given fair consideration.



Metro university presidents recently thanked Northern Telecom Canada Ltd. for conducting a study on the feasibility of an educational television network in Atlantic Canada. The study, which took five months to conduct, recommends that a satellite channel be established by Atlantic-area universities in co-operation with government and industry. Northern Telecom's vice-president for the Atlantic region, Ewan Morrison (left) was among the company's representatives attending a reception at the Meadows. University presidents in attendance were (from the left) the Mount's Naomi Hersom, Dalhousie's Howard Clark and Marion Fry of Kings.

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On the recommendation of the Committee on Research and Publications, the president has awarded a research grant to Dr. Sonia Masciuch and Dr. Kim Keinapple for their project entitled: A Study of Envy and Jealousy in Six-Year-Old Children.

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Dr. Joyce Kennedy, assistant director of the centre for continuing education, has been elected vice-president of the Institute of Pastoral Training. She has been a council member of the Institute, which organizes pastoral care in hospitals and institutions as

well as offering courses in supervised pastoral education, since 1980.

Kennedy has also given several lectures recently on women-church issues, including a talk on "Women's Spirituality and the Future of the Churches" in Sydney, sponsored by the women's issues committee of the Notre Dame Sisters; and "The Women's Movement, Transcendence, and Changing Lifestyles" to Canada Employment Centre personnel in Bedford. She has been invited to speak on women's spirituality at the Voice of Women renewal day, April 9.

CAMPUS CALENDAR

MARCH 22-26

BASKETBALL Mount men's and women's teams in the Canadian College Championships at Nova Scotia Agricultural College in Truro

MARCH 22-26

VOLLEYBALL Mount men's and women's teams at Sherbrooke College in Sherbrooke, Quebec

MARCH 22

PHOTOGRAPHY A six-week non-credit program begins. Sponsored by Continuing Education. Tuesdays 7:30-9:30

MARCH 22 - 23

VOTE Student Union referendum on Health Plan '88 and proposed constitutional

amendments. Polling stations open SAC 8:30-3:15, Rosaria 3:30-5:30, SAC 5:45-7:00 Tuesday and Wednesday. Tuesday night 8-10 in the residences.

MARCH 23

AWARDS Nominations close for Alumnae-Student Union Leadership awards

MARCH 25

LECTURE Mary Daly, author, philosopher, feminist, will speak at 7:30 p.m. in SAC Aud. C. \$5 admission, \$3 students and unsalaried

MARCH 25

NOMINATIONS Closing date for Student Union appointed positions

MARCH 27

MINISTRY A Seder meal presented by Campus Ministry, 7:30 p.m.

MARCH 28

MOVIE Student Council sponsors Sid & Nancy in Vinnie's 7:30 p.m. Free

MAY 11

DEADLINE Registration deadline for first summer session

JUNE 28

DEADLINE Registration deadline for second summer session

Leadership award nominations open

Nomination forms are now available for the Alumnae-Student Union Leadership Award. The award recognizes outstanding leadership contributions to the quality of student life at the Mount. Any student, full- or part-time is eligible, but to be considered for the award the student must demonstrate activity characterized by participation, accomplishment, dedication and guidance to others.

Nomination forms are available at the student council and alumnae offices, and must be returned to the Student Council Office by March 23, 1988.

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