

# APSA President's Report

This year has been a year of new beginnings.

It has been my first year as President. Andrew Boden, our Executive Director, is completing his first year in the role, as is our Communications Coordinator Lakshmi Gosyne.

Angela Vass has seen her role expand and evolve so that she now has the title of Member Services Coordinator.

Many new people have been more engaged in the organization and join the Board and our various committees.

New beginnings also mean transitions, and one of our themes over the past year has been communication.

Part of that involves communication with the University. New faces and new roles within APSA have allowed us to bring new insights to our relationship with the University. We've come to realize that certain things that are opaque should be more transparent. Sometimes we've had success, and sometimes we've had challenges. What is important is that the workplace is changing, and APSA is changing with it. We hope the University will see that and respond accordingly. You can read more about this in the various committee reports.

But most of that communication involves communications with you, our members. Hopefully, you have read our monthly email newsletter, which in addition to workplace information in Advocacy Corner and other sections, now includes a new section called *Conversations with the President*.

As we've worked to communicate with APSA members, you've responded by communicating back to us. As an example, we had a 73% response to our Salary Negotiation Survey. Our highest response on record to date.

This communication helps the APSA staff, Board, and volunteers pursue the three main goals of our organization: negotiating for you, advocating for you, and providing professional development and networking opportunities for you.

I encourage you to continue communicating with us by responding to surveys, emailing, calling, or dropping by our offices on the 5th floor of the AQ. When you tell us about your workplace challenges, we can do a better job of negotiating and advocating for you. Moreover, the more we know about your challenges, the more we can understand whether these challenges are endemic throughout the University.

It's not only about challenges but also about opportunities. Let us know how we're doing on professional development and our course offerings – what you like, what you don't like, and what you'd like to see in the future.

The coming year involves yet more in the way of communication. Salary and Benefit Negotiations will begin. Related to that, we will know more about the Colin Taylor award and the Joint Compensation Review Committee. We continue to seek pension improvements.

The most important thing is, we are a member-driven organization. I encourage you to look for opportunities to volunteer.

Thank you,

A handwritten signature in blue ink, appearing to read 'David Agosti', with a stylized flourish at the end.

David Agosti

President, APSA Board of Directors