

Question Time

In January, Cynthia Springer came to senate and answered questions about the new Job Family Structure. Since then, we have been told that 183 requests were submitted and 107 of them were recommended to be changed.

To get a better sense of how the review process affected employees on this campus, I think it would be good for senate to see the following data--breakdown by department and level of how many people submitted appeals and how many people had their appeals approved

For example,

Department X

3 people requested to be moved from S1 to S2

1/3 approved

2 people requested to be moved from S2 to S3

0/2 approved

Department Y

5 people requested to be moved from S1 to S2

5/5 approved

3 people requested to be moved from S2 to S3

0/3 approved

ETC.

Rationale for the question: there is a strong sense that some units were treated less generously than others during the reevaluation process and seeing this distribution would allow us to see if there was any correlation between success of appeals and the department/area of the employee.

I would also like to note that EC made the request for data from HR about the job family structure in December, and it was only received in mid-February, and only after a reminder from the EC. I hope that this data will be sent to senate in time for the March 11th meeting, especially since we only have 2 senate meetings left this year.

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