

An Open Letter to the Board of Capilano College

Come to your senses!

October 3, 1982

The Board
Capilano College
North Vancouver, B.C.
V7J 3H5

Re: **Expansion of Management in a Period of Cutbacks**

The Board of Capilano College has authorized a plan to create a new level of management positions in the College, known as "Directors".

We have told you how the Directors' plan will be detrimental to teaching and learning at the College. We must also state that your decision is financially and politically irresponsible.

In a time of restraint and curtailed educational services the College does not need more full-time managers. We have done very well till now using teachers as part-time administrators. The Director positions are purely administrative and supervisory, not instructional at all. We anticipate that Directors will require their own support staff, further increasing administrative overhead without in any way increasing the College's productivity.

The Principal, Dr. Paul Gallagher, has argued that an additional eight to ten Directors are needed to relieve the existing Deans of their workload, to free them for such external work as lobbying government. We think this is a waste; Victoria has no more money for which to lobby.

The Principal has argued that the creation of Director positions simply involves reallocation of administrative funds. This is only half true. Directors' positions are to be funded in part from money saved when the College over a year ago eliminated administrative positions it found unnecessary. This money could be redirected to additional classes, but instead will go to these new management positions.

In the past, the College has had to buy out several top administrators' contracts as a result of system changes or unfortunate judgment in the selection of management personnel. Given the current budget restraints, it appears to us quite likely that the additional Director positions could prove too expensive to continue in the future. It is imperative that your decision be reviewed immediately, before the College locks itself into contracts that may have to be bought out later on.

Restraint seems to be the "order of the day". Where is the restraint in increasing management positions from current levels when students' classes and services are in decline? Such a move is not likely to inspire public confidence in the College, its Board or the Ministry of Education.

The Faculty Association has vigorously opposed this plan for more than a year, with strong support from the Student Union. We would have preferred to keep this dispute internal to the College. But our extensive briefs and numerous counter-proposals have had little effect. You have even rejected our offer to find ways for faculty to assume more tasks within our existing administrative structure.

We have asked the Minister of Education, Hon. William Vander Zalm, to intervene. For the sake of saving educational opportunity and maintaining the credibility of our College, we ask you to review your decision as soon as possible.

Signed: Faculty of Capilano College

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