

Trained in organizational psychology, I have a productive research career ([Highly Cited Researcher](#); 350+ [publications](#)). For me, unionism is a family tradition: My dad worked as union representative and negotiator for the CSQ and convinced my brother-in-law to join the current executive of Hydro-Quebec SCFP. So, it is not surprising that I served as union representative for ten years at the University of Sherbrooke, where I spearheaded an organizational health assessment involving all unions and the higher administration, and am currently a member of the CUFA Council.

If elected, I would bring my expertise in conflict management, change management, and organizational diagnosis to the position. I am running for CUFA because I am increasingly concerned about how the Employer handles our collective challenges, most recently the budget crisis. I am frustrated by its unilateral approach to governance, when collegiality should be the core of university functioning. Too many decisions, e.g., Unity and cybersecurity, have impacted our ability to work efficiently and productively. I am also concerned about growing divisions within CUFA and want to support its critical role of protecting individual members and working conditions. We need to be ready for bargaining, and readiness requires unity, transparent discussion, and mobilisation.