

Tom Traves Speaking Notes for
Presentation to the Minister of Education on
The Administrative Plan of the Consortium
I December 1995

My task is briefly to outline the administrative plan of the Consortium

1.
 - (a) Protect individual institutional culture - (balance between 1a and 1b)
 - (b) Maximized cost savings thru
 - (c) Shared systems and services

 2. The areas of cooperation and integration are:
 - (a) Commitment to shared systems and services
 - (b) Halifax Universities Services Limited (HUSL)

 3.
 - (a) Best possible service levels within the reduced resources available to the Consortium
 - (aa) Back-room versus front-end services
 - (b) Single point of service
 - (c) Common, integrated management information system

 4.
 - (a) Changes implemented fairly across institutions
 - service
 - hiring consideration from among our employees
 - (b) Respect collective agreements and terms/conditions of employment
 - (c) Implementation plan
 - 3-year plan
 - sequenced basis of the further analysis of the best plans to implement our agreements
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- Our challenge has been to find the most enhancing balance between individual university identities and culture and maximizing the cost savings we need thru shared systems and services.

 - The result is a plan to integrate and consolidate a number of administrative services in a single, common services delivery organization that we intend to call Halifax Universities Services Ltd. (HUSL)

 - Service areas include: computing services, finance and purchasing, human resources and payroll, library services, physical plant, registrar and admission.

My task is to outline the

THE ADMINISTRATION PLAN of the Consortium

- Shared Systems and Services *le*
- Maximized Cost Savings *IB*
- *Individual* Protect Institutional Culture or Autonomy *IA*

~~consortium~~
balance between.

~~Firm Plan, Time Sequences and Target Dates~~ Implementation Plan

- 3 year plan
- sequenced basis after further analysis of the best plans to implement our agreements.

- 4C - Respect Collective Agreements and Terms/ Conditions of Employment

- 4A - Changes Implemented Fairly Across Institutions

service
minim
consideration from among
our employees.

- 3AA - Back-room versus Front-end Services *F*

- 3A - Best Possible Service Levels

within the *reduced* resources available to the Consortium

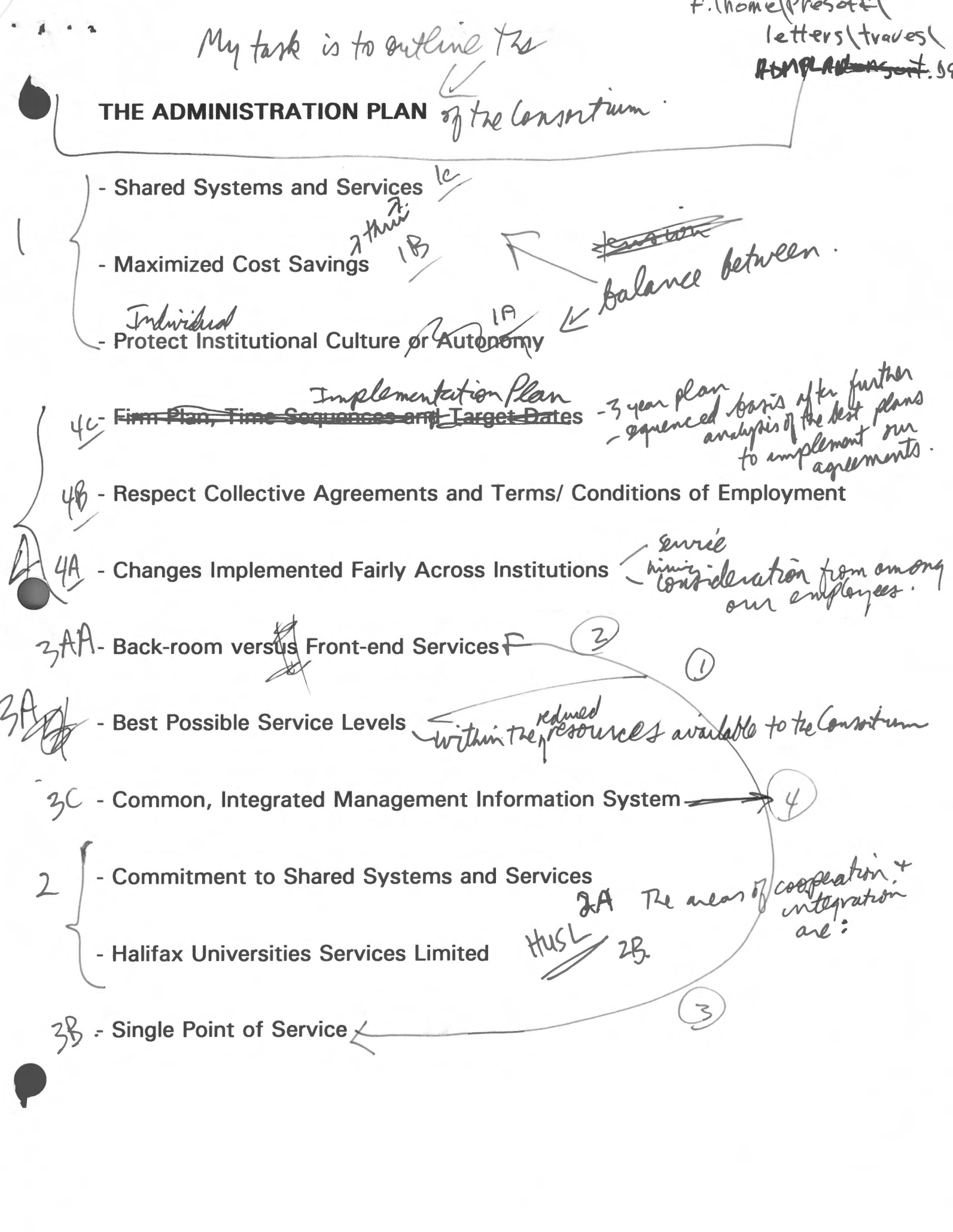
- 3C - Common, Integrated Management Information System

- 2 - Commitment to Shared Systems and Services

- Halifax Universities Services Limited

2A The areas of cooperation + integration are:
~~HUSL~~ 2B.

- 3B - Single Point of Service



My task is ^{briefly} to outline the administrative plan of the Consortium
our challenge ^{has been} to find ^{the right} balance between ^{enhancing} individual university identities + culture and
maximizing ^{the} cost savings ^{we need} thru shared systems + services

The result is a
- ~~to~~ plan to integrate + consolidate a number of administrative services in a single, common services delivery organization ~~we~~ ^{that we intend to} call Halifax Universities Services Ltd. (HUSL)

- Services ^{Areas} include: ~~Administrative~~ Computing Services, Finance + Purchasing, Human Resources + Payroll, Library Services, Physical Plant Registrar + Admission

Each of the partners in our Consortium are committed to this plan of shared systems + services

- Our goal is to provide the best possible service levels within the ^{reduced resources v} available to the Consortium

- as a ^{part of our} plan ^{we intend} to provide a single point of service on each campus

to ensure ^{easy} access to services for students, staff + faculty
- as a ^{generalization} we will integrate back room services, rather than front end activities

- The underpinning of our ~~delegated~~ administrative plan will be the acquisition of a common, integrated management information system

- a second ^{key} component will be fair implementation of these changes within the consortium

- fairness in this context means ^{2 things!!!} meeting the service needs of all of the consortium partners

- ~~fairness~~ ^{it also} means equal hiring consideration ^{for} all positions within the Consortium from among all of our employees currently working at the 7 universities
- in this context let me add that it is our intention to respect ~~of~~ our collective agreements + the terms + conditions of employment for non-unionized employee groups.

Areas
ADMINISTRATIVE DEPARTMENTS

~~Institutional Advancement~~

- Computing Services
- Finance and Purchasing
- Human Resources and Payroll
- Libraries
- Physical Plant
- Registrar and Admissions

~~Student Services~~

and the achievement of maximum savings we need to secure

- let me conclude by saying that the implementation for the administrative plan will extend over the next 3 years - during that period we will sequence changes in the areas noted after further analysis of the best plans available to implement positive, productive change.