



REPORT

From the office of the...

MSU Maroons Coordinator

TO: Members of the Executive Board
FROM: Sofia Ivanisevic
SUBJECT: Maroons Year-In-Review Report
DATE: Tue Mar 29, 2022

Events, Projects, & Activities

General Service Usage

The Maroons service usage is mainly outlined through our projects and events as we do not have a regular space/service available for students on campus.

Projects & Events 1: Leadership Team (LT) Hiring and Onboarding

- Maroons executives (LT) members were hired throughout the month of April
- Promotions were delivered through Instagram and Facebook platforms
- The hiring panel consisted of myself (current Coordinator), Hem Mahesh (outgoing Coordinator), and Zara Badiani (outgoing Events and Fundraising Executive)
- All questions/stations were evaluated independently by all hiring panel members using a pre-determined 5-point rubric
- We hired: 1 Volunteer Coordinator, 1 Promotions Coordinator, 1 Events Coordinator, 1 Fundraising Coordinator, 2 Athletics Coordinators
- Previous Events and Fundraising Coordinators (2) position was split into 1 Events Coordinator and 1 Fundraising Coordinator, which has been a positive change thus far
- Timeline-wise, LT application portals were open for 2 weeks, applications were reviewed, and interview offers were sent in 1 week, and interviews were conducted in 1 week (approximately 1-month total)
- All LT members have received access to their executive emails and appropriate training from Pauline
- Tips:
 - I would recommend beginning the LT hiring process as soon as the coordinator is hired
 - If you wish to make any changes to the positions or Job Descriptions, you will need to submit a Memo with the designated changes at least 48h prior to an EB meeting

Projects & Events 2: General Rep Hiring – Round 1

- Round 1 of GR hiring was executed in May and early June
- Promotions were delivered through Instagram and Facebook platforms
- The application process consisted of a 4-question written application followed by a 4-station interview
- All questions/stations were evaluated independently by 2 LT members using a pre-determined 5-point rubric
- Feedback about the application process was collected from all candidates at the interview stage which will be passed on to the future 2022-23 Maroons team
- All applicants following the interview stage were discussed amongst the LT until a unanimous hiring decision was reached
- A totally of **40** reps were hired and accepted their offer in Round 1 of general rep hiring

Projects & Events 3: General Rep Hiring – Round 2 (Black and Indigenous Student Prioritization)

- In 2020, the Maroons team released an MSU-approved statement regarding the Black Lives Matter movement and our commitment to the Black community at McMaster, part of which included revising our hiring process to address lack of Black-identifying Maroons Representatives
- Despite efforts to reduce boundaries for folks in Round 1 of GR hiring (e.g. reducing the number of questions, not evaluating previous/similar leadership experience), there were no Black-identifying candidates in the interview candidate pool of General Rep hiring
- Christina (VP Admin), myself, and Diya (Maroons Volunteer Coordinator) discussed reopening another round of GR hiring that will prioritize Black and Indigenous applicants
- The role was mid-June and left open for 2 weeks
- Interviews were offered on a rolling basis
- We reviewed written applications who met hiring criteria, interviewed and extended 4 Maroons General Rep offers, 3 of which were accepted
- 4 remaining positions on the team were offered to candidates on the waitlist, 3 of whom accepted
- **Our total # of reps this year (including myself and LT) = 54**
- This is a slightly reduced team size from previous years (~60)
- Overall, the team may benefit from a slight increase in volunteer volume to 60 volunteers total, as was traditional in previous years

Projects & Events 4: Spark University Life Webinar

- MSU Spark Events team hosted a university life webinar for first year students, and invited me, the MSU Spark Director, and the MSU Macademics Coordinator to be guest panellists
- The webinar took place on **Friday July 16**, with close to 100 participants registered
- The Maroons chatted about our service, types of WW representatives, how to get involved in WW and the MSU, and how to get involved in intramurals
- Overall, I found this to be an excellent opportunity to introduce first year students to our service and expand our outreach

Projects & Events 5: Volunteer Training

- To begin the training process, we sent a list of rep names and emails to Michele Corbeil, who will set them up with Avenue to learn (A2L) training
- AODA, EOHSS, and Avenue2Learn WW Rep training was completed by all reps by the end of August
- Maroons-specific training on **August 21** (virtual) had 100% turnout from the entire team and featured SACHA bystander-intervention training and a Maroons-specific training facilitated by the Coordinator and Volunteer Coordinator
- MSU-wide training:
 - The status of completion of MSU trainings was tracked using Google Sheet
 - SVPRO training: Our volunteers found the later training times sold out quickly so many were not able to register.
 - Accessibility training: Some of our volunteers were available for the trainings, but the remainder were given access to a recording and pre-work materials.
 - AOP training: This training was communicated far past the onboarding of reps, rendering it unusable. In the future, I would recommend Maroons set up a session with EIO independently within the Maroons-specific training day. Make sure to reach out as early as possible!
 - While almost all of these trainings were completed by volunteers as part of their WW rep training, our team opted to ask our volunteers to attend them regardless. Next year, a meeting between the Maroons Coordinator and MSU VP Admin around May would be beneficial to plan a compromise as to how Maroons volunteers will be trained.

Projects & Events 6: Rep Suit and Jersey Orders and Pick Up

- Rep suits:
 - WW Faculty Coordinator (Kate) contacted the Maroons to coordinate rep suit orders with faculty representatives
 - Suits were estimated to be ready 4-6 weeks following the order, but were significantly delayed
 - After tax, each suit cost approximately \$90
 - All Maroons reps have ordered their rep suits off the campus store website (complete)
 - Reps who have disclosed financial need will be offered subsidization from the Maroons uniforms budget
- Jerseys and t-shirts:
 - The Maroons Athletics Coordinators were in contact with Mike from West End Sports
 - Each jersey (with included free t-shirt) cost ~\$39 after tax
 - The cost of jerseys was funded by the uniform budget line and was paid fully in cheque to the vendor
- Tips:
 - In the future, I recommend the Maroons Coordinator places both orders by early June in order to ensure more timely order processing, even if this means ordering rep suits separately or from a different vendor than other rep groups
 - Maroons suits arrived after WW already started. I would not recommend facilitating suit-order through campus store as it adds an extra intermediate organization.
 - I would recommend switching vendors for suits as they arrived 3+ weeks after estimation, severely lacked transparency in their timeline, and were more expensive than other vendors.

Projects & Events 7: WW Programming

- Starting at the end of July, I attended WWPIC and WW Faculty Planner meetings weekly
 - I believe it is extremely necessary for the Maroons Coordinator to be invited to / sit on these committees from the beginning of WW planning, and for this commitment to be reflected in future payroll (it requires, at minimum, an additional ~4 hours a week)
- The Maroons facilitated 4 virtual and 2 in-person Welcome Week events with great turnout and engagement
 1. Virtual – Fitness and Wellness Event: The Maroons Athletics Coordinators will facilitate a virtual meditation run by a DBAC

- mindfulness coach and a virtual tour of athletics and recreation facilities at McMaster
2. Virtual – Fundraising Event: The Maroons Fundraising Coordinator will facilitate a Geo-Guessr activity in small breakout rooms supervised by Maroons reps
 3. Virtual – Maroons Declassified School Survival Guide: The Maroons Events Coordinator will facilitate a multi-station event to help first years explore academic tools, strategies, and resources
 4. Virtual – Meet your Best Friend Night: The Maroons Volunteer Coordinator will facilitate a virtual speed-friending activity followed by a games night for first year students
 5. In-person – Mindfulness Morning with the Maroons: The Maroons Athletics Coordinators will facilitate an in-person version of event #1, with a meditation session followed by a hike to Sassafras Point
 6. In-person – Fundraising Event: The Maroons Fundraising Coordinator will organize an in-person alternative to event #2, starting with a lesson by guest speakers from HRIC on the history or the land we are on followed by a campus-wide scavenger hunt
- Maroons helped coordinate on-campus rep presence (received excellent feedback for this initiative from reps) and support RezLife and faculty programming as needed

Projects & Events 8: Welcome Week Charity Fundraising (Complete)

- The Welcome Week Charity Selection committee (consisting of the Maroons Coordinator, Maroons Fundraising Coordinator, Campus Events Coordinator, Campus Events Programming Coordinator, Faculty Coordinator) determined the logistics and timeline of charity selection
- The charity nomination form was finalized sent to faculty planners, and our Fundraising Coordinator has held a Q&A session for planners to address any outstanding questions
- Charity nominations from each faculty were due on Wed June 23rd at 11:59pm
- Each member of the selection committee reviewed the applications independently and met to arrive at a final WW charity decision **by July 1st**
- Applications were received from all faculties and Maroons, and there was a general theme of nominations for organizations that support Indigenous communities in Hamilton
- All applications were blinded by me (Maroons Coordinator), and were subsequently reviewed independently by all other members of the Welcome Week Charity Selection Committee
- The WW Charity selected for 2021 was the Hamilton Regional Indian Centre (HRIC)
- Our fundraising coordinator met with a representative from the organization to confirm our partnership
- Our fundraising coordinator worked closely with representatives from HRIC, the Faculty Coordinator, and MSU accounting to coordinate a WW

- charity announcement across faculties and set up donation portals on the MSU website
- Each faculty was responsible for coordinating their own fundraising efforts throughout Welcome Week
 - The Maroons ran an on-campus and virtual scavenger hunt / GeoGuessr activity during Welcome Week, featuring a short lesson about the history of the land McMaster sits on by two guest speakers from HRIC
 - Overall, the process of charity nomination/selection went very smoothly largely due to the change in operating policy that requires all faculties to donate to the selected WW charity

Projects & Events 9: Second Year Welcome

- I sat in on meetings to plan Second Year Welcome
- The Maroons helped facilitate on-campus events from 9am-11pm with CampusEvents, SSC, and Archway
- Large portion of feedback from second years was the lack of availability of programming and faulty technology (e.g. website crashing) experienced with OscarPlus, and subsequent lack of turnout of registered participants

Projects & Events 10: Free intramurals

- As part of the Maroons OP, we subsidize intramural fees by hosting intramural teams each semester
- In the Fall semester, there was limited player registration and league availability, but we managed to register for 2 teams: floorball and inner-tube waterpolo
- With just two teams in the Fall semester it was difficult to offer enough spots to students who want to play intramurals with us, as the Athletics department has placed strict COVID-19 capacity limits on each team's roster (e.g. floorball team roster cannot exceed 6 people)
- Due to a high level of interest and turnout, we have increased our intramural offerings for the Winter semester to inner-tube waterpolo, volleyball, indoor soccer, and basketball
- Due to COVID-19 lockdown, Mac Intramurals have delayed the start of the season, but are set to resume all leagues on Feb 7
- So far, we have received very positive feedback and high levels of interest from students, particularly for our volleyball team in the PlayFun league
- In the future, I would consider expanding funding and introducing an intramurals-specific budget line to allow for the Maroons to offer students increased accessibility to participate in a more diverse set of intramural sports

Projects & Events 11: Attending varsity games

- As part of the Maroons OP, we attend varsity games to bring spirit and a sense of community

- While attending, the Maroons follow capacity and COVID-19 restrictions of having no more than 25 reps present, following masking protocol, and displaying a vaccine passport upon entry
- Additionally, the Maroons attendance and contacts for all reps is provided to TJ from Dept of Athletics and Recreation to facilitate contact tracing
- This year we have attended 2 football games, 2 basketball games, and all home volleyball games despite that in January/February our varsity game attendance was put on pause due to lockdown measures and spectator restrictions
- Regular access to noisemakers and other supplies in the committee room is necessary, thus it is vital for the Maroons Coordinator to have their own access card in the future

Projects & Events 12: Post-HOCO community cleanup

- Following HOCO, the Maroons usually put together a volunteer team to help pick up litter in the Westdale Community
- This year due to unexpected circumstances, this initiative took place 5 days following HOCO
- In the future, when possible, it would be beneficial to undertake this initiative in the days immediately following HOCO (e.g. 1-2 days after), as much of the community had already been cleaned up by residents and the City of Hamilton
- This initiative was planned with the support of the MSU President and Facility Services (who provided materials)

Projects & Events 13: Pumpkin hike

- The Maroons completed their volunteering for the annual Cootes Paradise Elementary School pumpkin hike
- Our Events Coordinator was in contact with Heather Harvey, a community member in charge of leading the hike
- The role of the MSU Maroons was to scoop/carve pumpkins, help set up jack-o-lanterns along the Cootes Paradise trail, ensure safety along the hiking trail by guiding hikers with flashlights, and help clean up after the hike

Projects & Events 14: Exam care packages

- This year, the Maroons collaborated with MSU Spark to deliver exam care packages to first year students
- These packages were funded by a variety of external sponsors, who have donated over \$1000 to this initiative
- The role of the Maroons volunteers was to help package and distribute these packages throughout the first week of December
- All 200 exam care packages were picked up by students within 40min of the event start, making the initiative a huge success!

Projects & Events 15: Virtual workouts

- In response to the shift back to virtual learning and events in January/February 2022, the Maroons Athletic Coordinators organized a free virtual workout session via Zoom

Projects & Events 16: Community volunteering at the Hamilton Hub

- As part of the Maroons OP, we support community organizations by volunteering where support is needed
- This year, an organization called The Hamilton Hub that works to offer support services with those experiencing homelessness and housing instability, suffered a large volunteer shortage
- Our Event Coordinator has been in contact with their organization to see how Maroons volunteers may offer support
- The Maroons will be attending a virtual training with the Hub to explore volunteer roles and opportunities on Mon Nov 22
- In response to the COVID-19 lockdown that followed the aforementioned training, in-person volunteering with the Hub was made optional to all volunteers to accommodate for various comfort levels related to in-person programming.

Projects & Events 17: Coordinator Hiring

- Maroons 2022-2023 Coordinator applications have closed in early January, interviews took place in mid-February, and an offer was sent out following the Winter semester reading week (end of February)
- In the future, I recommend interviews take place in the first week of the winter semester so that the traditional hiring timeline for the Maroons can be followed

Projects & Events 18: Online trivia night

- The Maroons Events and Fundraising Coordinators collaborated with CampusEvents to put together a trivia night for all students
- The theme for the trivia night was "Feeling '22: A Taylor Swift Themed Trivia Night to Kick off 2022".
- Event date was March 9th @ 6pm
- In total, over 100 students participated in trivia
- \$10 Starbucks gift cards were awarded to all students who placed top 3 in each of the three rounds of trivia

Projects & Events 19: Dodgeball Tournament (Ongoing)

- The Maroons are currently working towards putting together a Dodgeball tournament which will be open to all students
- The event will be taking place on March 27 from 2-5pm in the turf field of DBAC

- The goal of this tournament is to raise money for a local charity through a small buy-in fee for each team. The tournament winners will decide what organization receives this donation.
- 8 teams total are registered to participate in the event, with a team fee of \$20 per team

Projects & Events 20: Mental Health Mondays

- The Maroons Athletics and Promotions Coordinators have piloted a new social media initiative this year termed “Mental Health Mondays (MHM)”
- MHM consists of a weekly series of posts on the Maroons Instagram stories
- Each week, one Maroons pod is assigned a story takeover where they have the opportunity to show students small initiatives they take to support their mental health during stressful periods of school
- So far, this initiative has helped improve our service engagement for both volunteers and students

Projects & Events 21: March Madness Bracket Challenge

- The Maroons Athletics Coordinators are organizing a March Madness challenge, where Maroons volunteers are able to predict the final bracket for the NCAA Basketball March Madness tournament
- The creator of the winning bracket will receive a complimentary sports team jersey of their choice

Outreach & Promotions

Summary

Our goal of promotional efforts this year were to: transform the Maroons feed, uplift leaders in the community, and engage with the McMaster student body.

Promotional Materials

There is no one specific promotional material I'd like to highlight in this section. Rather, I included screenshots of our overall feed to showcase how our Promotions Coordinator has worked to renew our brand image, colour scheme and aesthetic as compared to previous years:

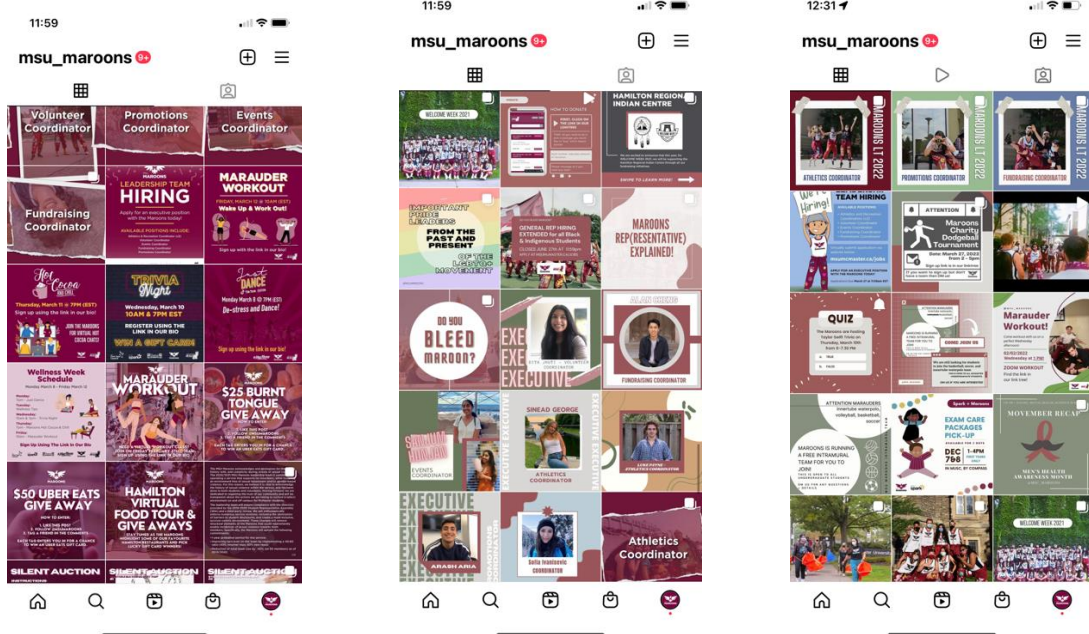


Fig. 1: Last year's feed

Fig. 2 and 3: The current feed

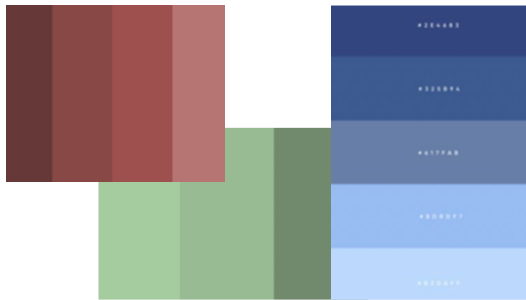


Fig. 4: The current feed colour scheme

Social Media Engagement

Overall, our service focused on using Instagram as our primary social media platform as we believe it is most successful in engaging the new generation of students. We have seen a marked overall increase in engagement since the beginning of the year.

Table 1: Instagram Engagement Insights

Insights	Start Values	Current Values	Total Change (%)
Followers	1540	1965	128%
Impressions	3864	35,480	918%
Profile Visits	416	1,247	300%
Website Visits	7	352	5029%
Reach	749	4068	184%

Finances

Budget Summary

In the future, I recommend a separate budget line be created for WW alone to account for these costs as we had to pull from other budget lines (e.g. promotion) to cover these fees. The budget assigned to the Maroons made it extremely challenging to facilitate WW events of high caliber and that fit within our OP (for perspective, our year-long special events budget is \$750 whereas the Faculty of Science planners work with close to \$70,000 for WW). In many ways, this limited the Maroons from coordinating WW events with other stakeholders in an appropriate fashion; for example, we were not able to afford buying wristbands or renting out a table and chairs to use for sign-in at events alongside other WW groups. Further, there was no information provided to us about funding initiatives to apply for during the summer too help us subsidize WW costs. Furthermore, I would recommend allocating a separate budget line to intramural fees and expanding funding for this initiative due to a high level of interest from students. Aside from the spending noted in the spreadsheet below, upcoming costs will include:

- \$50 from the office supplies budget to purchase new noise-makers
- \$350 from the annual campaign budget to fund the Maroons dodgeball tournament event space and winners' prizes
- \$100 from the promotions budget to fund the March Madness bracket winner prize
- \$90 from the annual campaign budget to fund Starbucks gift card prizes for Taylor Swift Trivia night
- \$750 from the volunteer appreciation budget to fund end-of-year gifts for volunteers

Account Code	Item	Cost	Description	Date of Purchase
5003-0120	Maroons - OFFICE SUPPLIES	\$ 50 -		
	Total Spent in Line	\$ -		
	Remaining in Line	\$ 50 -		
6102-0120	Maroons - ANNUAL CAMPAIGNS	\$ 450 -		
	Total Spent in Line	\$ -		
	Remaining in Line	\$ 450 -		
6415-0120	Maroons - Volunteer Appreciation	\$ 750 -		
	Total Spent in Line	\$ -		
	Remaining in Line	\$ 750 -		
5715-0107	Maroons - ADVERTISING AND PROMOTIONS	\$ 1000 -		
		\$100	General rep hiring graphic	May 6, 2021
		\$75	WW charity announcement graphic	July 2021
		\$367.25	Radio rentals for WW communication	Sep 1, 2021
		\$200	Winter intramural fees – volleyball and soccer	November 24, 2021
	Total Spent in Line	\$ 742.25 -		
	Remaining in Line	\$ 257.75 -		
6603-0120	Maroons - SPECIAL PROJECTS	\$ 750 -		

		\$35	Meditation coach for WW event	September 4, 2021
		\$369.70	AVTEK cost for WW	September 5, 2021
		\$110	Fall Intramural Fees	September 30, 2021
		\$230	Winter intramural fees – basketball and innertube waterpolo	November 24, 2021
	Total Spent in Line	\$ 744.70 -		
	Remaining in Line	\$ 5.30 -		
6633-0120	Maroons - UNIFORMS	\$ 2500 -		
		\$2010.61	Maroons Jersey order	July 12, 2021
		\$260.31	Rep suit reimbursements	Mar 18, 2022
	Total Spent in Line	\$ 2270.92 -		
	Remaining in Line	\$ 229.08 -		
6804-0120	Maroons - MEMBER TRAINING	\$ 500 -		
		\$500	SACHA training	August 21, 2021
	Total Spent in Line	\$500 -		
	Remaining in Line	\$0 -		

Executives & Volunteers

- All major communications were sent via Facebook AND email
- Our first General Rep (GR) social, Awkward Breaky, occurred virtually in early July
- Our Volunteer Coordinator has been maintaining consistent communication with all representatives, and checking in on those who have not been participating in team initiatives
- The Maroons met for the first time in-person on Aug 29 for on-campus training and tours
- The twelfth rendition of an annual Maroons tradition – Spoon a Maroon – began following Winter semester reading week. This is a game played amongst reps to help boost service engagement and connection with fellow volunteers, which sometimes tapers off in the winter semester.

Overall, we have seen a large amount of enthusiasm when reinstating this initiative.

- Overall, the entire team did an excellent job maintaining high morale and engagement with service opportunities despite busy academic and personal schedules

Successes

- Hiring round 1: based on feedback from interview candidates, the Maroons GR interviews were engaging, enjoyable, and candidates felt comfortable in the space fostered by the LT!
- New hiring initiative: This is the first initiative (to my knowledge) by the Maroons to improve representation of Black and Indigenous students within the Maroons team. I am extremely proud of the LT's passion, motivation, and dedication to continue to improve the service through inclusion and equitable hiring practices!
- Communication amongst WWCS and faculty planners: In the 2020-2021 year, our then Events and Fundraising Coordinators faced some challenges following the implementation of the new Charity Selection OP, including cohesion amongst faculty planners. I am happy to report that this year, charity selection has run extremely smoothly with minimal concerns brought forward by the faculty planners! This was in large part due to very valuable feedback and insight provided by stakeholders involved in last year's charity selection.
- The Athletics Coordinators (Sinead and Luke) did an excellent job obtaining each rep's jersey orders in an incredibly timely fashion, which set us up to receive our rep uniforms as soon as possible!
- After our first full-team virtual social the LT noted an incredible amount of enthusiasm and participation from GR, especially in comparison to previous years. This is in large part due to the enthusiasm and efforts from our Events Coordinator (Sanjum) and Volunteer Coordinator (Diya). We were incredibly excited to work with the team we have hired!
- Welcome Week planning was met with a lot of enthusiasm from our LT team and has gone relatively smoothly considering circumstances. This is in large part due to the dedication and organization skills of the LT!
- Our Maroons General Rep team have remained committed to their role, which we have observed through successful completion of tasks by certain deadlines (e.g. training) and high retention at Maroons socials and training events.
- We managed to pull off 6 Welcome Week events with a good degree of success and student turnout, and subsequently increased awareness of MSU services and Maroons on campus
- The Maroons traditionally experience of drop-off of engagement and events following Welcome Week, but this year the service volunteers and LT have done an excellent job maintaining momentum well into the fall and winter semester

- The Maroons have received thank you from community engagement organizations we have volunteered with over the past months (e.g. Cootes Paradise Elementary Pumpkin Hike)
- The value of our presence at varsity games has been recognized by the Athletics and Recreation Dept
- Exam care packages were a huge success and received a large outreach and interest from students
- Overall, I have been pleased to observe that despite a busier academic period and a historical trend of Maroons commitment tapering off in the winter semester, our service is still working towards a diverse range of projects and events!

Challenges

- Communicating application materials required during hiring: due to the nature of the job posting format on the MSU website, our team found GR applicants were submitting resumes despite it not being an evaluated element of the Maroons application (instead of filling out the Microsoft form application). While we have edited the posting during our hiring period to make this more explicit, we continued to see submission of resumes during the hiring period. We recognize the MSU website was recently updated and want to open this as a point of discussion to consider looking into removing the resume upload portal as a mandatory feature of all MSU job postings.
- Communication and coordination with other WW stakeholders, such as WWPIC, was difficult as the Maroons do not have a system set in place to meet regularly with WW stakeholders (e.g. as faculty planners would have regular meetings with the faculty coordinator). I strongly encourage there to be a re-evaluation of the Maroons Coordinator position JD for future years to consider making the Maroons Coordinator a member of the WWPIC, with the goal of ensuring better cohesion amongst WW stakeholder groups.
- The short timeframe of Welcome Week planning put some stress on the LT and considerably increased the number of hours both the LT and I have put towards their role on the Maroons.
- The Maroons have no specific budget line for Welcome Week events and have received poor communication about other project funds we can apply for this year. In the future, I suggest allocating an increased budget to the Maroons in order to help facilitate Welcome Week events.
- Suits arrived extremely late, leaving Maroons reps the only WW group without suits when WW began
- Online sign-up platforms for first- and second-year welcome events were extremely faulty, and many times students were not able to access or see any events before they filled up. Additionally, there was no designated individual assigned to approve and post Maroons events on Presence, and by the time this was sorted out and the event page went live, it was less than 16 hours until our event was supposed to begin, extremely

limiting our turnout. In general, more incorporation and awareness of the Maroons within WW logistics, planning and administration is necessary.

- MSU-wide volunteer training occurred after the bulk of our Maroons volunteer's role during WW and is highly similar to the training that was already completed for WW. I recommend finding an alternate solution or exempting Maroons reps from this training in the future. Further, more consistent ways to monitor MSU-wide training completion need to be put in place to mitigate volunteer confusion in the future.
- Regular access to the committee room may prove useful in order to gain access to Maroons equipment when needed (e.g. for varsity games outside of MSU office hours of operation)
- Finding ways to shift traditional in-person programming to temporary virtual programming due to the January/February 2022 COVID-19 lockdown has been a challenge to our team, resulting in a bit of stagnation of service programming during the first 2 weeks of the Winter semester.
- Certain administrative service tasks, such as the in-person requirement to file POs, has made carrying out such tasks less efficient and accessible.
- Setbacks within hiring of the Maroons Coordinator, such as delays when sending out interview invites and final offers, considerably set back the hiring timeline of the 2022-23 Maroons team. As the first event of the year for a new team is usually May at Mac, it is vital that next year this process is initiated earlier and more efficiently to allow for a complete executive and volunteer team to be hired before the start of May.