

Since taking office as president-elect this past April, I have focused primarily on three efforts related to MAUT's mission of promoting collegial governance and academic freedom, while contributing to two other such efforts worth mentioning.

First, Vice-President (Internal) Susan Gaskin and I proposed formation of a new MAUT *ad hoc* Committee on Work Accommodations. Council accepted our proposal in September, and appointed Susan, four other MAUT members who have worked on this issue in the past, and me. We have met three times so far, and plan to have a survey to be considered by Council in January, and if approved, administered shortly thereafter to MAUT members. The survey will assess levels of demand for and supply of reduced-load appointments, and the reasons people have sought or would seek such accommodation. The ultimate goal is to augment our academic freedom with a right enjoyed elsewhere, for any tenured professor or librarian to scale back their work load if they so need or desire.

Second, in light of Council's discussion with former Governor Derek Nystrom in May, I drafted the letter we sent to the Principal, chair of the Board of Governors, and chair of the Board's Committee to Advise on Matters of Social Responsibility. This letter protested the Board's violation of McGill Statute 6.3.9 in relation to divestment from fossil fuel. Regarding the same general topic, Vice-President (Finance) Dror Etzion and I implemented the Executive Committee's September decision to fund a banner and posters for the McGill Faculty and Librarians for Divestment's participation in the Climate Strike. Finally, I carried out Council's October decision to invite Board members to our November meeting for discussion of divestment, initiated that discussion with some slides, and followed up with an e-mail message reminding the Board of the high stakes involved in the decision which they subsequently made in December. That latter decision re-confirmed the Board's opposition to Senate's recommendation of September 2018, but the joint Senate-Board committee called for by Statute 6.3.9 in such cases of disagreement has still not been called. Hence, the crisis of collegial governance has only deepened.

Third, I acted on a mandate from the Collegiality Committee, to work with the McGill Communities Council on MAUT's more-than-six-year-old initiative to make the process of appointing deans more collegial and transparent. This effort resulted in a proposal for amending Statute 3.4.2 that gained approval by every association concerned: MAUT, MCLIU, MUNACA, MUNASA, SSMU, and PGSS. I am now handing the proposal over to Nystrom, in his roles as Collegiality chair and Senator. Along with the proposal, I will pass along two suggestions for minor tweaks that were made during consideration by the various associations, and CAUT material supporting the transparency aspect that Vice-President (External) Janine Mauzeroll helped track down.

Two other efforts worth mentioning are the changes to the regulations concerning staff grievances and discipline proposed by the Associate Provost (Equity and Academic Policies), and our transition to opt-out membership. My first experience with grievances this semester sensitized me to both the advantages and the disadvantages of our current system. I voiced these at the recent deliberation about the proposed changes, chaired by Past-President Axel

van den Berg and greatly facilitated by the work of Professional and Legal Officer Joseph Varga. Finally, at last May's CAUT workshop for new presidents I learned just what an inferior outlier our current opt-in membership system is compared to those in place at most other Canadian academic staff associations. This motivated my agreement with the several others of us who have advocated and/or worked to change it. Axel, President Petra Rohrbach, and I got a favorable reception to this from the Provost and Principal, at our first meeting with them this past October.