



Students' Society of McGill University

Tel: (514) 398-6800 | Fax: (514) 398-7490 | recsec@ssmu.ca

3600 McTavish St., Suite 1200, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

BOARD OF DIRECTORS

September 15, 2018

Held in Suite 1200 of the University Center at 3600 McTavish Street in Montreal, Quebec, H3A 0G3

In attendance: Tre Mansdoerfer (President, non-voting), Noah Lew (Member at Large -- via electronic means), Madeleine Kausel (Member at Large -- via electronic means), Kevin Zhou (Council Representative – via electronic means), Matthew McLaughlin (Vice-President Internal), Viv Campbell (Council Representative), Kyle Rubenok (Member at Large), Jessica Rau (Member at Large--via electronic means), Mana Moshkforoush (Council Representative)

Regrets: Ryan Hughes (General Manager, non-voting), Alexander Scheffel (Member at Large), Marina Cupido (Vice-President External), Jacob Shapiro (Vice President University Affairs), Jun Wang (Vice President Finance)

AGENDA

1. Call to Order: **18:11;**
 2. Adoption of the Agenda - **ADOPTED**
 3. Public Session
 - a. BoD Public Minutes Approval - **POSTPONED**
- The President explains that the minutes from the last Board of Directors meeting are not ready to be publicized online yet as there are still grammatical errors. For example, some of the names of the Board of Directors are spelled incorrectly, among other problems. This is specifically referencing the minutes from the August 22 meeting. The President says an email will be sent to the Recording Secretary to fix the issues at hand.
- b. Legislative Council Motion Approvals - **APPROVED**
 - i. Standing Rules
 - ii. Elections Timeline



iii. Committee Terms of Reference

The President explains that all these committees in this Legislative Council Motion fall under the Board of Directors. The President then goes on to explain that there will be restructuring of various committees and the updates to when they will meet. Specifically, the President shows that the Finance committee will meet for the first time in 2 to 3 years, this also goes for the Health & Dental Review committee. The President then explains that there will also be an expansion to the “BomCom” committee. Furthermore, he explains that the Human Resources (HR) committee was created in 2015, but that it never actually met. Moreover, he explains that there needs to be a “cleaning up” of the nominating committee. To end off this, the President asks it to be put in the minutes that the rest of the Board of Directors thought he did a “good job” with the document he produced for the Board meeting.

iv. BoD Member

The President explains that the twelve (12th) member of the Board of Directors from this point forward will be the VP University Affairs, Jacob Shapiro. However, VP Shapiro could not be present for this Board meeting due to religious reasons.

c. Judicial Board Selections - **Unanimously APPROVED**

The President calls upon Directors Kausel and Lew to explain the Judicial Board Selections that have been made by the Board of Directors and headed by them. Director Lew displays the document Director Kausel and him had regarding their Judicial Board selection and announce it to the rest of the Board.

Director Lew tells the rest of the Board that Director Kausel and himself have selected three (3) candidates to be selected for the Judicial Board. They are as follows: Fabian, Daniel and Perla. They were selected based on a scoring mechanism where each interviewed candidate was graded on a scale of 1 to 5 based on the quality of their answer for the given question. Director Lew informs the Board that Director Kausel and him selected a candidate that was not in the top three highest scored candidates. The reason for this decision was because the lower-scoring candidate was in Law School and they believed it would be an asset to have on the judicial board. It is because of this that this candidate out-ranked the third highest scoring candidate.



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Director Campbell asks for the reasoning behind the selection of the other two (2) candidates, specifically regarding the justification of the scoring of the candidates. Director Campbell also notes that she cannot access the interview recordings. Director Lew replies by explaining that all Board of Directors members have access to the recordings.

Afterwards, Director Campbell states that the scoring mechanism that was used during the Judicial Board interviews could be unfair because the explanation for how candidates scored is unclear. Director Rubenok responds to the statement by claiming that this had always been the way SSMU interview processes had been done.

Director Campbell reiterates her point that regardless of SSMU hiring practices, they seek an explanation for the scores given to future candidates for SSMU positions going forward. Director Campbell expands her point by explaining that the scoring simply reflects the opinion of the interviewer during the interview and there should be some written guideline for future interviews.

Director Lew suggests that the answer that Director Campbell is looking for is a “rubric”, but it is difficult to create this because the Board cannot predict an answer the candidate will give. Director Campbell replies that at least it should be more clear for future interviewed candidates be made more aware of what the interviewer is looking for but not giving away the correct or best answer.

Director Kausel adds to Director Lew’s point of view by explaining that the two interviewers for the Judicial Board were looking for typical interview qualities and specific knowledge for such a position within SSMU. Examples include: knowledge of ssmu, eloquence and enthusiasm of ssmu, among other typical interview qualities.

Director Rubenok asks for clarification if the criteria that Director Kausel is describing is written anywhere. Thereby providing clarity to everyone what is the difference between a “level 4” and “level 5” answer.

Director Lew explains that the criteria that Director Campbell and Director Rubenok are asking for in the form of a written rubric is common knowledge and that assessing the quality of the of the candidate’s responses to the questions is “self-explanatory” in all interviews. Director Lew makes the example with the Judicial Board candidate that was selected because of their current enrollment in Law School.



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The President joins the conversation and provides his insights where he explains that he agrees with Director Campbell and Director Rubenok's stance on the issue. The President goes on to explain that especially with the Board of Directors interviews in October the need for a written rubric for future interviews is crucial. He suggests that the nominating committee should write nine (9) or ten (10) questions for future Directors to use in SSMU interviews. The President ends off his suggestion by explaining that it would be very easy for future Directors if there is transparency as to why a candidate was selected for a SSMU position.

Director Lew responds to the suggestion by explaining to the Board that these candidates were not given random grades and that a lot of thought and deliberation went into the candidates Director Kausel and he selected. The President and Director Campbell reply this comment by explaining that they acknowledge the difficult decision Director Lew and Director Kausel had to make but that going forward the Board of Directors needs a rubric to make the interviews more clear as to why candidates were selected. In this way, they explain that there will be an explanation for the scoring of the interviewed candidates. Director Lew agrees that this should be the new policy going forward.

The President concludes that a rubric will now be created for the nominating committee for future SSMU interview selection processes.

The President then tells the Board that the nominating committee will now have the newly selected SSMU Parliamentarian, Sam Haward, as a member of the nominating committee. This committee will also include two (2) selected "members-at-large" that will be selected by HR.

The President then explains that because these two (2) members-at-large have not been selected yet, the Board of Directors can dismiss his comments on them as it is not necessary yet.

The President then motions for the three (3) selected Judicial Board candidates to be approved by the Board of Directors. It is unanimously approved.

d. Future BoD meetings



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The President opens this topic by explaining that he advises the Board of Directors not to hold the meetings on Saturdays given that it is not a work day and that the school year is in full swing now. The President, speaking on behalf of the other SSMU executives in addition to himself, explains that the SSMU Executives can free up their time to ensure that the future meetings can fit with the availabilities of the Directors of the Board. The President ends off this point by explaining that he will put out a “When2meet”, an online meeting-time organizer, between the Directors to figure out a time that works best for everyone. Director Campbell asks the President how the Board will approve Legislative Council Motions if they are not holding more frequent Board of Directors meetings. The President responds by explaining that the Directors can approve the motions through email. He ends off the point by explaining that the Board only needs to meet physically once a month.

4. Confidential session

- a. Scotia Bank Presentation -- Mandate the President and Vice-President Finance to follow up -- **Approved**
- b. La Prep/Lease extension
 - i. Motion to mandate the President and Vice-President University Affairs to explore extending the building lease and MOA for one year -- **Unanimously Approved**

5. Adjournment: 7:29.

A handwritten signature in black ink, appearing to read 'Tre Mansdoerfer', written in a cursive style.

Tre Mansdoerfer
SSMU President

