



Association étudiante de l'Université McGill

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.

Students' Society of McGill University

Located on Haudenosaunee and Anishinaabe, traditional territories.

ssmu.ca | (514) 398-6800 | 3600 rue McTavish, Suite 1200, Montréal, QC, H3A 0G3

SSMU Nominating Committee Report (REDACTED)

Submitted to the Board of Directors: 2024-01-11

Note: This report has been submitted both completely and in full, as well as with all names redacted. It is the prerogative of the Board to use either document in either public or confidential session.



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1. Committee Mandate, Composition, and Membership

The Nominating Committee is a committee under the purview of the Board of Directors tasked with the selection of members to the Board of Directors and Judicial Board when necessary. In performing this function, the committee solicits applications from the SSMU membership, interviews selected candidates, and presents recommendations for each position to the Board. When full, the committee consists of the Parliamentarian, three (3) Directors, one (1) Equity Commissioner, and three (3) Members-at-Large. As of January 11th, 2024, the Committee's membership is as follows:

Lisa Pennel, Parliamentarian (Chair, non-voting)
Lalia Katchelewa, Director
Nadia Dakdouki, Director
Alexandre Ashkir, Director
Taylor Prussky, Member-at-Large

2. Summary of Application Cycle

The Nominating Committee was tasked with the hiring of one (1) Board International Student Representative.

For the **International Student Representative**, applications were re-opened, extended until November 15th, and closed finally on December 15th. A total of 3 individual applications were received. An invitation to interview as well as a list of available times were sent out on October 28th to one candidate and December 1st to the later candidates. The candidates were interviewed on November 9th for one candidate and December 8th for the later candidates. The interviews were conducted by the Parliamentarian with at least one Director of the Nominating Committee or one Member-at-Large remotely via Zoom. One candidate had applied for and was initially interviewed for the Board Member-at-Large position.

Following the conclusion of the interview process the Nominating Committee voted on its nominations for the position at its January 8th meeting. Each member of the Nominating Committee evaluated the candidates independently, looking holistically at interview recordings, notes, and ratings to propose a ranking. The Committee voted with a majority preference for the recommended candidate, and agreement from all present members upon discussion.



These nominations are not binding on the Board and as such the Board has the right to choose any candidate for the position. Presented in this report are 3 shortlisted candidates for the Board International Student Representative position. No letters of rejection or nomination will be sent to candidates until the Board has approved a candidate to fill the position.

3. Shortlisted Candidates: International Student Representative

- a. Candidate 2
- b. Candidate 3
- c. Candidate 4

Please note that Candidate 1 was interviewed last cycle and recommended to be re-evaluated after more candidates had been reviewed. However, they were not deemed a good fit for the role after comparison with the above candidates.

4. Nomination: International Student Representative

The Nominating Committee recommends the nomination of Candidate 2 to the International Student Representative position.

The following paragraphs briefly highlight the reasons for nomination of the above mentioned candidate.

1. Candidate 2 displayed relevant experience as well as a keen interest and enthusiasm for the position. They showed great communication and organization skills. Their interview suggested they are aware and will be willing to tackle issues related to the International student body, given their involvement in managing student issues amid a financial crisis. Finally, the candidate's other responsibilities appear well suited for the Board's time commitment.
2. Candidate 4 displayed a great understanding of the SSMU as well as relevant experience. Given the candidate's willingness to discuss ethical issues, as well as their communication skills and experience in policy writing, the Nominating Committee recommends they be considered for the position of Judicial Board Member, which they also applied to. The candidate's other



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responsibilities and academic workload may better align with the smaller time commitment of the Judicial Board. Pending the approval of the Board of Directors, the Nominating Committee will propose a shortened interview with the candidate to evaluate them and for ease of comparison with other Judicial Board candidates.

3. Candidate 3 displayed great interest in the position and their interview suggested outstanding collaborative and communication skills. The candidate has experience in humanitarian organizations, focusing on people management and interpersonal conflict resolution. The candidate had a weaker understanding of the role compared with other applicants. With these points in mind, the candidate was deemed a lesser fit for this position and the Board's needs.

The Nominating Committee welcomes any questions regarding its recommendations.

Respectfully submitted,
The SSMU's Nominating Committee