

During my year as President Elect, I observed how MAUT functions internally and got to know many colleagues from other departments and units. Many thanks in particular to the past president Andy Kirk and current president Renée Sieber. I had one-on-one meetings with a diverse group of colleagues from other faculties including libraries to understand their concerns and issues in more detail. This allowed me to gain a broader perspective and better understanding on important topics such as workload, workspace, teaching in the post-COVID area, compensation and governance and the role MAUT could play. I participated in numerous meetings of Exec, Council, MAUT's Finance Committee as well as with the Provost, acting Principal and Committee on Academic Staff Compensation.

I concentrated on 4 major themes related to **workload and unproductive bureaucracy** by starting specific working groups with administration, in close collaboration with VP Internal Jelena Ristic. The four working groups are:

1. **Hiring** (WorkDay, Slate). This affects the hiring of undergraduates, admitting graduate students, job postings for Research Associates or Postdoctoral Fellows or hiring Faculty.
2. **Purchasing** (MMP, PCard). McGill Marketplace is not user friendly at all. The rules around PCard is a major source of friction.
3. **Expense/travel reimbursements**. Filling out travel expense forms is the prime example of faculty being relegated to the role of data entry personal. MAUT is monitoring and engaging in voicing our concerns with respect to a new travel management system being purchased.
4. **IT support, in particular for teaching**. It appears that the key performance indicator for IT support is how many tickets are closed, not the response time or quality of service.

It is very helpful if MAUT leadership is aware of specific examples of time wasting and or unjustifiable processes. Please continue to send examples to the VP Internal or me, as this is the only way to improve the current processes. MAUT continuous to push hard to advocate for better deployment, testing and quality control of new software systems and upgrades. We continuously have to make it clear that administration is here to support our teaching and research mission, not the other way around.

A better understanding and an analysis of the merit process was developed and **communicated to our members** in close collaboration with VP Internal Jelena Ristic and past-president Andy Kirk.

As President, I will continue to focus on two main long term issues:

1. As faculty, time is our most precious and scarce resource. Many policies and procedures in the past years were given little to no regard with respect to the resultant increased time commitment for faculty. Think WorkDay, PCard, McGill Market Place, travel reimbursements, ... This is particularly detrimental to the success, mental health and work-life balance of young faculty.
2. McGill has an increasingly diverse faculty with broad experiences from many different sectors. However, it seems that senior leadership at McGill is not taking advantage of this vast pool of creativity and knowledge. This leads to policies that are not as smart as they could be, a sense of 'them' vs. 'us', and a loss of morale and community spirit.